

How Axon leveraged OutScout to increase quality of senior hires without additional agency spend

Axon is a public \$15B global technology company helping to preserve life through the use of non-lethal devices and software in the public safety space.



23 hires made

\$341,000 saved

50% gender diversity

7.5 avg matches/hire

THE CHALLENGE

Finding a reliable partner to deliver quality pipeline without the search firm price tag

With more than 2000 employees worldwide, Axon has a mature TA team and recruitment process in place. However, still very much like a startup in build-mode, they continue to grow rapidly across several products and markets which required additional help in finding critical tech and commercial hires across its product, finance, and revenue teams.

THE SOLUTION

Embedding OutScout as a key partner in high urgency senior level hires

In addition to utilizing its internal talent acquisition team & process, Axon partnered with OutScout to find and make key hires where bandwidth was low and seniority (senior IC to VP) and urgency was high.

THE RESULTS

**A long term partner in finding key players -
two contract renewals later**

- 23 hires made since partnering
- \$341,000 saved compared with a traditional agency fee (\$15k/hire)
- Over 50% gender diversity maintained
- Roughly 1 hire made for every 8 matches reviewed

Sample of hires made

Senior Product Manager

Director of Customer Success

Enterprise Account Executive

Chief of Staff

Senior Director of Sales Engineering

“OutScout provides us a dependable partner that compliments our recruiting efforts and helps us achieve our goals. I am grateful to have their engagement and alliance in our hiring initiatives.



Gabrielle Mellon

Global Head of Talent Acquisition