



500+
candidate
introductions

60%
interview
acceptance rate

34
average days
to hire

Hired helps \$3B tech startup Lattice scale their high-growth tech and sales team

About Lattice:

Lattice is transforming the world of work by producing modern people management software that helps HR teams enhance the employee experience. With offices in San Francisco, New York, and London, the company has 485+ employees distributed across several time zones.

Together, Latticians are on a mission to make work meaningful: empowering people teams everywhere to turn employees into high performers, managers into leaders, and companies into the best places to work. Lattice has experienced tremendous growth since launching in 2015, and partnered with Hired to help scale their rapidly expanding team.



The market is so competitive, and one of the best things you can do is have a quick process. Hired helps us achieve that.

Lauren Hoe
Technical recruiting manager @ Lattice

The Opportunity:

2021 was a period of hypergrowth for Lattice. Not only did the startup launch new products, expand markets, triple their company valuation, and achieve unicorn status—they also increased headcount by 150% to make this all possible.

How Hired Helps:

Reflecting on a remarkable year, Lattice's technical recruiting manager, Lauren Hoe, credits Hired with helping them achieve rapid hiring success. "The market is so competitive, one of the best things you can do is have a quick process," she shared. "Hired helps us achieve that."

Compared to a previous hiring platform, Lattice found Hired more user-friendly for recruiters and candidates. After they switched to Hired, they were pleasantly surprised by the contrast.

"Onboarding recruiters on Hired is quick and easy," said Lauren. "And knowing we have a tool with proven success in usage and response is great."

The Lattice recruiting team has been particularly impressed by Hired's diverse candidate pool. "There's a mix of passive and active candidates, which gives us the opportunity to discover people unaware of Lattice as well as fans actively looking to join us," explained Lauren.

Lattice is eager to efficiently onboard even more tech and sales talent with Hired's help. Said Lauren, "We're lucky to be continuing to grow, and hope to double headcount by the end of '22."



All told, it was probably about a month from inquiry to accepting an offer.

David Achee
Software engineer @ Lattice

Candidate Spotlight:

Hired's mission is to connect ambitious talent to rapidly scaling, innovative companies like Lattice. One talented addition to their team is software engineer David Achee, who works remotely from Texas. He first used Hired as a hiring manager for a startup, and enjoyed it so much he used it again when launching his own job search.

Before long, he had a steady stream of interview requests—one of which was from Lattice. "I far and away got much better quality interviews from Hired," said David. "The companies on Hired seemed to match the more advanced stage of my career."

Fast forward to today, and David couldn't be happier. "The process was pretty quick, too," he said. "Lattice was the first company I interviewed with, and the first company to make an offer. All told, it was probably about a month from inquiry to accepting the offer."

Hired also helped Lattice expand their Customer Experience team with Hunter Weber in a Senior Customer Success Manager role. Hunter spoke about Lattice's culture, saying, "the potential here is unlimited. Rarely before have I had managers and colleagues who so actively promote and support you."

Before Hired, Hunter worked with recruiting firms with mixed results. His Hired experience, however was efficient and "so easy, took less than a month from kickoff to accepted offer." He's since referred others to Hired's platform based on his positive experience.

We do the heavy lifting

45+ hrs
Saved
per hire

90%
Candidate
response rate

35 days
Average
time-to-hire

The predictability of a steady pipeline of high-quality, high-intent talent with the insights and hands-on help to take you from source to success.

Hired Assessments

Replace your initial live technical phone screens with automated technical assessments for all your candidates. Hired Assessments streamlines and standardizes your technical screening, reducing bias, saving engineering hours, and allowing for a fully remote experience.

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Technology candidates

Full Stack Engineer

Security Engineer

Data Scientist

Backend Engineer

Embedded Engineer

Product Designer

Frontend Engineer

Gaming Engineer

UX Designer

Mobile Engineer

Engineering Manager

Visual/UI Designer

Data Engineer

Product Manager

Quality Assurance (QA)

Machine Learning Engineer

Data Analyst

DevOps Engineer

Blockchain Engineer

Data Analytics

Sales candidates

Account Executive

Sales Manager

Sales Operations

Account Manager

Customer Success

Business Development

Sales Development (SDR)

Global Talent for Scaling Teams

Talent demands flexibility. Hired's talent matching capabilities including upfront salary expectations, skills, years of experience, remote and time zone work preferences, allow us to surface the best talent for your needs.

- 9000+ connections made weekly
- Candidates from 150+ countries with 90% open to remote or hybrid roles
- 1000s of skills across 50+ tech and sales roles
- 30% candidates from underrepresented groups

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