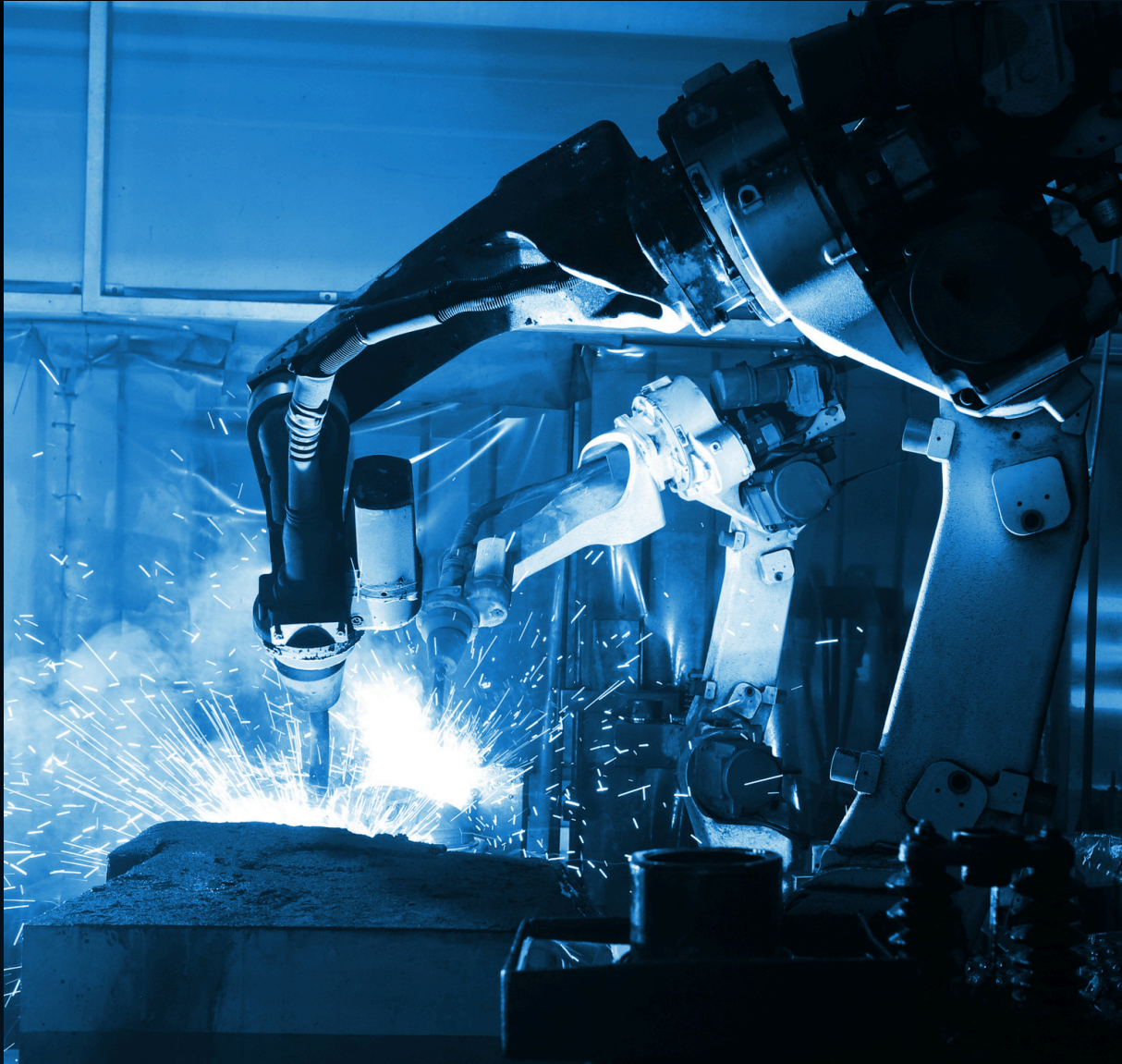




From Acquisition to Expansion:

How TEEMA Fueled Robotics Growth





The Company

A newly acquired robotics startup with offices in San Francisco and Toronto became the parent company's robotics product innovation group, focusing on expanding Robotics and AI-driven products and services. The acquisition brought significant growth opportunities and the challenge of scaling their workforce rapidly.

Key Challenges

- Supporting the client's goal of nearly doubling headcount by taking on the most labour-intensive recruiting efforts.
- Filling critical and hard-to-recruit roles in competitive markets like San Francisco and Toronto.
- Attracting high-performing talent in the Robotics and Automation sectors.
- Maintaining seamless collaboration between internal and external talent acquisition efforts.

Strategy & Planning



Discovery and Customization

Conducted in-depth discovery meetings to understand the client's unique value propositions and talent needs.

Specialized Recruitment

Assembled a team of senior-level recruiters with expertise and deep networks in Robotics, Automation, and competitive markets.

Seamless Integration

Acted as an extension of the client's internal Talent Acquisition team to ensure smooth coordination and alignment.

End-to-End Recruitment Support

Managed the entire hiring process, from sourcing and presenting candidates to scheduling interviews and ensuring efficient communication.

Results & Success Metrics

1. Over 60 Critical Roles Filled

- Mechanical Engineers
- Robotics Platform Engineers
- Robotics Software Engineers
- Integration Engineers
- Machine Learning Engineer
- Director of Service & Support
- Technical Project Manager
- Robotics Software Testers
- Hardware QA Testers
- Client Engagement Managers
- Production Engineers
- Maintenance Engineers(all shifts)
- AppSec Engineer
- Field Services Engineers
- Business Development Manager
- Strategic Partnership Manager
- Regional Sales Reps
- and more

2. Rapid Execution

Our client was highly impressed with TEEMA's ability to deliver top-tier candidates. When it came time to staff their highest-profile project, they entrusted TEEMA as their sole staffing partner to secure the talent critical to its success.

3. Exclusivity Earned

TEEMA became the client's trusted staffing partner and secured exclusivity on multiple high-value roles due to consistent, high-quality performance.

4. Client Recognition

The head of talent acquisition credited TEEMA's support for achieving her hiring goals and earning recognition from company leadership.

Conclusion & Next Steps

TEEMA's partnership with the Robotics client demonstrated the power of specialized, strategic recruitment. By deeply integrating with the client's team and leveraging industry expertise, TEEMA enabled the client to scale effectively post-acquisition.

TEEMA remains the client's go-to staffing partner, with exclusivity on key roles. The partnership will continue to focus on filling critical positions as needed and providing targeted support for their talent acquisition goals in the Robotics and AI space.

