SIGNIFY SUCCESS STORY

"SaaS Fintech company based in the Netherlands and US with over 200 employees. Cutting-edge products across the financial services domain"

The Challenge

Our client had been trying to hire a Machine Learning Engineer in the Netherlands for over six months without success. The key barrier was finding a candidate with the right experience in large language models (LLMs) while staying within their hiring budget.

This delay was putting significant pressure on the business. As they scaled their AI/ML capabilities, the lack of LLM expertise was slowing product development. Since their core products are built around process automation and applied AI, the missing skillset was directly impacting their ability to expand their product reach and solve customer challenges.

The Solution

We reviewed their hiring needs and recommended a nearshore solution in Poland. This approach delivered three advantages:

- Access to the right LLM talent.
- Alignment with budget requirements.
- Proximity and shared time zones with the Netherlands.

By tailoring our search to both technical expertise and cultural fit, we quickly identified the right candidate. We worked closely with the hiring manager, who was under pressure from leadership to make this critical hire, to ensure the process was smooth and efficient.

The Impact

Within weeks, we successfully filled a role that had been left open for months. The client was able to:

- Secure an ML Engineer with LLM expertise, strengthening their product capabilities.
- Save 20% in hiring costs compared to local options.
- Free up leadership time by resolving a long-standing hiring bottleneck.

Beyond the placement itself, we also acted as a consultative partner, helping the hiring manager navigate the challenges of sourcing niche skills in a competitive market.