

Case Study



Enabling Scalable Wireless Deployment Through Highly Specialized Real Estate Talent

A leading U.S. telecommunications provider partnered with The Judge Group to support a large-scale wireless network expansion by sourcing highly specialized network real estate talent with a rare mix of Juris Doctor credentials and wireless deployment experience. Through an end-to-end, consultative staffing approach, Judge placed more than 15 role-ready consultants over a 30-month engagement—accelerating time-to-fill, maintaining deployment momentum, and supporting expanded coverage and network reliability.

THE CHALLENGE

Sourcing Rare, Highly Specialized Talent

The company struggled to identify candidates who met the unique requirements of network real estate roles: a Juris Doctor degree, proven telecom market experience, and direct involvement in wireless new builds, modifications, and small cell deployments. This combination was exceptionally hard to find, resulting in extended hiring cycles and significant time spent reviewing misaligned candidates.

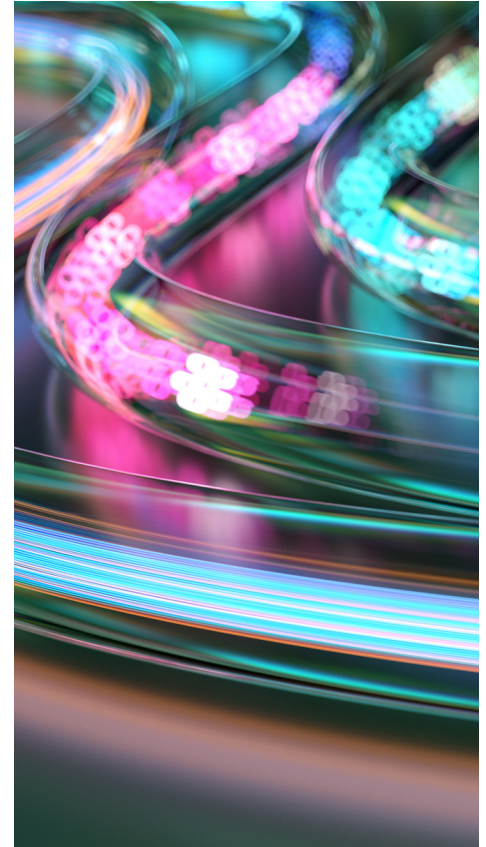
With an aggressive wireless build plan underway, delays in filling these positions put project timelines, deployment milestones, and overall program momentum at risk. Leadership needed a more efficient way to identify and secure highly qualified talent capable of contributing immediately.

THE SOLUTION

A Consultative, End-to-End Staffing Approach

Judge partnered closely with the company to take ownership of the end-to-end hiring process. The Judge team led a consultative engagement that began with detailed intake and calibration sessions to define must-have skills, success criteria, and team-fit preferences.

Judge then executed targeted sourcing and rigorous pre-screening to validate legal expertise, wireless project management experience, and readiness to operate in fast-moving build environments. The



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team managed all candidate communication, qualification, and interview coordination—shielding the hiring manager from administrative burden and low-fit profiles.

This high-touch approach enabled the client to build both time-and-materials (T&M) and statement-of-work (SOW) teams under a single manager, while maintaining speed, quality, and consistency throughout the hiring process.

THE RESULT

Faster Hiring, Higher Productivity, Sustained Momentum

Judge consistently delivered vetted, role-ready consultants aligned to the company's Network Real Estate organization's —meeting strict legal, technical, and deployment experience requirements.

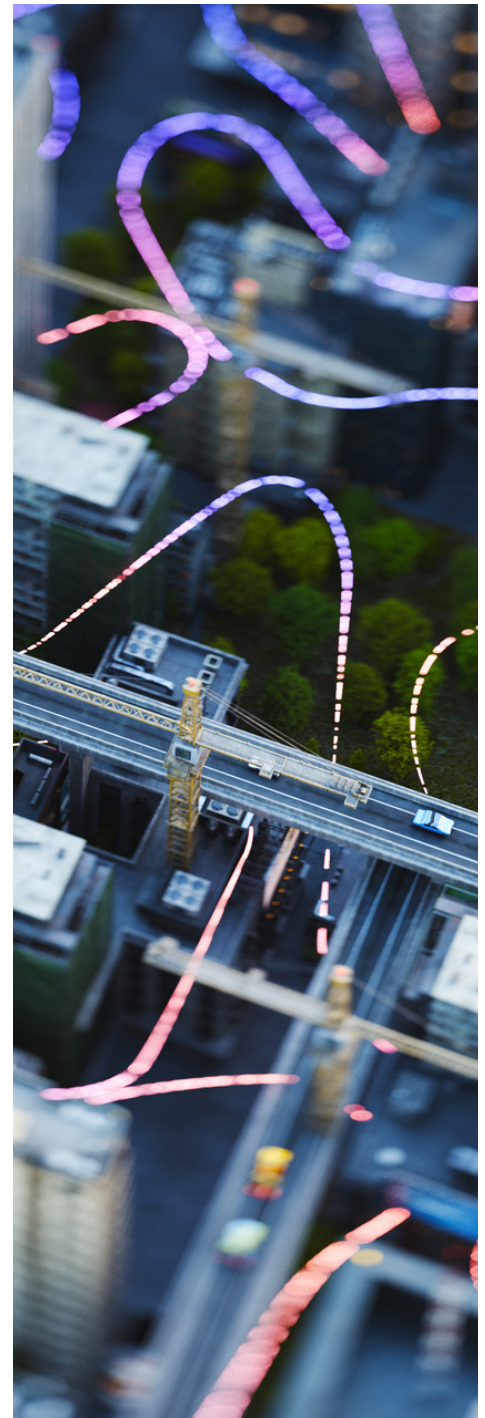
Hiring timelines shortened, candidate quality improved, and leadership reclaimed valuable time previously spent reviewing mismatched profiles.

Key results include:

- 15+ consultants placed across Network Real Estate roles over 30 months
- Faster ramp-up and higher day-one productivity
- Reduced time-to-fill compared to prior hiring efforts

Once Judge embedded into the hiring process, the impact was immediate—requirements were refined, screening tightened, and the path from intake to interview and offer accelerated.

By keeping critical roles staffed against an aggressive wireless build plan, Judge helped minimize schedule risk, improve ROI, and support consistent delivery. Ultimately, the 30-month engagement and ongoing SOW support enabled faster deployment of wireless infrastructure—contributing to stronger coverage, improved capacity, and a more reliable connectivity experience for end users.



Need highly specialized talent you can't afford to wait for? Partner with The Judge Group to keep your most critical initiatives moving.

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