

## CASE STUDY

# London Company Builds Boston Tech Team

RampUp helps successful startup grow into US market with Boston-based technology team.



Lumeon is a healthcare technology company that has transformed care pathway management with their suite of tools.

## Successful Startup Builds Boston HQ with RampUp

When Lumeon connected with RampUp, they were a successful young healthcare startup based in London. **Lumeon needed a partner to help build their technology team and US headquarters in the competitive Boston market from scratch.**

Over the course of 90 days, RampUp helped Lumeon grow their Boston HQ from one to 11 full-time employees. We focused on building their engineering, solution support, and project management teams, **finding them Solution Architects, Data Scientists, and Product Managers, as well as, Frontend, Backend, and Full Stack engineers.** RampUp supported the hiring process in its entirety so Lumeon leadership could focus on what they're good at - transforming healthcare.

**“RampUp has successfully helped Lumeon rapidly grow our tech team in Boston. We're very happy to have found them.”**

- Head of Business Analysis, Lumeon

**100%**

First-Year Retention Rate

**10**

Key Tech Hires Made in  
3 Months

**37 Days**

Average time to hire from  
job open to offer out



## From Young Company to Established Success

Along with the classic challenges of hiring for an niche health-tech startup, Lumeon faced major challenges finding great talent in the competitive Boston market. Although they've had success in Europe, their brand recognition was minimal in the states. Having their core leadership team based in London added scheduling challenges. **We worked with Lumeon to sell their vision and mission to the top talent in Boston and organized interviews to work with leadership's tight schedules.**

We handled the entire recruiting process from end-to-end: sourcing, screening, scheduling and negotiating offers. **Ultimately, we filled 10 engineering and support roles in 90 days and helped position the organization for a successful Series C round that resulted in an additional \$28M of funding.** The additional funds will be used to continue building their Boston team and grow into the US market.

### Solutions Provided:

- Market research - Including competition, compensation trends and industry analysis
- Designed a scalable hiring process including sourcing, screening, scheduling and offering
- Job postings on RampUp's own industry-specific employment community
- Developed customized candidate messaging and outreach campaign through email, LinkedIn, text, social media and career resource sites.
- Conducted bi-weekly meetings with key hiring managers to discuss recruitment progress, feedback, hiring timelines and role changes.

**"RampUp could not have been more professional and personable, a great combination for any prospect. They helped me beyond all expectation and I could not be more happy or grateful in the new role they found for me."**

- Francis,  
Technical Support Engineer at Lumeon

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