

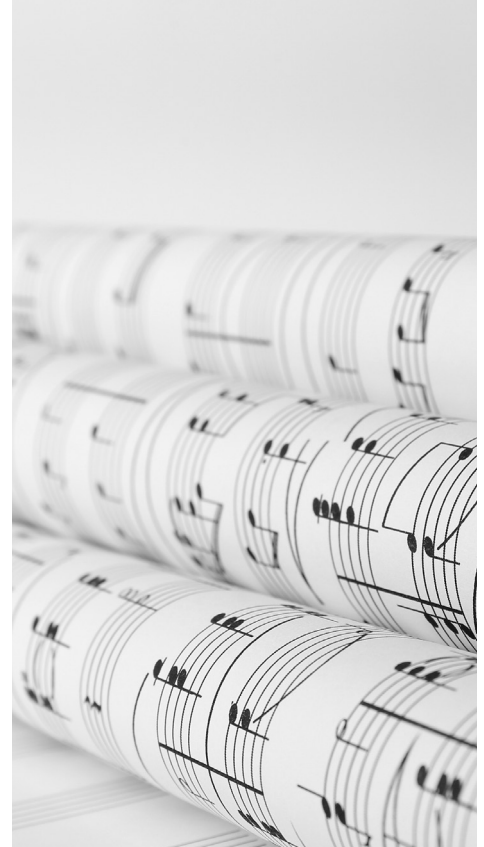
## Direct Hire Candidate Sourcing for Major Retailer

One of the world's largest sheet music retailers needed to fill two senior IT positions responsible for developing and launching multiple innovative projects.

### THE CHALLENGE

#### Hire Two Oracle-Specific Senior IT Professionals

To remain at the forefront of digital sheet music innovation, this retailer looked to hire two senior-level Oracle EBS Developers within their IT division. Responsibilities would focus on the design, implementation, and deployment of Oracle solutions, providing the retailer with the necessary manpower to deliver digital resources unmatched by competitors. These positions would be integral to delivering more innovative services and experiences to the company's customer base, therefore attracting a wider audience. With such defined skill sets and objectives, the company sought a trusted partner to help fill the IT roles with professionals that aligned with their company culture — quickly.



### THE SOLUTION

#### Leverage Judge's Proprietary Database of 8+ Million Candidates

The retailer partnered with The Judge Group to leverage Judge's proprietary Applicant Tracking System, which allows Judge technical recruiters to identify ideal candidates with speed and accuracy. Judge account executives met with the retailer's hiring manager to determine the ideal timing and overall goals of the initial Oracle project. Through this collaboration, Judge was able to define the ideal qualifications necessary for conducting the most effective searches and gain familiarity with the retailer's culture, values, and environment. This provided Judge technical recruiters with the ability to begin sourcing candidates immediately. After reviewing resumes and conducting interviews, Judge recruiters met individually with candidates to ensure the best possible matches. After narrowing the candidate pool, Judge recruiters educated the finalists on the retailer and Oracle project to ensure their preparedness prior to their individual meetings with the retailer's hiring manager.

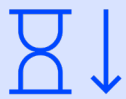


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## THE RESULT

### Successful Hires Resulting in Future Staffing Projects

The Judge Group delivered qualified candidates to fill both open senior IT roles for the retailer, on time and on budget. Client knowledge and an established rapport with the hiring team provided Judge with the insight needed to properly identify the most compatible candidates. Judge handled sourcing tasks from recruiting and screening through compliance, as well as onboarding, initial setup, and other administrative processes. This saved the retailer time, energy, and resources. Successfully filling the senior IT roles solidified Judge's relationship with the retailer, acting as a catalyst for servicing other technical projects and filling future staffing needs.



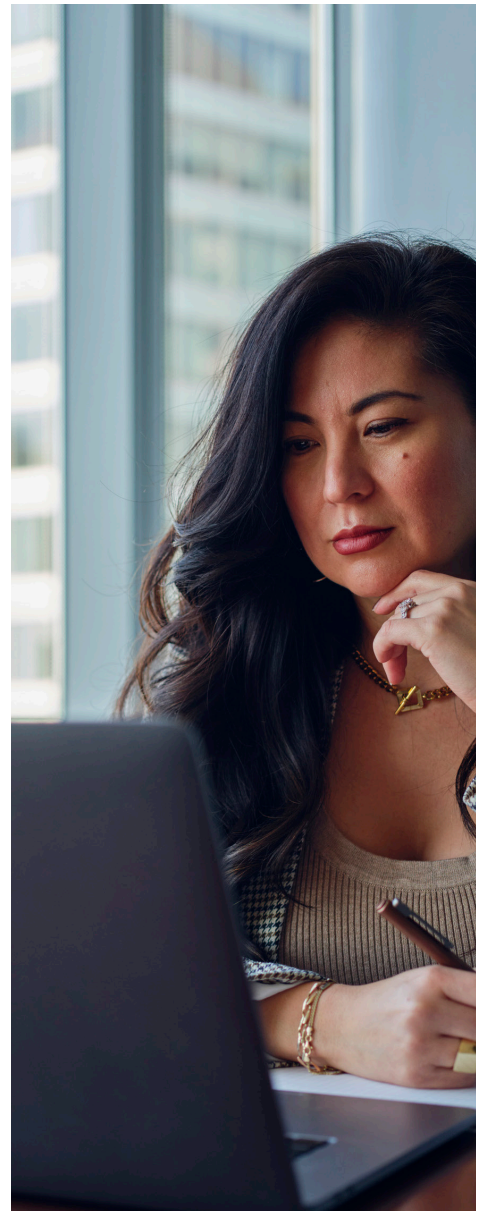
**Significantly reduced the time it took to hire the necessary senior IT professionals**



**100+ successful IT placements for retail clients**



**Successful hires led to future staffing projects**



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