



Assembling the Right IT Team to Elevate an Industry Leading SaaS Platform

Introduction --> Explore the journey of building a specialized team for a premier reseller of regulatory code & standards data, and how they modernized their online service from a legacy database platform to a services based, open-source architecture to provide a more comprehensive user experience and cross-platform compatibility.

Background --> Picture this - being an industry leader, the go-to source for standards data utilized by global engineering and technical communities. Despite this position, customer expectations were evolving, demanding more from the company. In the face of an outdated online platform, it was clear a more versatile solution was needed. With key contract renewal cycles ahead, the VP of Technology embarked on a quest to assemble a team of technical experts capable of meeting the demands of the market. To expedite this process, the VP of Technology strategically partnered with an IT consulting & placement firm that became pivotal to executing the platform modernization.

Solution --> Recognizing that time was of the essence, the Right Hire IT team took swift action by conducting comprehensive intake meetings with IT leadership & project stakeholders. The primary objective was to gain a nuanced understanding of the functional and technical skills essential for assembling the right talent. This process enabled the team to streamline the identification of the Right experts who would seamlessly fit into five (5) key roles crucial for the success of the platform transformation initiative.



Driving the Change Through Agile Leadership

Behind every successful project is technical expertise & strong management. We quickly identified a technical lead with proven delivery capabilities who instituted an Agile development processes and ensured seamless integration of new technologies, while guiding the team through their transformation journey. Role Placed:

- **Technical Lead**



Doubling Down on the Development Power with Contract Staff

The backbone of any platform transformation project, software engineering talent played a pivotal role. To accelerate project delivery and meet the company's aggressive timeline, the VP of Technology strategically budgeted for additional supplemental staff. The Right Hire IT recruiting team quickly engaged a network of contract software experts with specialized Open Source (Ruby on Rails) programming skills to join the team. These additions were key to supplementing the existing development and architecture staff to help execute the coding, testing, deployment, and support aspects of the solution. Roles Placed:

- **Contract Software Engineers (2)**



Usability and Sound Documentation are Paramount to Product Adoption & Support

To ensure strong brand continuity, seamless integration of new features and ongoing support, along with clear use case and technical documentation, dedicated creative and technical writing staff were added to the team. Right Hire IT worked with client stakeholders to understand the usability and technical reference aspects required. A design expert led the effort to built out interface elements that modernized the platform into an intuitive, user-centric experience. A documentation specialist translated complex technical details into consumable content, then built out a knowledge base to help facilitate future enhancements of the application.

- **UI/UX Designer**
- **Technical Writer**



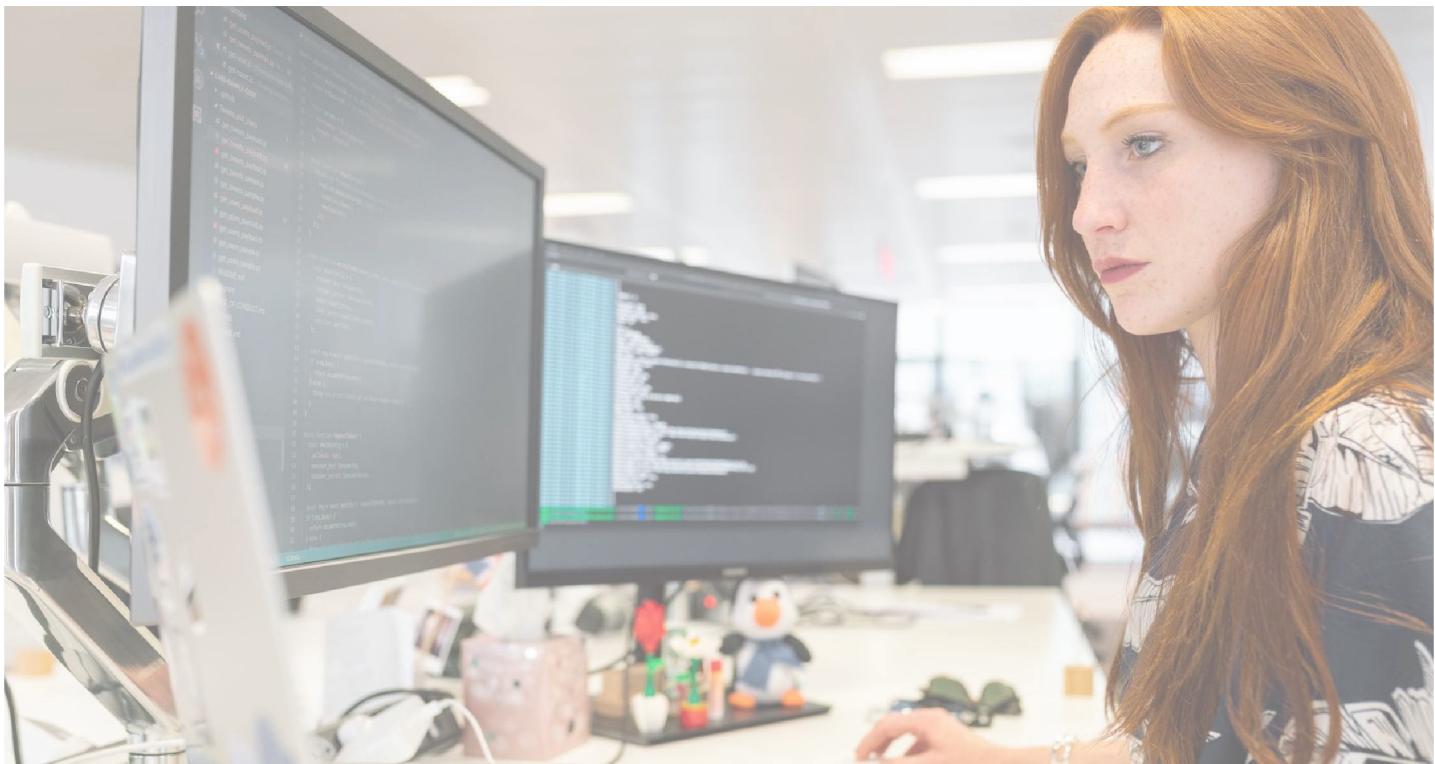
Right Hire IT

Right People. Right Opportunity. Right Organization.

Outcome --> Collaboration and a consistent feedback loop between Right Hire IT, the VP of Technology and the entire staff proved essential to assembling an 'A-team' that quickly came together to establish near immediate quantifiable benefits. The end result culminated in increased user engagement, enhanced accessibility, well documented & streamlined operational efficiency, and an on-time delivery which were all essential for the business sponsors.

Challenges --> With a shallow pool of candidates for the niche technology the company was embarking on, coupled with the aggressive timeline to deliver, Right Hire IT leveraged a group of pre-screened and passive candidates in their network to quickly present qualified candidates. Coordinating schedules with SME's, stakeholders & vendors threatened the delivery timeline, but diplomatic communication and cooperation between department leads and the team prevailed to meet critical build, user acceptance testing and release targets.

Conclusion --> This project demonstrates how synergy between the VP of Technology, the IT team, business stakeholders and Right Hire IT, resulted in quickly assembling the optimal mix of direct placement and just-in-time contract services to build a modernized online platform that efficiently leveled-up the company's position in the marketplace.



About Right Hire IT

Right Hire IT is a full-service Information Technology (IT) Consulting and Placement firm. The company offers highly experienced recruiting and account management professionals with the ability to provide an excellent candidate experience, and service the diverse needs of Fortune 500, mid-market and start-up companies seeking to employ top technical talent – specializing in Applications, Infrastructure, and Communications expertise. Connect with us at **(248) 264-8010** or contact@RightHire-IT.com to discuss how we can support your talent acquisition needs and IT project-based initiatives.