OFFER ZEN ✛ revio

How Revio made six developer hires in half the time with OfferZen

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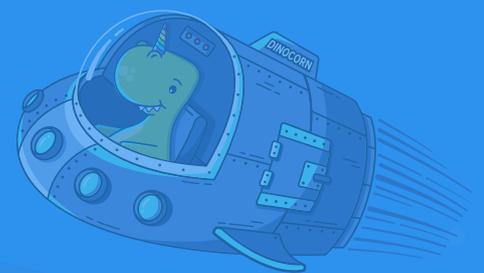
Introduction

When you're first building out a startup, being able to move fast is critical to your success or failure as a business. Getting skilled developers on board to build your product is high on your priority list, but the effort to hire them can eat away at valuable time you could be spending elsewhere.

This was the challenge the fintech startup Revio faced when they needed to start scaling their team.

> This case study will unpack how **OfferZen helped Revio hire 6 developers and significantly reduced their time spent hiring.**

Addressing Revio's hiring needs

Revio is a fintech startup that reduces the complexity, cost, and risk of payment operations in Africa, to help merchants reach and retain more customers.

While scaling their team, they had to solve several challenges. OfferZen helped them overcome their challenges from the get-go:

1   **Less time sourcing and reviewing applications**

2   **Quickly gaining access to quality developers**

3   **Saving on hiring costs with a subscription**

1 Less time sourcing & reviewing applications

Compared to traditional hiring methods, the team at Revio saved significant time when sourcing and shortlisting developers. Before, the team spent most of their time reviewing applications and assessing quality:

> "We started off by using LinkedIn for developer recruitment, which proved to be very time consuming and not the right fit for engineering roles. Anyone can apply to your job posts — there are few quality checks in place."
>
> **Kyle Titus**
> **Chief Technology Officer, Revio**

In comparison, he could immediately get access to the type of high calibre developers he was looking for on OfferZen:

"OfferZen is a trusted name in the local development community. This ensures that employers can find high-quality candidates on the platform."

In addition, he enjoyed the control he had over his own hiring process to find the right people for his team:

"If you use a recruiter, you'll again get a batch of candidates you need to filter through. On OfferZen I know exactly what I'm looking for and can find it," says Kyle.

It also suited the rapid change of pace that is par for the course at a growing startup, and allowed him to quickly make decisions and change direction when hiring:

"In a startup you need to be agile. That's also what's great about OfferZen, I don't need to tell a recruiter how we need to change our hiring approach, I can immediately adjust our requirements on the platform myself. As the priorities of our business change, I can quickly adapt and make the right hires at the right time."

2 Quickly gaining access to quality developers

Several features on the platform were particularly useful when it came to quickly finding developers with the skills the team at Revio was looking for:

✓ **Technical filters:**
Kyle enjoyed the ability to filter for his exact tech stack requirements. He also leveraged keywords to search for emerging technologies, and could find developers with these niche skills on the platform.

✓ **Standardised profiles:**
All developers on OfferZen have their profiles set up in a standardised way to showcase their skills, projects, what they're looking for in their next job, and more. This helped Kyle to get an overview of a candidate's abilities at a glance, compared to sifting through CVs that are all differently formatted.

✓ **Directly reaching out to candidates:**
They could quickly get in touch with candidates they were interested in, who were all actively looking for work.

✓ **Being able to see developers' availability:**
This helped the team easily schedule time with candidates for interviews.

As a result, Revio's time to hire was vastly reduced, and currently sits at 19 days — even below the standard time on OfferZen of 25 days to hire.

The Revio team

OFFER ZEN

3 Saving on hiring costs with a subscription

Besides saving time on hiring, Revio was quickly able to make return on their investment of buying an OfferZen subscription:

"After upgrading to a subscription, I only had to make one hire to get a return on investment, and we've hired 6 new team members already. That's a great return and cost saving."

Kyle Titus
Chief Technology Officer, Revio

After securing a $5.2 million seed funding round, Revio is actively growing their team and will be able to utilise their OfferZen subscription to make as many hires as they need.

Want to start saving on hiring costs?

On an OfferZen subscription, you can make unlimited developer hires and avoid paying individual, varying hiring fees for every hire.

4 The Results

6 hires made to date

19 days to hire on average

100% of offers accepted

To date, Revio has made 6 hires with reduced time and effort, while being able to spend more time on parts of the hiring process that matter most to the company, which was a major attraction for Kyle in his role as CTO:

"Saving time on candidate screening and assessment was super valuable. The initial complexity of hiring is taken care of. I can spend time on getting to know the candidates rather than sifting through resumes. OfferZen is a great tool for a technical person that has to do hiring."

Kyle Titus
Chief Technology Officer, Revio

The developers they've hired have played a critical role in improving and expanding their products, and speak to finding a great fit at Revio:

"My interviewing experience with Revio was streamlined and engaging. I'm so glad that the OfferZen profile setup was as detailed as it was; Revio aligned on so many of the things that I was searching for. It felt like I could make an ongoing impact while learning from the people around me. In the end, it proved to be the case and I'm grateful to OfferZen for making it possible for me to find a company that met and exceeded my expectations with little hassle.

Thamsanqa Mlotshwa
Software Engineer, Revio

Make unlimited hires with year-round access to our curated marketplace of job-seeking developers.

Want to learn more first? Browse 1000+ skilled developers ready to interview. Only pay 12.5% when you make a hire.

About Revio

Revio is a fintech startup that reduces the complexity, cost, and risk of payment operations in Africa, to help merchants reach and retain more customers.

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OfferZen is the leading talent marketplace for companies to hire software developers. Companies on OfferZen access and reach out to curated, actively job-seeking developers across South Africa and beyond. Candidates on OfferZen are vetted for intent to change jobs and respond to interview requests within 48 hours, resulting in an average of 25 days to hire.