Case Study

Accelerating Innovation: Securing Top IT Talent for Mobility Data and Analytics

A leading mobility data and analytics organization faced challenges in hiring top-tier talent in data science and machine learning. By partnering with Judge, the organization successfully secured highly specialized candidates, accelerating their product development and maintaining their market leadership. This collaboration significantly enhanced the organization's innovation efforts and competitive edge.

THE CHALLENGE
Seeking Talent in a Highly Competitive Market

The Chicago-based organization, a significant player in the world of mobility data and analytics, provides data and analytics solutions for insurance companies, automotive businesses, logistics, and the public sector. The organization, which has innovative solutions and a wide range of customers, faced significant challenges in hiring top IT talent in the highly competitive fields of data science, machine learning, and artificial intelligence. They required experts with deep understanding of geospatial data, machine learning algorithms, building large language models, and beyond to develop next-generation products and maintain their market leadership.
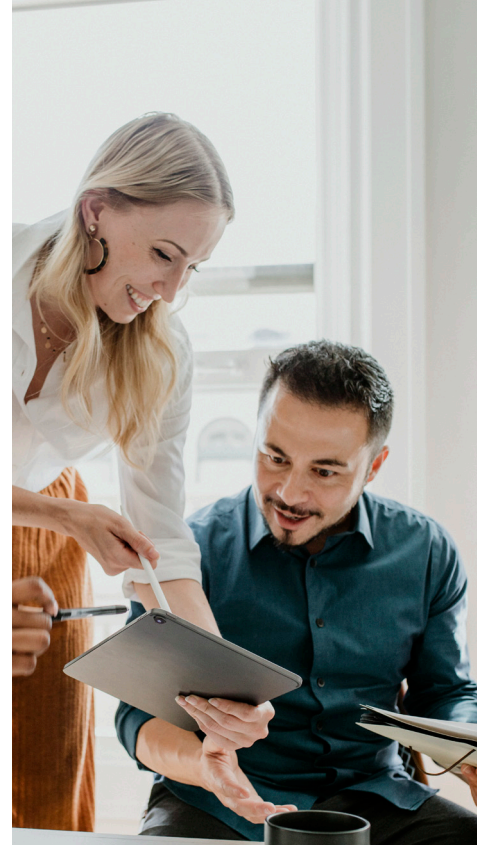
THE SOLUTION
Strategic Partnership for Extremely Specialized Talent Acquisition

The organization turned to Judge as a trusted partner to address their hiring challenges for specialized roles, including a principal geospatial data scientist and a principal GenAI machine learning scientist. Judge leveraged established candidate communities and expertise in talent acquisition to meet these needs.

Judge's targeted talent sourcing efforts focused on identifying top-tier data science, machine learning, and AI talent through a collaborative approach with the organization's TA team and key stakeholders. This ensured alignment and addressed evolving needs, securing high-demand candidates with competitive offers.

By streamlining the interview process and offering guidance on competitive compensation packages, Judge ensured a swift and effective hiring cycle. Judge successfully placed these two critical principal-level hires, advancing the organization's product development.

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Accelerated Hiring and Enhanced Innovation

Judge built consultative, professional relationships with high-demand candidates in a competitive market. In one instance, Judge advised adjusting the client's standard interviewing and assessment process to secure the acceptance of a high-potential ("HIPO") candidate.

By partnering with Judge, the organization accelerated their hiring process and secured top-tier talent in an ultra-competitive field. This collaboration significantly enhanced their product development and innovation efforts, helping them maintain their position as market leaders in the mobility data and analytics industry. The successful placements contributed to the organization's ability to develop next-generation products and maintain their competitive edge.

Candidate Quality

Secured two principal-level hires with expertise in geospatial data science and GenAI machine learning

Innovation Impact

Secured two principal-level hires with Maintained market leadership in the mobility data and analytics industry

Accelerated Product Development

Enabled the organization to speed up product development by swiftly hiring specialized candidates, significantly boosting innovation capabilities.

"My team works at the crossroads of cutting-edge machine learning and geospatial analytics. This combination of skills created significant challenges in finding qualified candidates to fill our open positions. Partnering with the Judge team was instrumental in securing the exceptional talent we required. By collaborating to understand our hiring needs, and relying upon Judge's deep experience in sourcing, we were able to quickly fill our openings with analysts that immediately drove value for the business."

-Data Science Manager

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