



Supporting Digital Modernization Through Strategic IT Hiring

The Challenge: TRC Talent Solutions partnered with a large U.S. **homebuilding company** headquartered in Atlanta, Georgia that operates in more than 45 markets nationwide. TRC began building a relationship with the company in 2025 and officially partnered with them at the beginning of 2026.

At the time of engagement, the organization was undergoing several major **digital modernization initiatives** aimed at upgrading its website and customer-facing platforms to create a more interactive and customer-centric experience. Many of the company's systems were built on legacy platforms, and internal teams needed additional **technical expertise** to support the transition to newer technologies.

As leadership defined strategy and vision for the company and projects, the organization needed experienced developers who could continue building and maintaining the new platforms while also mentoring internal team members. In addition, the team's **quality testing processes** were still largely manual, which created inefficiencies, increased the risk of errors, and slowed development cycles. The company needed a technical resource capable of strengthening development capabilities while introducing automated quality testing practices and helping guide the team's modernization efforts.

The Solution: TRC partnered closely with **IT leadership** to understand the organization's long-term technology roadmap, hiring priorities, and capability gaps. After evaluating the scope and duration of the initiatives, TRC implemented a **strategic direct hire staffing solution** designed to strengthen the internal team for the long term.

Key elements of the solution included:

- Building **strong relationships** with IT leadership to gain a clear understanding of the organization's technology direction and talent gaps
- Identifying high-level development and **quality engineering** professionals who could **support** platform modernization initiatives
- Placing experienced technical leaders capable of **improving development** practices while mentoring internal teams
- Supporting the implementation of automated quality testing strategies to **modernize** software validation processes





The Results: The partnership has already delivered strong early results and continues to expand. TRC has successfully placed **two senior-level direct hire professionals** within the company's IT development and quality architecture teams, with a third strategic hire currently in progress. Placements are already hitting the ground running since they were clear on goals and expectations after their interviews with TRC. These roles had a big impact on the organization's digital modernization initiatives, so these initial conversations were extremely important.

Beyond the hires themselves, these efforts helped significantly reduce the workload for internal hiring managers who had previously been sourcing candidates, reviewing resumes, and coordinating interviews on their own. TRC managed the entire recruitment process, including sourcing and screening candidates, presenting **3–5 highly qualified professionals per role**, scheduling interviews, providing detailed candidate summaries, and onboarding. Unlike most internal teams, TRC also worked hard to negotiate the offer by bringing details of what motivations were influencing the candidate in their job search to the client and presenting a fair, competitive, and exciting offer.

This **full-service approach** allowed the client's leadership team to stay focused on delivering key technology initiatives while TRC ensured a seamless hiring experience for both the organization and the candidates. The hands-on support and consistent communication helped strengthen the relationship and positioned TRC as a trusted partner for future hiring and consulting needs.

Key Takeaways: This partnership highlights several strengths of TRC Talent Solutions' approach to strategic hiring partnerships and how that benefits our clients.

- **Technical hiring expertise** for complex digital and IT initiatives, helping organizations secure the specialized talent needed to move critical projects forward.
- Ability to support both **direct hire and future SOW consulting** engagements, giving clients a flexible partner as hiring and project needs evolve.
- **A relationship-driven approach** that prioritizes understanding team needs before recommending solutions, ensuring stronger alignment between candidates, teams, and long-term goals.
- **Consistent engagement** with stakeholders through onsite visits, follow-ups, and ongoing collaboration, strengthening partnerships and improving hiring outcomes.
- **Dedicated recruiting resources** focused on delivering high-quality candidates quickly in competitive markets, allowing hiring managers to stay focused on their core responsibilities.

Looking to strengthen your team for a major initiative?

TRC Talent Solutions helps organizations identify the specialized talent needed to move critical projects forward. Connect with our team to learn how we can support your hiring strategy.