

SeekOut Accelerates Technical Hiring for RPA & AI Startup UiPath

The leading global provider of RPA and process mining software successfully hires advanced technical talent in an ultra-competitive enterprise AI space.



About: UiPath is a Robotic Process Automation and process mining software company, helping organizations to efficiently automate business processes.

Objective: Find machine learning scientists and AI professionals that might have been overlooked, when sourcing on other commonly used recruiting tools on the market.

The Challenge

For a company like UiPath to reach its full potential, it needs to continuously improve its talent acquisition strategy to ensure the best and brightest minds join the team. UiPath needed access to skilled and experienced machine learning scientists and AI professionals that couldn't be found using LinkedIn Recruiter, to maintain its market position in the ultra-competitive enterprise AI space.

UiPath's recruiting tools lacked the ability to drill down deeply into a candidate during the early vetting stage, thus putting their hiring teams at a disadvantage.

In addition to this lack of insight, experienced machine learning scientists are few and far between—to the point there is a massive talent shortage in the industry. Due to the company's rapid growth, UiPath couldn't afford to miss any top-tier candidates when they hit the job market.

Highlights



Uncovered 10 highly qualified senior and principal engineers that were not on their candidate list



High success rate with candidate searching for ML engineers. 90% searches came back with relevant publications



Empowered the recruiting team with the tools they need to make proactive decisions on the go and accelerate time to hire



Enhanced their existing hiring strategy—enabling them to discover talent faster and more effectively

The Solution

To ensure that the best and brightest minds join their technical team, UiPath's internal recruitment team decided to be proactively look at alternative tools to aid in their sourcing efforts and to further optimize the recruitment process. Yaeger and his team demoed SeekOut at a local event and immediately signed up for a week-long trial, before deciding to implement the software into their recruiting workflow.

During a one-week trial, UiPath's recruiting team used SeekOut to do some heavy talent mapping and grow their talent pool of principal engineers.

Ui Path was beyond impressed with SeekOut's AI recruiting platform that enables easy access to hard-to-find and diverse talent pools, along with advanced insights and outreach capabilities. For UiPath, SeekOut turned out to be their one-stop-shop for talent discovery.

The Benefits

With SeekOut's advanced search capabilities including Boolean search, custom power filters and AI matching with incredible accuracy, UiPath has been easily able to discover hidden talent, thus saving recruiters a lot of time. Not just that, UiPath has been quickly able to locate developers with specific skill sets by leveraging SeekOut's ability to combine users GitHub profiles and code contributions with their work experience and education.

UiPath now gets high-quality individuals in the door with less passthrough—and at a higher percentage. The company ensures that the best and brightest minds join the team as they continuously enhance company's talent acquisition and diversity strategy with deeper insights from the SeekOut's platform.

How SeekOut Can Help

Ready to build a more talented, diverse team? [Get a demo](#) to see how SeekOut provides customers a competitive edge in recruiting hard-to-find and diverse talent for Digital Transformation.



"SeekOut was amazing. I left the meeting, grabbed our Chief People Officer and said you have to come see this. It was pretty powerful—I had never seen anything like it."

—Eric Yaeger, Engineering Talent Acquisition Lead