



CASE STUDY

FINTECH GIANT RELOCATES TO AUSTIN AND TAPS JUDGE TO RECRUIT THOUSANDS OF LOCAL TECHNOLOGISTS

After locking down a \$22 billion acquisition, a multinational financial services company with over 32,000 employees sought to rapidly scale its workforce to develop, implement, and deploy new technologies supporting this historic merger.

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THE CHALLENGE:

Fulfilling the immediate demand for hundreds of new employees with specific technical expertise

With over \$7.3 trillion in assets under management (AUM), this financial services company needed to grow and scale its technology capabilities – fast. The merger that precipitated this expansion was the company's largest project to date. The firm needed to source, vet, hire, and onboard top-tier talent with specialized technical skill sets while remaining compliant with industry regulations to maintain momentum. The company's internal talent acquisition team could not handle this urgent demand for new talent, so they looked to The Judge Group for help.



THE SOLUTION:

Adding over 600 skilled technical resources

As a trusted partner for eight years and counting, Judge was well-equipped to address the company's specific hiring needs and began working diligently to procure over 1,500 technical experts across multiple domains and disciplines, including software development, cloud, mobile, security, desktop, web development, and program/project management. Judge dedicated a team of over 40 resources across sales, recruitment, compliance, audit, and administration to facilitate the rapid growth and development of the newly merged company's incoming workforce.



THE RESULT:

Meeting the deadline and priming the pump for future success

Over the course of 18 months, the Judge team worked shoulder-to-shoulder with the financial services company to ensure integration efforts went according to plan. As a result, the company was able to streamline the onboarding process for new hires, strengthen technical talent across the organization, and improve the fill ratio for contingent openings to less than two weeks. This led to a boost in employee retention and conversion to full-time employees, reduced time-to-hire, and improved production.