

1.

"6 months later, our candidate was promoted to Director of Engineering"

We worked with one of USA's largest and most reputable debt settlement companies in finding a Senior Salesforce Developer.



OBJECTIVES

Due to our client's expanding customer base they needed to prioritise upscaling their CRM system with some top-level Salesforce talent. Being that the owner of National Debt Relief was previously a Salesforce Developer he understood their main area of focus to start would be hiring a Senior Developer.

The prospect would analyse complex systems, troubleshoot, and isolate systems, utilize thorough understanding of application development, project lifecycle, and methodologies and that have the ability work under tight deadlines and handle multiple detail-oriented tasks. The prospect would also be responsible for Salesforce administration, release management and deployment as well as management of Salesforce.com sandboxes, including their integrations.



SOLUTION

Due to the role relying heavily on coding, we knew we had to find a strong, specialist Developer that had a long-lasting love & passion for coding.

We approached our established talent pool and focussed on reaching out to the relevant profiles that were based in Central & Eastern Northern America. After dialog with a connection via LinkedIn we had already had a relationship with, we found a "made-to-measure" candidate.

The candidate was a habituated Sr. Salesforce Developer with 5+ years of very broad experience due to working at various Salesforce Partners, with exposure to many different domains and Salesforce Clouds who was no stranger to large implementations who also held a Salesforce Platform Developer II certification to match.

AT A GLANCE

CHALLENGES

- The client needed to fill the role within an accelerated timescale
- The ideal individual would need at least 5 years experience
- The role relied heavily on coding so the ideal individual would have to mirror a high level of passion for that area of the role.



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BENEFITS OF NDR USING OLIVER PARKS

1.

Our already established network of salesforce developers and our candidate communities meant we could immediately reach out talent, as well as generate a wealth of referrals. This gave us access to a candidate pool that nobody else would.

2.

Our candidate had the perfect background which meant he immediately hit the ground running and was promoted within 6 months of being at the company.

3.

Onboarding and forward support. We don't just stop at placement, we are here for candidate support at every stage of their placement. They were upscaling their CRM system which meant we could provide further support.

WORK WITH OLIVER PARKS

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