HELPING DIGITAL AGENCY SET EXPECTATIONS THAT FULLY STACK UP

THE CLIENT

A digital marketing agency focused on building beautiful, scalable websites working across a variety of content management systems.

THE ROLE

Working across a variety of client projects, our client was looking for a Full Stack PHP Web Developer that could work across CMS platforms and immediately fit into the agency culture.

THE CHALLENGE

The client had very high expectations that were not aligning with their salary requirements.

HOW RHODES WOLFE PARTNERED

We launched the search and began finding very qualified talent, quickly. While we found talent within budget, the client had higher expectations for the top range of their salary range. We worked closely with the client to share current market conditions and build understanding on where they may be adding unnecessary requirements that were having real salary impact.

RHODES WOLFE RESULTS

After 5 submittals and a lot of reassurance, we got the client to cautiously interview the eventual hire. Once connected, the client immediately saw the fit (that we saw) and how some of their original requirements were not necessary. The candidate started a week after their first interview.

WE'D LIKE TO PARTNER WITH YOU

We help our clients get talent with our focus on alignment through custom-built searches, pay-you-if-the-search-fails guarantee, and 15-month placement backing. If you need a true partner to work on your search, contact us.

From the Search Consultant

After strong initial pushback, the client hesitantly accepted a phone interview based on the trust we had established with our previous strong submittals. Having that candidate go from initial interview to the client immediately recognizing the fit to the candidate starting one week later was the really fun part of this search.

Region
Southeast

Industry
Marketing

Role
Full Stack PHP Developer

We Pay You!
If we don't fill the role

Placement Guarantee
15-months