

## CASE STUDY

# FAITH-BASED SOFTWARE COMPANY PUTS TRUST IN #TWICEASNICE FOR A SENIOR ANDROID DEVELOPER

## THE CLIENT

A growing, faith-based SaaS company that serves thousands of church communities around the world continues to grow and absorb technology through acquisitions.

## THE ROLE

This Senior Android Developer not only had to be a true expert in the Android platform, they also had to be willing to mentor a team that was aligning a new acquisition's technology into their overall ecosystem. While the pay was at market, the client really wanted someone to be passionate about the impact of their work and how it would help ministries across the globe.

## THE CHALLENGE

This was a rock-solid search that even allowed for remote candidates. The only 'challenge' to speak of was ensuring the candidates with top notch Android expertise would also feel the same passion for the mission as the rest of the growing team - this was a clear, and understandable, requirement.

## HOW #TWICEASNICE PARTNERED

Through the intake call, #twiceasnice got the technical requirements but really focused on what would make a candidate truly love the culture of this faith-based organization and what should be shared about the work environment both 'on campus' and remote so we could get candidates excited about the overall mission of the client.

## #TWICEASNICE RESULTS

Immediately implementing an aggressive cold outreach program and national advertising campaign, our client was interviewing the first of 6 presented candidates on Day 4 of the search and made the hire within 3 weeks of our start.

## WE'D LIKE TO PARTNER WITH YOU

We help our clients save money and hire better with our custom-built searches, 9.9% fee, and 18-month guarantee. If you need to find a partner to work on your searches, [contact us](#).

## From the Client Manager

Equally exciting was 1) finding a candidate that truly fit their technical requirements and was such a culture fit and 2) to be brought late in the game with active competitors and making the placement 3 weeks later.

Sam Reilley  
Client Manager



**Region**  
East Coast



**Industry**  
SaaS



**Role**  
Android Developer



**#twiceasnice Savings**  
\$13,000



**Placement Guarantee**  
18-months