Customer Story · SaaS & Startup Sector

How HireVista Helped an Idaho SaaS Startup Turn 46 CVs into One Confident Data Engineer Hire

A skills-first hiring funnel, run end to end by HireVista, gave a lean US SaaS startup a verified shortlist of Data Engineers, a clear first choice and two ready backups.

46	22	9	3	1
CVs collected for the posted role	Cleared the technical assessment	Shortlisted per client requirements	Profiles shortlisted by the client	Offer letter issued, 2 kept as backup

About the Client

The client is an early-stage, Idaho-based SaaS startup with 1 to 50 team members, serving business customers across the United States. As the company grows, product analytics, customer usage data and reporting all depend on a reliable data foundation. It needed a Data Engineer who could build and own data pipelines in a small, fast-moving, distributed team.

Headquarters **Idaho, USA**	Industry **SaaS & Startups**
Company size **1 to 50 employees**	Service **Technical Recruitment by HireVista**

The Challenge

In a small startup, one wrong data hire costs more than salary. It costs runway, product momentum and the time of founders and engineering leads. The hiring team faced three problems at once.

A lean team with no dedicated recruiter

Founders and engineering leads were handling hiring alongside product delivery, with very little time to read CVs or run early screens.

A competitive US market and a smaller local talent pool

Idaho has a smaller pool of experienced data engineers than major tech hubs, and US companies hiring remotely compete for the same candidates. Slow or inconsistent screening risked losing strong people to faster employers.

CVs that list tools but don't prove skill

Long lists of SQL, Python, Spark and cloud platforms made it hard to see who had actually built and run production data pipelines. A startup cannot afford a mis-hire, so the company needed objective evidence.

The Solution: A Four-Stage Hiring Funnel

HireVista managed the full screening process, filtering candidates on proven ability, not just credentials.

1

Sourcing and resume review

Recruiters reviewed the **46 CVs** collected against the posted position, checking each profile against the role's technical needs, experience level and fit for a fast-moving startup team.

2

Technical assessment

38 candidates took a role-specific test of practical data engineering skills such as SQL, pipeline design and data modeling. **22 candidates** cleared the benchmark.

3

Technical interview and combined scoring

Interview marks were merged with assessment scores into one ranking, so no single stage could carry a candidate. **9 candidates** were shortlisted as per the client's requirements.

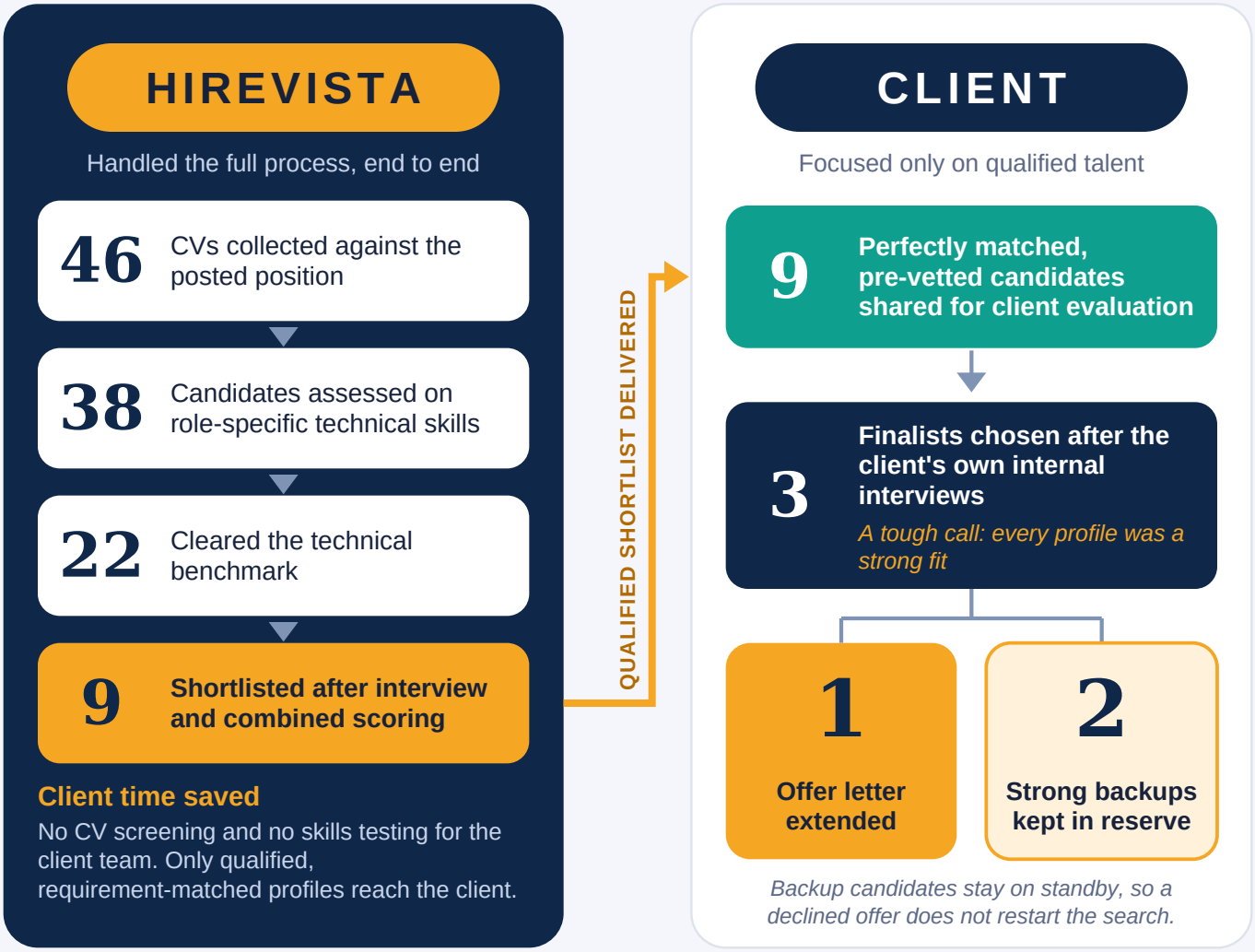
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Client shortlisting and offer

From the 9 shortlisted profiles, the client shortlisted **3 profiles**. **1 candidate** was issued the offer letter, while **2 candidates** were kept as backup candidates.

The Process: HireVista and the Client

HireVista owned sourcing, screening, testing and interviewing end to end, then delivered nine perfectly matched candidates. After its own internal interviews, the client found choosing three finalists a tough call, as every profile was strong. One candidate received the offer letter and two were kept as backups.



Results

46 to 1

A pool of 46 CVs narrowed to a single confident Data Engineer hire, with two backups ready.

Objective evidence

Every shortlisted candidate was backed by assessment scores and interview marks.

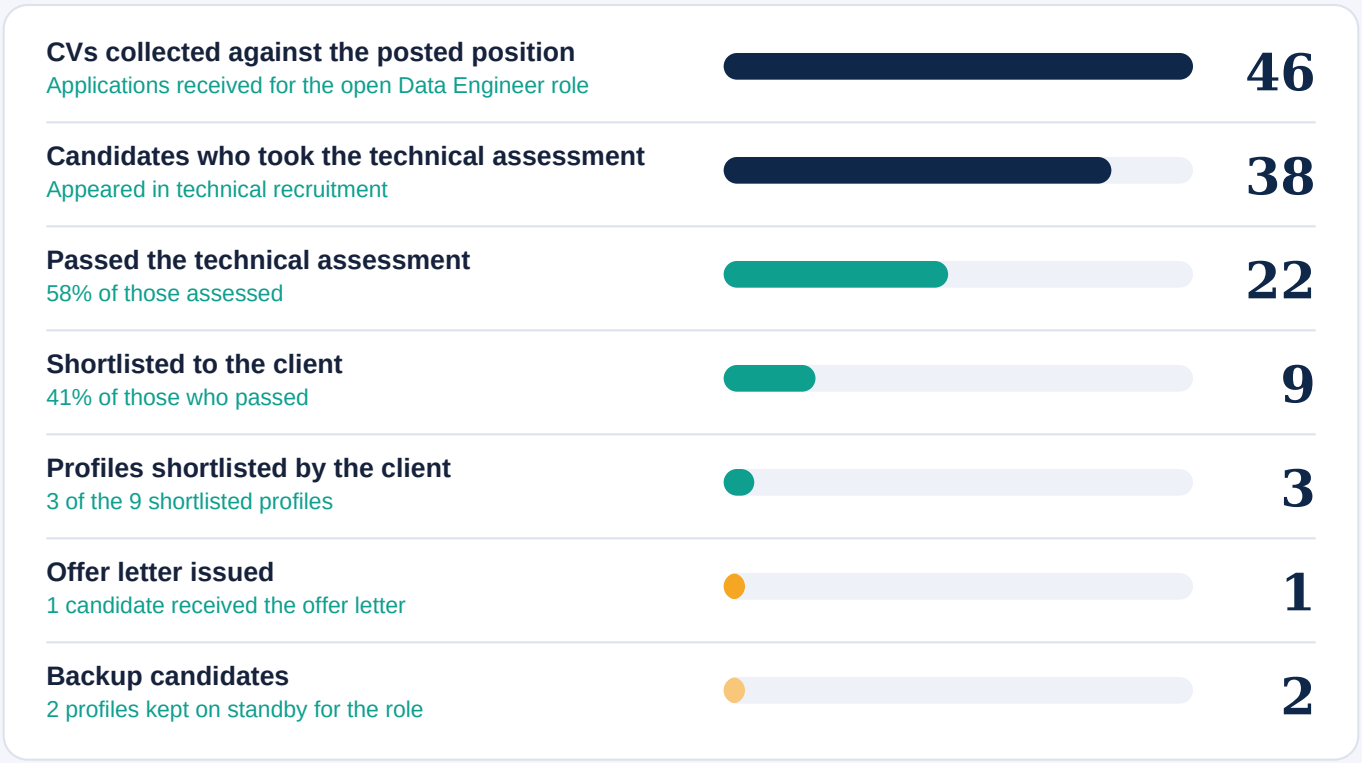
Less internal workload

Founders and engineering leads reviewed 9 qualified profiles instead of screening 46 CVs.

A ready backup bench

Two shortlisted profiles were kept as backups, protecting the role if the offer is declined.

The Funnel in Numbers



About 1 in 4 assessed candidates reached the shortlist, and the final decision came from a pool verified on both skills and interview performance. Three client-shortlisted profiles, one offer and two backups gave the client a clear first choice and a ready fallback.

Why US Startups Choose HireVista

- **Skills-first screening** that validates real ability before interviews begin
- **Combined scoring** that balances assessment results with interview performance
- **End-to-end ownership** so a small team spends time on qualified profiles, not on CV screening
- **A pre-vetted shortlist** so your founders and engineers only meet candidates worth their time
- **Backup candidate pipeline** so a declined offer does not restart the search
- **Clear reporting** at every stage of the funnel

Frequently Asked Questions

What is technical recruitment as a service for startups?

Technical recruitment services give a startup an outsourced team that sources, screens and evaluates engineering, data and IT candidates. The provider handles resume review, skills testing and early interviews, so your founders and engineers only meet qualified candidates.

How does HireVista screen Data Engineer candidates?

HireVista uses a multi-stage funnel: resume review, a role-specific technical assessment, a technical interview, and a combined score that ranks candidates objectively before any shortlist reaches the client.

Why did only 22 of 38 candidates pass the assessment?

CVs often list tools without proving hands-on ability. A practical assessment tests real data engineering skills, and about 58% of the candidates who appeared cleared the benchmark in this project. That filtering protects a small team's time.

What does "combined scoring" mean?

It merges the assessment score and technical interview marks into one ranking. A candidate must perform well in both, which reduces the risk of a lucky test result or a polished interview hiding a skill gap.

Why shortlist 9 candidates and hire only 1?

A shortlist of several strong candidates gives the client real choice and protects against withdrawals or competing offers, which are common in the US market for data talent. Here, the client reviewed the 9 shortlisted profiles, shortlisted 3 of them and issued the offer letter to 1, keeping the other 2 as backups. For an early-stage startup, where every hire matters, the final decision rested with the company based on skills, culture and team fit.

What does it mean to keep candidates as backups?

Backup candidates are shortlisted profiles who also met the client's requirements but did not receive the first offer. They stay on standby, so if the first candidate declines or withdraws, the client can move to the next choice without restarting the search.

Can a startup with fewer than 50 employees benefit from a recruitment partner?

Yes. Most early-stage SaaS companies do not have a full in-house technical recruiting team. A partner adds screening capacity without adding headcount, which helps when founders and engineering leads are already stretched.

Does HireVista work with startups outside major tech hubs, such as Idaho?

Yes. HireVista supports US companies in every region, including states like Idaho where the local pool of experienced data and technical talent is limited, and startups hiring for remote or distributed teams.

What roles does HireVista recruit for in SaaS and startups?

Data engineers, software developers, AI and ML engineers, DevOps, QA and related technology roles, among others. Each search uses an assessment tailored to the role, and HireVista can support single critical hires as well as multi-role growth hiring.

Hiring data talent for your US startup?

Let HireVista turn your next applicant pool into a shortlist you can trust. Tell us about your open data engineering role and we will build the screening plan around your startup.

Hina Abbas

Head of Talent & People Strategy

Email: info@hirevista.net

Web: https://hirevista.net/

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