

CASE STUDY



INDIEGOGO

COMPANY

Indiegogo

WEBSITE

www.indiegogo.com

INDUSTRY

Crowdfunding

COMPANY SIZE

51-200 Employees

FOUNDED

2008

INDIEGOGO

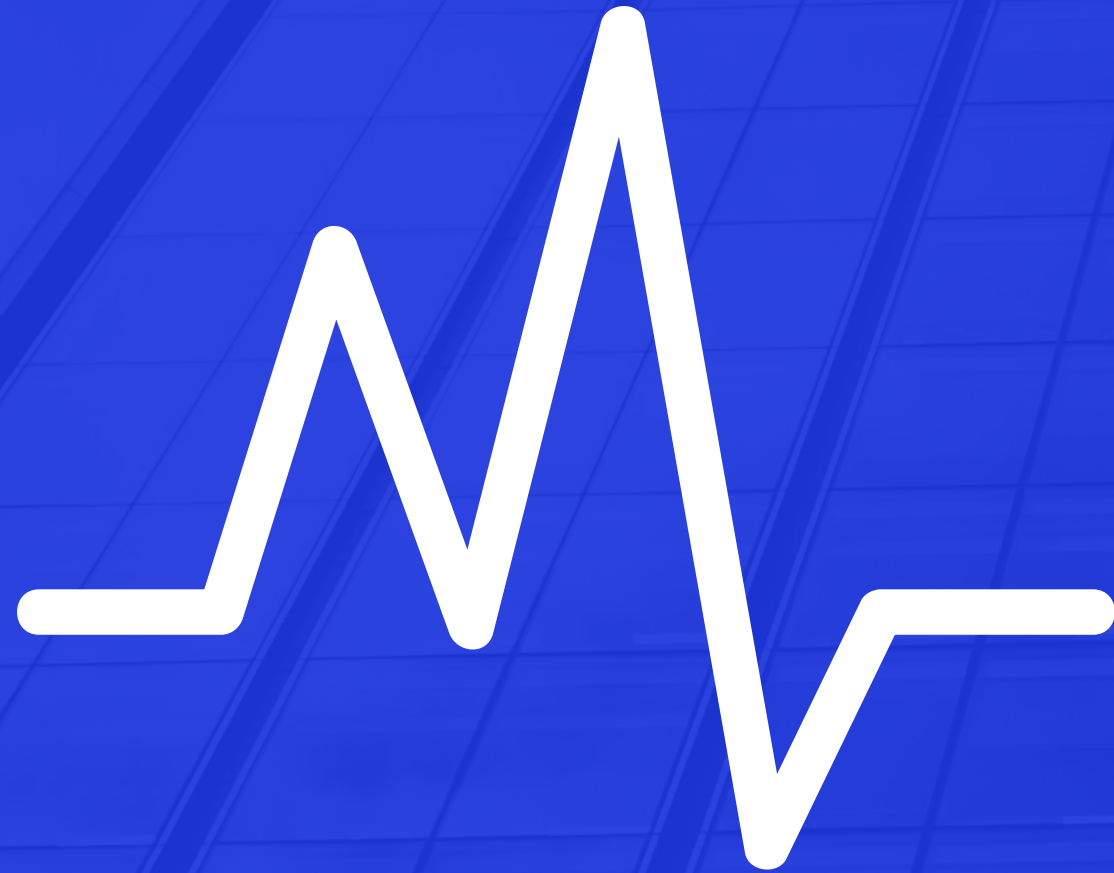
ABOUT

Indiegogo is a crowdfunding marketplace that connects backers with creators of projects that inspire. Projects span all areas of the imagination from new tech to art & filmmaking.

MISSION

"Our mission is to empower people to unite around ideas that matter to them and together make those ideas come to life."

The Challenge



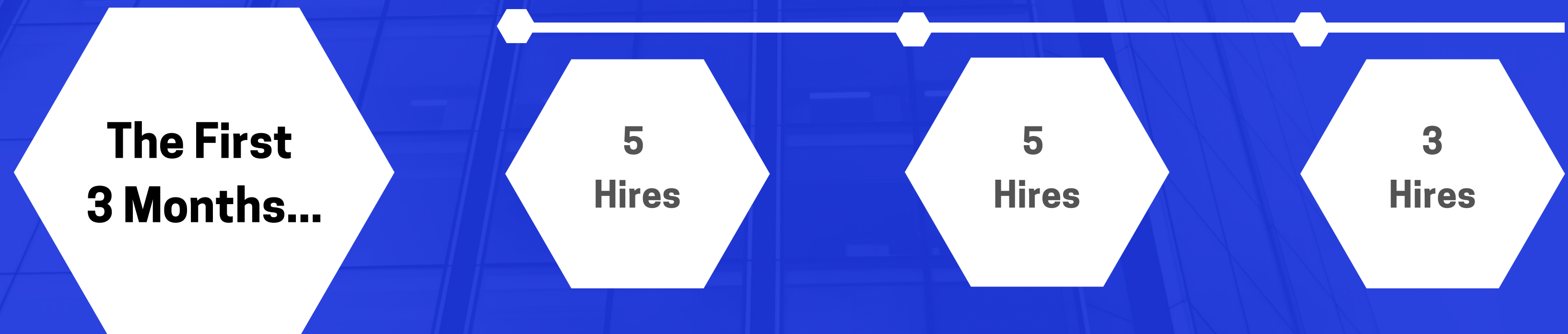
Indiegogo had a leadership change in the Recruiting & HR department leaving hiring needs unaddressed and limited personnel to cover HR, Recruiting, Talent Acquisition and administrative hiring duties.

As a result, workload increased on current team members and roles remained unfilled. Multiple key hires were needed to reverse this tide and meet the ever increasing demands of operating a rapidly growing business, successfully.

SOLUTION: INDIEGOGO AND CLEAR MATCH PARTNERSHIP

After assessing both internal candidates and multiple outside service providers, Indiegogo brought Clear Match Talent on board through an ongoing Recruiting Process Outsourcing (RPO) Service engagement.

The partnership with Indiegogo and Clear Match Talent started off with strong communication, transparency, and a foundation of trust. Strategic goals and expectations were set prior to the official start date and after a comprehensive on-site onboarding process, Clear Match Talent was able to demonstrate an immediate win by leading Indiegogo through a successful **first hire within just 5 days time**. The partnership in 2019 closed off strong with multiple key hires in various departments (see pg.7 for breakdown of results).





THE RESULTS

With the support of Clear Match Talent, Indiegogo successfully made **19 full-time hires in 6 months time**. This amounted to \$1.2 Million of annual payroll spend that was successfully onboarded for an **average cost of 6.7% per hire**.

Since engaging Clear Match Talent, Indiegogo has paid out **zero placement fees** to traditional staffing agencies, helping Indiegogo avoid \$239,000 in fees, if not more. With a **95% offer acceptance rate**, 3.3 hires, on average, per month were successfully made. Of all the hires, made by Clear Match Talent, to date, a **95% Retention Rate** has been upheld.



"Clear Match has been a phenomenal partner of ours, accelerating our recruiting process and aiding in the placement of three of my sales hires in the past month (not to mention many other roles at Indiegogo). Clear Match is professional, creative, and relentless when it comes to finding the best talent. Looking forward to working with Clear Match on recruiting many more future hires."

- Jake.D, Director of Sales



**19 HIRES IN 6
MONTHS**



**6.7% COST PER
HIRE**



**BY THE
NUMBERS**

**\$239,000+ AGENCY
FEES AVOIDED**



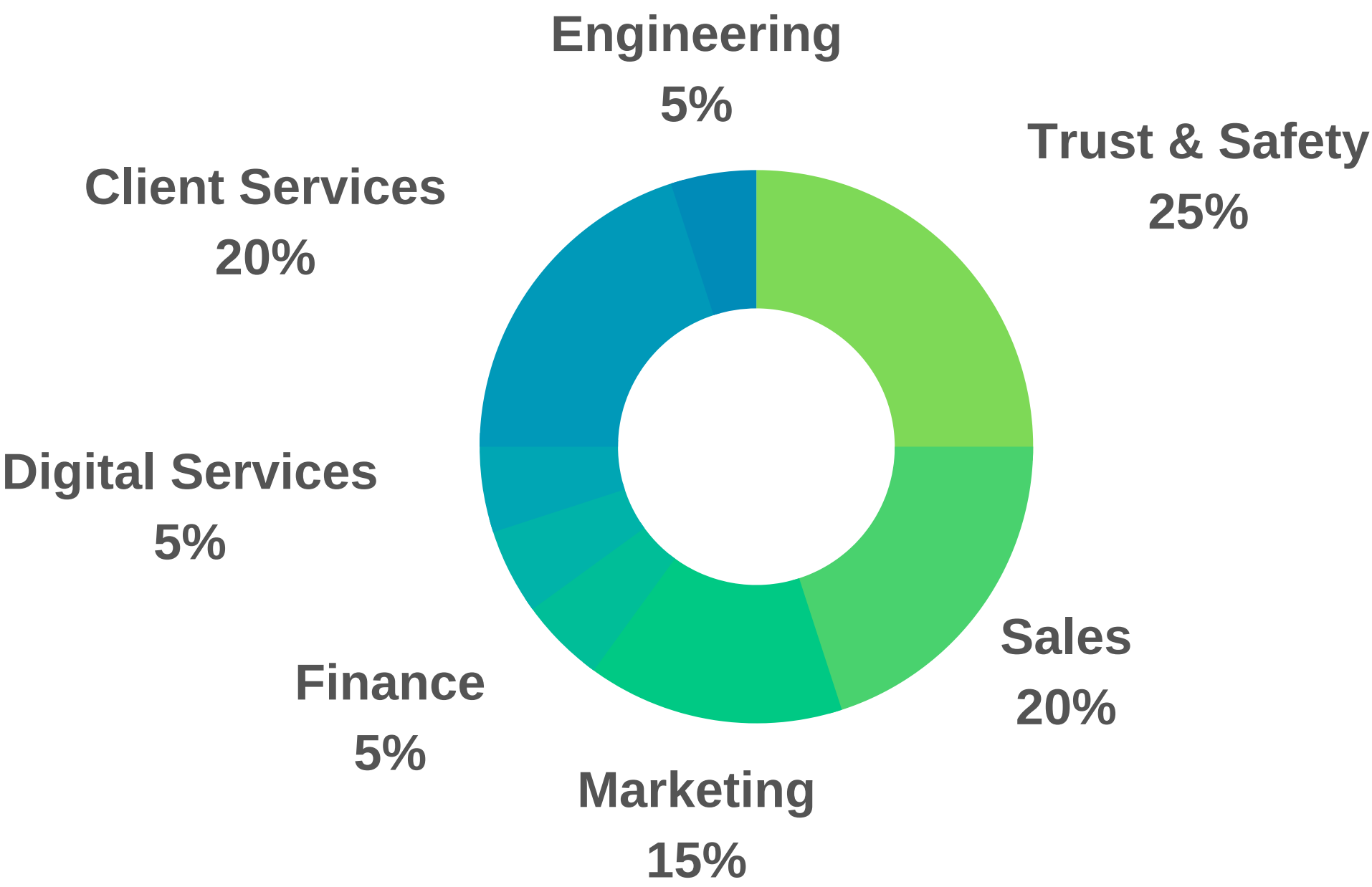
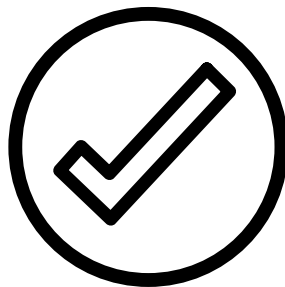
**95% OFFER
ACCEPTANCE RATE**



DEPARTMENT HIRES

6 Months

7 Departments
19 Hires





"Building Teams That Last"

Clear Match Talent is a recruitment consultancy that focuses on supporting high growth organizations as they scale.

We do this three ways:

1. Provide strategic sourcing support for hard-to-fill roles
2. Full end-to-end Recruitment Process Outsourced (RPO) Solution
3. Providing Direct-hire support for your open Talent Acquisition roles

Our Services are customized to you. Scale-up and down your recruiting and hiring practices as needed to stay ahead of changes in the business.

Our team is made up of professionally trained recruiters that combine expertise in company culture with the latest in recruitment technology to attain the ROI you need through: Faster starts, reduction of premium labor spend and increased employee retention.

www.clearmatchtalent.com

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