

CASE STUDY

How a Foodservice Enterprise Found Hard-to-Source Search Engineers, at Lower Cost Than Planned

A multi-region talent strategy that put skills, communication and working-hour alignment ahead of geography, and onboarded 2 specialized engineers into the client's team.

OVERVIEW

A Rare Skill Set, and Not Enough of It Nearby

Search Engineering

Java / Spring Boot

Talent Strategy

The client is a large U.S.-based foodservice and logistics enterprise with complex application and search environments. JRD has partnered with the client since 2011.

The Challenge

The client needed specialized search engineering expertise combined with strong Java/Spring Boot skills. That combination was difficult to source within its preferred geography. Without it, delivery timelines and budget targets were at risk.

WHAT WE DELIVERED

Four workstreams, one cost-effective talent model



Multi-Region Talent Strategy

- Broadened the search across multiple JRD delivery regions
- Removed geography as the deciding factor
- Widened the pool of qualified candidates



Skills-First Selection

- Prioritized deep search engineering expertise
- Required strong Java/Spring Boot experience
- Screened for communication and working-hour alignment



Team Integration

- Onboarded engineers into the client's existing team
- Aligned working hours so collaboration happened in real time
- Kept communication strong from the start



Scalable Talent Model

- Delivered the engineers through a more cost-effective model than first anticipated
- Increased delivery capacity on the client's search environment
- Set a repeatable approach for future specialized roles

— THE RESULT

The Right Skills. Lower Cost. Real Integration.

JRD onboarded 2 specialized engineers at a more cost-effective delivery model than originally anticipated. Both integrated with the client's team, with strong communication and schedule alignment. The client increased delivery capacity and gained a scalable, cost-efficient way to source specialized technical talent.

2
Specialized engineers onboarded

Lower
Delivery cost than originally anticipated

Since 2011
JRD partnership with the client