

From Weeks to Days: How Abett Quickly Filled a Niche Data Role with SeekOut Spot



Abett

About

Abett provides intelligent, modern software for managing and analyzing health plan data. Its mission is to provide the healthcare system with transparency, competition, and accountability, aiming to give employers control over the data they need to cut costs and improve outcomes.

Objectives

1. Quickly fill a technical role that requires a unique blend of analytical skills, SQL expertise, and client-facing project management capabilities.
2. Partner with a recruiting service that listens to company needs and communicates efficiently to match the best candidates early in the sourcing process.
3. Streamline Abett's involvement so the team can focus on day-to-day operations while trusting that their recruitment needs are expertly managed.

Highlights

Accelerated time-to-hire. Quality candidates were presented to the team significantly faster than recruiting agency timelines, enabling Abett to make a hiring decision sooner.

Precise candidate matching. Iterative, responsive feedback from both parties ensured only highly relevant candidates advanced through the hiring cycle.

Exceptional hire from passive talent pool. Abett hired a committed candidate, reducing churn and cutting the risk of restarting the hiring process months down the road.

The challenge

Abett was looking for a candidate with strong SQL and analytical skills and exceptional project management capabilities—a rare combination that made sourcing much more challenging. Additionally, Abett had previously worked with recruiters who presented misaligned candidates, which prolonged the hiring timeline for the highly technical team. Abett aimed for an efficient hiring search without compromising candidate quality.

The solution

Abett turned to SeekOut Spot's agentic AI-driven recruiting service to leverage human expertise alongside sophisticated AI. The Spot recruiter quickly established clear criteria, incorporated precise feedback, and iteratively refined candidate profiles to present only strong matches to the Abett team.

“The role we were hiring for has historically been really challenging to source. Thanks to SeekOut Spot, we hired an outstanding candidate who perfectly fits the role.”

—Molly Hanlon, Vice President, Product Operations at Abett

1. **Rapid candidate sourcing and screening.** Instant communication via Slack streamlined feedback loops, while advanced AI technology cut the sourcing process to only several days.
2. **Iterative search refinement.** The Spot recruiter adapted quickly to Abett's detailed feedback to ensure each consecutive candidate was a stronger match than the last.
3. **Access to passive, top-tier talent.** Spot's AI-driven search uncovered an exceptional candidate who wasn't actively seeking new opportunities, providing Abett with an exclusive talent advantage.

The value of SeekOut Spot

SeekOut Spot delivered speed and precision to transform Abett's hiring process. By drastically shortening candidate evaluation timelines from weeks to days, Abett secured an outstanding hire fast with greater confidence in candidate quality.

The accelerated hiring timeline allowed the Abett team to return quickly to their core tasks, minimizing the costly distraction traditionally associated with hiring complex roles.

“I'm a data person, so hiring and interviewing can be exhausting,” said Molly. “Having well-matched candidates come through the door pre-screened was invaluable.”



Ready to revolutionize your hiring?

[Schedule a meeting](#) with our team and experience how SeekOut Spot can accelerate your technical hiring process while delivering unmatched candidate quality.