



## TECH STAFFING CASE STUDY

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

# Staffing Success Story



Andiamo is the top-rated staffing partner for over 30 elite tech startups across the country. Andiamo helps these startup clients build out their technology divisions by finding the best and brightest technologists from top universities and elite companies. Through our data-driven recruiting model, we find success by tackling hiring challenges and placing engineers and developers at the most sought after startup companies.

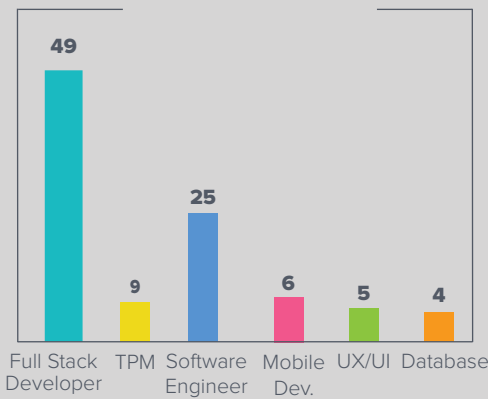
## START UP HIRING NEEDS

**Positions:** Full Stack Developer, Software Engineer, Big Data Engineer, SRE, Technical Project Manager, Mobile Developer

**Technologies:** Java, Scala, Ruby, Python, Javascript (Angular.JS, React.JS, Node.JS), MongoDB, AWS, Docker, Chef, Puppet, Spark,

## OUR DELIVERY

POSITIONS FILLED



To meet our clients' staffing needs, Andiamo helps specific teams attract and hire the best engineering talent in the country. We leverage massive amounts of data to conduct research analyzing national hiring and salary trends which help fill niche positions. Some of the startup clients we recruit on behalf of include:



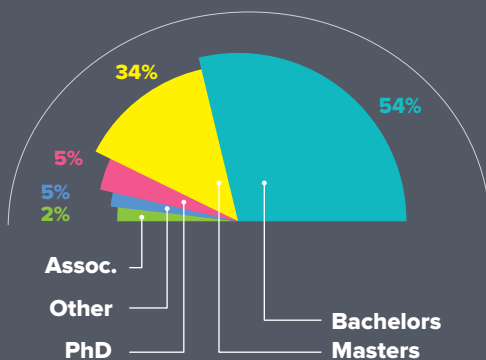
## DEVELOPERS PLACED

The data below represents the profiles of developers that Andiamo has placed with Startups.

### AVERAGE YEARS OF EXPERIENCE:

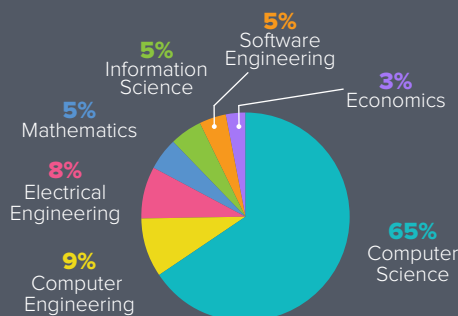
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### EDUCATION



**AVERAGE SALARY INCREASE:** 19.1%

### FIELD OF STUDY



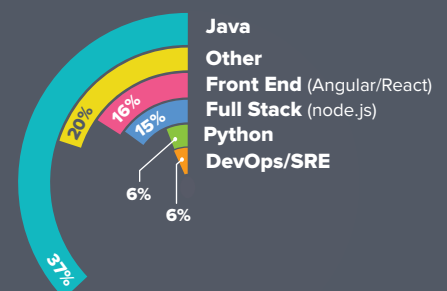
### PREVIOUS EMPLOYERS

- Amazon
- Facebook
- Twitter
- NetApp
- eBay

### SCHOOLS ATTENDED

- Columbia University
- RPI
- University of Texas at Austin
- Cornell University
- University of Chicago at Illinois

### TECH SKILLSET



# RECENT PLACEMENTS



## Software Engineer

Past Microsoft, Senior Software Development Lead  
Education Columbia University  
Degree MS, Computer Science  
Previous Work Work experience includes distributed n-tier and client/server systems, real time, low latency, high volume, and multi-threaded system.



## Full Stack Developer

Past Amazon, Application Development  
Education RPI  
Degree Computer Science  
Previous Work Designed and built break management tool with Apache Sling, Karaf, Dojo and Drools, designed and built end-to-end message monitoring and metrics application with Java and Splunk



## Software Engineer

Past eBay, Senior Software Engineer  
Education University of Texas at Austin  
Degree BS, Computer Science  
Previous Work Led the development for a Financial Data Service that maintains and provides pricing data for the Leveraged Loan market. It is a Java based web application. (Hibernate, JMS, Spring, Tomcat, Apache Web Server)



## Front End Developer

Past NetApp, Software Engineer  
Education Cornell University  
Degree MS, Computer Science  
Previous Work Primary developer on the 'AdPub' application, an advertisement mockup generator built in Rails and ReactJS, Built a UI for a recommender POC using the above data in Javascript with React and Bootstrap



## Full Stack Developer

Past eBay, Senior Software Engineer  
Education Rutgers University  
Degree MS, Computer Science  
Previous Work Developed, tested and deployed the back-end server (Java application) of the integrated trading platform, built a Rest web service from scratch for pulling analytics data from vendors



## Software Engineer

Past Dow Jones, Software Engineer  
Education Penn State University  
Degree BS, Computer Science  
Previous Work Member of a 4 man team building a subscription management and billing platform for 2.5 Million subscribers and processing more than \$1B in annual payments, built a webcrawler in Node.js



## Front End Developer

Past JIBE, Front End Developer  
Education University of Chicago at Illinois  
Degree MS, Computer Science  
Previous Work Architected performance optimizations for the web analytics application running in Backbone, created development standards and implemented best practices for the company application running in Angular.js



## Software Engineer

Past VSA Partners, Application Developer  
Education Cornell University  
Degree BS, Engineering and Computer Science  
Previous Work Developed from the ground up an internal social networking web app where IBM's massive population of 350,000 can go to share their day-to-day triumphs for coworkers to see and interact with



## Software Engineer

Past Wells Fargo, Software Developer  
Education University of California at Berkeley  
Degree MS, Electrical Engineering  
Previous Work Designed, implemented, and tested customizations that include component bundling, automatic aliasing and quote escalation work flow, using Java and SQL for projects worth \$3 million each in revenue



## Full Stack Developer

Past NetApp, Senior Developer  
Education University of Texas at Austin  
Degree BS, Computer Science  
Previous Work Moved to Node APIs (leveraging GSA as the search engine) in a micro-service architecture, serving a (mostly) isomorphic application written in React and Flux.



## Software Engineer

Past BlackRock, Engineer  
Education Virginia Tech  
Degree BS, Computer Science  
Previous Work Designed, developed and maintained Quality Control framework that ensures the data accuracy, design and implement BlackRock Financial Risk factor Model report



## Full Stack Developer

Past Plyfe, Software Engineer  
Education Virginia Tech  
Degree BS, Computer Science  
Previous Work Developed a dynamically composed suite of Ember.js applications which communicate with versioned proprietary Rails APIs that adhere to the JSON API spec.