HBO

TECH STAFFING CASE STUDY

A comprehensive analysis of Andiamo's technology recruiting success with HBO.

ANDIAMO

Staffing Success Story

ANDIAMO & **HBO**

In 2013 HBO needed to quickly grow a new elite division responsible for the HBO Go platform. HBO approached Andiamo when a former candidate accepted a senior level role within the organization and immediately recommended us to be the preferred vendor. Andiamo quickly became HBO's top vendor and through data driven recruiting, we have provided a steady stream of the nation's finest Software Engineers, Managers, Architects and more, placing over 70 technologists in less than 3 years.

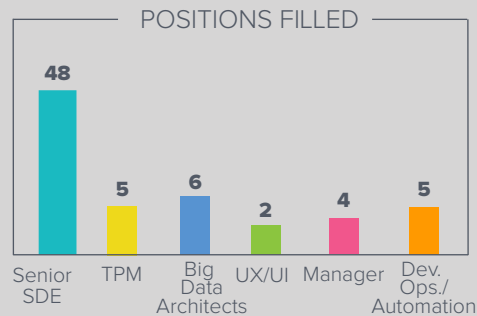| **LOCATIONS**	**SPECIALTIES**	**COMPANY SIZE**
New York, NY, Seattle, WA	Media Streaming, Premium Cable	2,000 ⬆

HBO'S HIRING NEEDS

Divisions: Digital Products (Video Streaming and Infrastructure), Business Systems and Media Engineering

Positions: Sr. Software Development Engineers, Development Managers, Big Data Architects, DevOps Engineers, SDET's and TPMs

OUR DELIVERY

POSITIONS FILLED

- Senior SDE: 48
- TPM: 5
- Big Data Architects: 6
- UX/UI: 2
- Manager: 4
- Dev. Ops./Automation: 5

To deliver on our promise to HBO, Andiamo relies on large-scale and in-depth research projects. Our dedicated research team is constantly analyzing and updating information on HBO's competition (Netflix, Hulu, etc.), elite technology companies (Google, Facebook, Microsoft, etc.), as well as top tier startups and smaller companies. Andiamo research also takes a comprehensive look at hiring and layoff trends, bonus and promotion schedules, and stock and market fluctuations. By using this targeted method, our recruiting team understands how and when to reach out to the best and brightest technologists for HBO. For more information and testimonials, visit: http://www.andiamogo.com/hbo-staffing
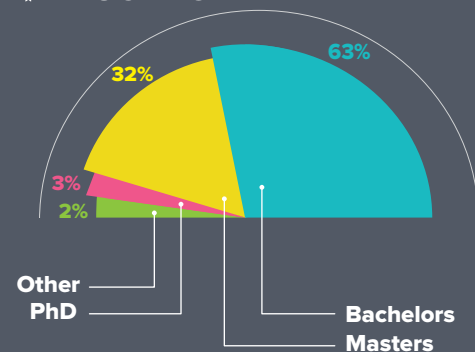
DEVELOPERS PLACED

The data below represents the profiles of developers that Andiamo placed with HBO.
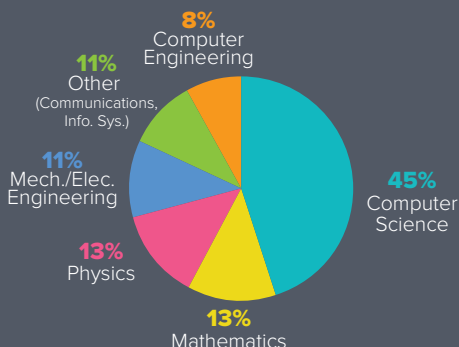
AVERAGE YEARS OF EXPERIENCE: 14

EDUCATION

- Bachelors: 63%
- Masters: 32%
- Other: 3%
- PhD: 2%

PREVIOUS BASE SALARY: $149K

FIELD OF STUDY

- Computer Science: 45%
- Computer Engineering: 8%
- Other (Communications, Info. Sys.): 11%
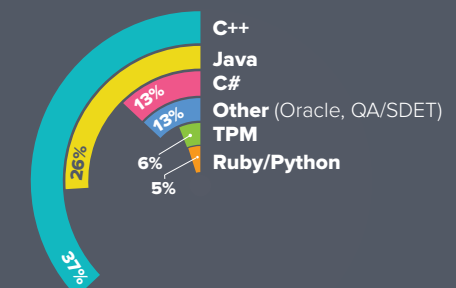- Mech./Elec. Engineering: 11%
- Physics: 13%
- Mathematics: 13%

PREVIOUS EMPLOYERS

- Microsoft (45%)
- Amazon (13%)
- Google
- Expedia
- F5 Networks

SCHOOLS ATTENDED

- University of Washington
- University of Michigan
- University of Pennsylvania
- Syracuse University
- Yale University

TECH SKILLSET

- C++: 37%
- Java: 26%
- C#: 13%
- Other (Oracle, QA/SDET): 13%
- TPM: 6%
- Ruby/Python: 5%

RECENT PLACEMENTS

Senior Software Engineer 2
Digital Products

Past	Amazon, Senior Software Engineer
Education	Binghamton University
Degree	PhD, Computer Science
Previous Work	Developed platform Search index architecture, Designed and implemented metric name backend service to consume metric names from Kinesis and send to Platform Search index via SQS

Senior Software Engineer
Video Client/Streaming

Past	Google, Senior Software Engineer
Education	University of California Berkeley
Degree	BA, Mathematics
Previous Work	Architected and developed a complete, end-to-end Quality of Experience media analysis system to accurately predict the perceptual media quality of audio and video calls based solely on available network statistics.

Senior Software Engineer 2
Digital Products

Past	Zulily, Lead Software Engineer
Education	Nova Southeastern University
Degree	MS, Computer Science
Previous Work	Built a logically/physically tiered distributed application (15,000+ machines) to facilitate real time revenue data collection and processing with high degree of fault tolerance and maximum throughput (100GB+ of data/hour)

Senior Software Engineer
Digital Products

Past	Microsoft, Senior Software Design Engineer
Education	Indiana University
Degree	MS, Computer Science
Previous Work	Owned application layer logic that provided mobile-optimized cross-platform API for Skype messaging, Created video messaging, plain-text and rich text messaging, group conversations, skype commands

Front End Engineer
Business and Media Software Engineering

Past	High 5 Games, Senior Developer
Education	University of Pennsylvania
Degree	MS, Computer Science
Previous Work	Sole engineer on a multidisciplinary team that brought RPG slots from concept to production, Built part of the C++ slot engine library that's used in all High 5 games

Senior Software Engineer 2
Digital Products

Past	Avalanche, Senior Engineer Programmer
Education	University of London
Degree	BS, Computer Science
Previous Work	Designed/Implemented runtime features for in-house engine on PC, Xbox ONE and PS4, including multi-threaded CPU performance, open-world resource streaming, LOD systems, and secondary/procedural animation

Senior Team Lead/Architect
Digital Products

Past	Barnes and Noble, Technical Lead
Education	SUNY Old Westbury
Degree	BS, Computer Science
Previous Work	Technical Lead for SOA team which included physical checkout, instant purchase, promotion engine, content ingenstion, payment solutions, subscriptions engine, and all transactional services

Senior Software Engineer/Architect
Digital Products

Past	Expedia, Senior Software Development Engineer
Education	Yanshan University
Degree	BS, Engineering
Previous Work	Architected/implemented scalable core services that back millions of requests per minutes and power Expedia's $40 billon revenue annually, improving network IO, latency, and stability across Expedia sites worldwide

Senior Software Engineer
Digital Products

Past	Microsoft, Senior Design Engineer 2
Education	Syracuse University
Degree	BS, Computer Engineering
Previous Work	Developer of the Microsoft Azure Portal-primarily responsible for security and identity, Built header based OAuth authentication flow for single page application, Responsible for build performance

Senior Software Engineer
Digital Products

Past	Disney, Senior Embedded Software Engineer
Education	University of Michigan
Degree	BS, Computer Science
Previous Work	Led and drove sections of core development of software stack for Playmation toys, developed Low Level storage/interface Drivers, implemented distributed network device command systems

Senior Software Engineer
Digital Products

Past	F5 Networks, Senior Engineer
Education	Syracuse University
Degree	MS, Computer Science
Previous Work	Developed system that automates management of application delivery controllers for both traditional and cloud infrastructure

Senior Software Engineer
Digital Products

Past	Bungie, Software Engineer
Education	MIT
Degree	BS, Physics
Previous Work	Owned systems including , IO optimization, client-side data and event logging, crash reporting and crash dump generation, build script system, in-game debug screen framework, and performance tool integrations