

JANE.



Cost-Effective Solution for Recruiting Software Engineers

Success: Reduced cost per hire by \$13,213



The Client.

Audigent is an audience intelligence platform that provides brands with actionable data, analytics and insights that optimize the targeting, engagement and ROI of online, mobile and social video ads. Audigent's platform allows brands to discover, monitor and target audiences that drive media performance.

The Challenge.

In 2016, the company engaged Jane to streamline the recruitment process, and optimize their selection practices around the types of professionals they needed to hire. The open positions that Audigent has hired for through JANE include positions for a Full Stack Software Engineer (contract and full time).

JANE RESULTS

Total candidates:	226
Total hires:	3
Time savings:	123 hours
Recruiter cost:	\$16,200/hire
Jane cost per hire:	\$2,987/hire

ROI/Savings: **\$13,213/hire**

**Average recruiter fee is 18% of new hires' first year salary.*

The Solution.

Audigent was paired with one of JANE's hiring specialists. After defining the profiles of the types of candidates Audigent was trying to attract, their personal JANE hiring specialist developed the job ads, recruitment plan, screening process, and set up and managed the following process for them in our intuitive software:

- Job ads marketed under Audigent's brand and targeted both major job sites and local niche sites and communities
 - Candidates apply online and resumes organized by job
 - Resumes reviewed and qualified candidates advanced to pre-screening
 - Candidates pre-screened
 - Interviews scheduled with most qualified candidates
 - Hiring managers equipped with interview questions and scorecards
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The Outcome.

Out of a total candidate pool of more than 200 applicants, Audigent has hired 3 software engineers through Jane for less than \$3,000 per engineer!



Jane makes your hiring so easy.

Let's make your hiring better & less costly, while saving you valuable time.

Call **Everett Reiss** at **(267) 564-1557** or email **ev@jane.hr**