Bringing different talents and backgrounds together to build teams of better technologists

Excella

Excella's team is a community of problem solvers and collaborators, teachers and leaders, creative minds, and analytical thinkers. Promoting diversity, equity, and inclusion is fundamental to their success and allows Excella to provide a wide range of innovative solutions to our clients by leveraging the disparate backgrounds and experiences of our employees. It is through Excella's innovative solutions that they can deliver on their firm's purpose of cultivating exceptional careers for our employees by creating meaningful solutions for our clients.

The Goal:

Sourcing diverse problem solvers and collaborators

With diversity, equity, and inclusion top of mind, Excella aims to continue to diversify its candidate pool by leveraging tools like Hired, engaging with community organizations, and developing pipelines into schools. Their goal is to have the ability to meet candidates where they are individually and evaluate them based on what they know and bring to the table — fundamentally believing that different talents and backgrounds make them better technologists.

The Solution:

Helping organizations realize their future by hiring diverse teams of leaders

With Hired, Excella has been able to expand its talent pipeline and build out diverse tech teams. Over the past three years using our platform, Excella has hired eight unique technical roles with niche skillsets and has made 11 placements. Of those placements, 72.73% percent of hires have been diverse talent.

The Future:

Reliable, high quality talent

Hired's account management team will continue to support Excella's hiring needs and their goal of building best-in-class teams with diverse backgrounds and skillsets. With Hired, Excella is able to fill its talent pipeline, increase its offer acceptance rate, and keep DEI top of mind while hiring.

**First onboarded
November 12th, 2018**

**11 placements,
349 interview requests**

Positions filled:

Data Analyst
Data Engineer
Sr. Java Developer
Data Engineer
Data Scientist
Lead UX
Sr. Consultant
DevOps Engineer

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Hired allows our team to collaboratively source candidates, while at the same time seeing a snapshot of the market and the talent available. It allows us to measure pay equity in the multiple markets that Hired supports, allowing Excella to continue to be responsive to the needs of candidates. Reduction in sourcing time hands down allows us to continually diversify and expand our candidate pool by connecting us with highly responsive people.

Zach Jenks
Recruiting Manager
Excella