Customer Story · IT Sector

How HireVista Helped a Wyoming IT Company Turn 54 Resumes into One Confident Technical Hire

A structured, skills-first hiring funnel gave a 50 to 100 person US technology company a verified shortlist and a final hire it could trust.

54	20	8	1
Resumes collected for the posted role	Cleared the technical assessment	Shortlisted per client requirements	Final hire selected by the company

About the Company

The client is a growing Wyoming-based IT company with 50 to 100 professionals. It delivers software and technology services to business customers across the United States and relies on engineers who ship reliable code and work well in distributed teams.

Headquarters **Wyoming, USA**	Industry **IT / Software Services**
Company size **50 to 100 employees**	Service **Technical Recruitment by HireVista**

The Challenge

One wrong technical hire costs salary, team momentum and management time. The hiring team faced three problems at once.

A small team with no dedicated technical recruiter

Hiring ran alongside delivery work, pulling engineering leads away from projects to read resumes and run early screens.

A competitive US talent market

Qualified engineers receive several offers quickly. Slow or inconsistent screening meant strong candidates could be lost to faster employers.

Resumes that look strong but don't prove skill

Titles and keyword-heavy resumes made it hard to see who could actually do the work. The company needed objective evidence.

The Solution: A Four-Stage Hiring Funnel

HireVista took over the full screening process and filtered candidates on proven ability, not just credentials.

1

Sourcing and resume review

Recruiters reviewed applications against the role's technical needs, experience level and team fit. **54 resumes** entered the funnel.

2

Technical assessment

Each qualified candidate completed a role-specific test of practical skills. **20 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. **8 candidates** were shortlisted.

4

Client interviews and final selection

The company interviewed the shortlist with scorecards in hand. **1 candidate** was finalized.

The Process: HireVista and the Client

HireVista owned sourcing, screening, testing and interviewing end to end, then delivered eight perfectly matched candidates. After its own internal interviews, the client selected one final hire from a strong shortlist.



Results

54 to 1

A large applicant pool narrowed to a single confident hire.

Objective evidence

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

Less internal workload

Engineering leads interviewed finalists instead of reading 54 resumes.

A repeatable process

The same funnel can be reused for future technical roles.

Why US Tech Companies Choose HireVista

- **Skills-first screening** that validates real ability before interviews begin
- **Combined scoring** that balances assessment results with interview performance
- **A pre-vetted shortlist** so your engineers only meet candidates worth their time
- **Clear reporting** at every stage of the funnel

Frequently Asked Questions

What is technical recruitment as a service?

Technical recruitment services give you an outsourced team that sources, screens and evaluates engineering and IT candidates. The provider handles resume review, skills testing and early interviews, so your team only meets qualified finalists.

How does HireVista screen technical 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 20 of 54 candidates pass the assessment?

Resumes often overstate hands-on ability. A practical assessment tests real skills, and about 37% of applicants cleared the benchmark in this project. That filtering protects your 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.

Can a company with 50 to 100 employees benefit from a recruitment partner?

Yes. Mid-sized companies rarely have a full in-house technical recruiting team. A partner adds screening capacity without adding headcount, which helps when engineering leads are already stretched.

Why shortlist 8 candidates and hire only 1?

A shortlist of several strong candidates gives the client real choice and protects against withdrawals or competing offers. The final decision rests with the company, based on skills, culture and team fit.

Does HireVista work with companies outside major tech hubs?

Yes. HireVista supports US companies in every region, including Wyoming and other states where the local pool of experienced technical talent is limited.

What IT roles does HireVista recruit for?

Software development, QA, DevOps, data and IT support, among others. Each search uses an assessment tailored to the role.

Looking to fill a role in the USA?

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

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Start your US hiring search