Bitwarden is an open-source password management solution that allows users to safely store, share and sync sensitive data. Their remote team includes 130 employees around the world and they recently closed a Series B, $100 million round led by PSG.

**CHALLENGES**

**GROWTH**
Open roles in engineering, marketing, and sales

**SOURCING**
Traditional sourcing efforts were time-intensive and ineffective

**PIPELINE**
Lack of qualified candidates in their pipeline

Bitwarden’s recruiters went looking for qualified, experienced candidates in Tech Ladies Candidate Database and that’s exactly who they found.

It’s often challenging, if not impossible, to find qualified candidates who are open to new roles. Bitwarden’s recruiters knew they needed to move beyond traditional methods like LinkedIn and niche Slack communities to reach their hiring targets.

Fortunately, the Tech Ladies Candidate Database is weighted towards **women with +5 years of experience** in technical roles. Profiles also go beyond the resume to include important preferences, such as desired role and openness to remote or on-site work.

“It’s easy to see if a candidate is a good fit based on their preferences and I like how Tech Ladies encourages candidates to include as many links as possible,” says Alex.

The Tech Ladies Candidate Database is also **carefully curated by a team of experienced recruiters**, who ensure that candidates’ profiles are clear and up-to-date, and that the candidate is actively job seeking.

“The Database’s candidates are very responsive when we reach out and it’s really easy to search and sort by the type of work,” says Sarah Frost, a senior people operations manager at Bitwarden.

“The database has engaged and quality talent,” says Jessica Velazco, a recruiting and people ops specialist. “We’ve made a handful of amazing hires. They’ve been incredible cultural additions to the team.”

**RESULTS**

3,168 TOTAL VIEWS ON OUR JOB BOARD

77 APPLICATIONS

26 INTERVIEWS

Hired five Tech Ladies in engineering, product, marketing, sales!