Growing Startup Scales Rapidly After Closing Funding

RampUp supports hiring sprint from end-to-end to quickly fill 40 open sales positions

CipherHealth develops and implements SaaS based care-coordination solutions to simplify healthcare.

From Hiring Stress to Hiring Success

When CipherHealth connected with RampUp, they needed to fill over 40 sales positions - fast. They had just closed their Series D funding round and investors were looking to see the organization scale rapidly. CipherHealth needed a partner to support their internal recruiters end-to-end, from sourcing to extending offers.

RampUp became an extension of CipherHealth's team. We worked with a large internal team of decision makers to follow CipherHealth's 6-stage interview process. RampUp delivered 18 new hires in the first months of the hiring sprint, helping CipherHealth rapidly scale their team with passionate new employees.

> **"Trust is so important in a partnership like this. You want to feel that any agency you work with is a partner in your growth."**
>
> **-Gordon C.,** Director of Talent, Learning, Culture

18 Hires
In 90 days

95%
Retention Rate

5 Days
Average time to hire

Keeping Culture, while Hiring Fast

CipherHealth was posed with a challenge - how to hire fast without losing their fastidious approach to hiring. This is where we come in. RampUp followed CipherHealth's strict 6-stage interview program to find experienced candidates that match their company culture.

Our internal team of recruiters were dedicated to CipherHealth's success, handling every stage of the hiring process including: sourcing, screening, qualifying, scheduling and the closing candidates. We integrated into their ATS system to for a seamless, organized hiring process.

Results that Meet the Bottom Line

In the first 90-days of CipherHealth's hiring sprint RampUp placed 18 talented professionals from entry level Inside Sales to VP level. Because of our high-touch high-tech approach to recruiting, we were able "sprint" along side CipherHealth and move as quickly as they needed. RampUp continues to provide exclusive recruiting services to CipherHealth.

Solutions Provided:

- Sourcing, screening, qualifying, scheduling and offering process across a large team of decision makers.

- Customized candidate marketing, messaging and outreach campaign through email, LinkedIn, text, social media and other career resource sites.

- Dedicated Recruiting Team

- Applicant Tracking System Management

"If we post our job anywhere, 95% of the candidates who apply will be unqualified. RampUp has really helped us 'juice the funnel.' They fill the funnel up with so many good candidates that it actually makes it really hard for us to decide."

-Gordon C., Director of Talent, Learning, Culture

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