

engineering by  
**MURRAY**

# CASE STUDY: SKYLOOM - USA

## THE CLIENT



### Organisation

Skyloom are a pioneering high-tech space business, specializing in enabling reliable communication in space, sought to expand its operations by opening a new Research & Development (R&D) office in Colorado. This strategic expansion was managed from their headquarters in the San Francisco Bay Area. To build a highly skilled engineering team for their new facility, the company needed to fill multiple critical roles, including optical, mechanical, and electrical engineers.

### Points of contact

Internal Recruiter, Chief Technology Officer

### Solution

Retained project

### Rolls filled

- 1x Optical Engineer
- 1x Electrical Engineer
- 2x Mechanical Engineers

## PARTNERSHIP & DELIVERY

### The challenge

The internal recruiter at Skyloom faced bandwidth limitations and was unable to manage the hiring process for the new R&D office effectively. Consequently, Skyloom decided to outsource the recruitment process to our team, as we could leverage our expertise in targeted recruitment for specialized roles.

### The solution

We used a retained project model with three stages to meet the Skyloom's recruitment needs. First, stakeholder meetings to gather insight and secure buy-in from key decision-makers, ensuring effective representation of the company to potential candidates. Then, a thorough headhunt leveraged with market knowledge, networks, and databases, along with a market-mapping exercise, to identify the best-fit individuals. Finally, a dynamic recruitment campaign utilizing internal processes and online media platforms, to maximize exposure and attract suitable candidates.

### The results

The recruitment process was highly efficient and yielded impressive results.



Of the 16 candidates submitted, 12 were invited to interview



4 offers were made and all 4 offers were accepted without negotiation



The process took 8-weeks from role brief to appointment

From the initial brief to the final acceptance of offers, the entire process was completed within approximately eight weeks, showcasing the effectiveness of our retained project model.