

SUCCESS STORY

e.l.f. Beauty builds in-house SFCC team to support global growth

Fastest time-to-hire
(Days)

7



Average time-to-hire
(Days)

47



CV-to-first interview
(Ratio)

1.75.1



Project overview

e.l.f Beauty, a leading multi-brand cosmetics and skincare company, was transitioning from a homegrown solution to Salesforce Commerce Cloud and had taken the decision to bring their development team in-house. They actively targeted candidates with a full-stack background to drive productivity within the team, but building a suitable candidate pipeline was becoming challenging in the niche Salesforce talent pool.

The Director of Engineering became aware of Stott and May's previous success within other departments at e.l.f Beauty, prompting him to engage with us as a talent partner on the team build-out. They were impressed by the team's speed, communication, ability to cast a wider net, and efficiency in presenting candidates who met the brief. The result was not only a larger candidate pool to select from but also the ability to fill open roles far faster than anticipated.

Completed assignments

SFCC Developers | SFCC Technical Architect | SFCC Tech Lead | Mulesoft Developer | Scrum Master | Digital Project Manager | eCommerce Manager | Director, Digital Retail Strategy

About the client

- ✓ Skillset required: Salesforce
- ✓ Headquarters: Oakland, CA
- ✓ # of employees: 501-1,000
- ✓ Relationship start date: June 2018
- ✓ Total hires to date: 12
- ✓ Locations: US & LATAM

In the customer's words

"Integrity is the first thing that comes to mind when I think of Stott and May. They stood out to me because they could present a pipeline of candidates more quickly than others, and we filled the open roles faster than anticipated. Over time, Stott and May have become a go-to for my department because of the quality and speed they deliver and the long-term relationship they've built."

Kelly Jones, Director of Engineering