5x Response rate improvement	**93%** Offer acceptance rate	**25** Hires in 18 months

Hired helps pre-IPO healthcare technology company Hinge Health scale their engineering team

About Hinge Health:

Hinge Health is pioneering the world's most patient-centered Digital Clinic for back and joint pain. The company is made up of a diverse team of nearly 1000 scientists, medical professionals, and engineers on a mission to tackle some of the leading issues in healthcare including the reduction of chronic pain, opioid use, and surgeries. Since launching in 2015, Hinge Health has seen explosive growth and needed a partner to help scale their engineering team to support their critical mission.

The Opportunity:

Hinge Health, headquartered in San Francisco, is a distributed company with markets continuously opening up. Last year, Hinge Health's headcount tripled, and they needed to scale their engineering organization to match. They sought a partner to help diversify their leadership, hire for their distributed hubs, and quickly pivot across regions and talent segments.

> *On Hired, you get a response, whether it's good or bad, in a matter of 48 hours versus waiting to see who replies weeks or sometimes months later. Hired is typically the quickest response from all of the sources that we use.*

Justin Kabalin
Lead Technical Recruiter @ Hinge Health

How Hired Helps:

With Hired as a partner, Hinge Health has made nearly 1,000 first round interviews in just 18 months, enabling the team to efficiently scale their pipeline for top tech talent. Hires range across engineering, product and design, and at all levels of experience including leadership. While headquartered in San Francisco, Hinge Health had a presence in Portland and quickly expanded to Seattle, Denver and Austin. With Hired's support, they were able to hire and evaluate talent across all key locations.

As Lead Technical Recruiter Justin Kabalin shared, "Between all the tools and vendors we have, Hired is really the only one we have a relationship with. I had a project thrust in my direction with a new skill we've never recruited in house. Within about 2 hours, our Account

Manager was able to share that information. That allowed me to quickly go through our existing pipeline, assess, make a determination on outreach, and prioritize outreach in all of my channels. Hired data is a lot more helpful to me than even within the context of the Hired platform."

Hinge Health also uses Hired to accelerate their pipeline and keep pace with rapidly scaling demand. Recruiting Manager Alice Jorgenson states, "The urgency of candidates moving through the pipeline is great - they're eager to move forward and with it being a marketplace, we as employers are also encouraged to move quickly to lock in competitive talent." With Hired's vetting for candidates' interview readiness, Hinge Health has seen response rates improve significantly. "On Hired, you get a response, whether it's good or bad, in a matter of 48 hours versus waiting to see who replies weeks or sometimes months later. Hired is typically the quickest response from all of the sources that we use." Justin Kabalin explains.

As a result of the efficiency and scalability of the platform, Hired has become a core part of the Hinge Health recruiting team's workflow. As Alice Jorgenson discussed, "Everyone has been using it actively and on a weekly basis. The usability of the tool is great compared to the other tools. It's so simple and easy to train new users and our Account Manager is great about quickly onboarding people to get people using it immediately."

The hardest part of the job search is to get your foot in the door. Using Hired gets you access right away. People should take advantage of it!

Alvi Ali
Technical Lead @ Hinge Health

Candidate spotlight

Hired's mission is to connect ambitious talent to rapidly scaling, innovative companies like Hinge Health. One talented addition to their team is Technical Lead, Alvi Ali, based in Washington. Referred by another Hired user, Alvi immediately started getting traction on Hired soon after signing up, making several connections in a matter of weeks. Alvi shared, "Looking for a job is a job in itself. Having a platform that understands you and is super easy to use is awesome."

After receiving a clear, concise message outlining the company background, salary information, and role scope, Alvi accepted Hinge Health's interview request despite having no prior knowledge of the company and multiple offers already in process. After connecting virtually and learning about Hinge Health's mission, Alvi was keen to move forward in the process and accepted an offer in just two weeks. "The fact that we get to work in technologies like this is what sold me."

"The hardest part of the job search is to get your foot in the door. Using Hired gets you access right away. People should take advantage of it!"

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