

How Axon used OutScout to cut hiring costs by nearly 50% while scaling senior teams

Axon is a public, \$50B global technology leader that preserves life through non-lethal devices and public safety software.

By partnering with OutScout, Axon accelerated its senior hiring with predictable spend—and reaped impressive results.



40 hires
and counting

95% acceptance rate
well above benchmarks

\$614,000 total savings
a 48% cost reduction

10 avg matches/hire
match = vetted & qualified candidates

THE CHALLENGE

Delivering a consistent high-quality senior talent pipeline—without the hefty search-firm price tag

With over 3,300 employees worldwide, Axon already had a mature talent acquisition process. Yet, like a startup in build-mode, they continued to scale rapidly across new product lines, finance, and revenue teams. Filling these high-urgency, specialized senior roles demanded more bandwidth than Axon's in-house TA team could handle—especially without driving up agency fees.

THE SOLUTION

Embedding OutScout as a key partner to drive urgent senior hires at predictable spend

Axon partnered with OutScout to tackle these senior-level searches—ranging from senior IC to VP—where time-to-hire was critical and roles were complex. Instead of traditional agency markups, OutScout's approach delivered:

- A knowledgeable sourcing and screening engine, fully aligned with Axon's TA process
- Predictable, transparent costs—allowing Axon to scale hiring without ballooning fees
- Access to global, diverse talent pools, ensuring each pipeline was filled with top-tier candidates

THE RESULTS

A long-term partnership fueling Axon's growth—and saving nearly 50% on hiring costs

- 40 hires (and counting)
- 95% acceptance rate, thanks to highly targeted matches
- \$614,000 total savings (a 48% reduction vs. traditional agencies)
- \$16,650 cost per hire (vs. \$32,000 with standard agency fee structures)

Sample of hires made

SVP Product

Director of Customer Success

Director Sales Strategy

Enterprise Account Executive

Chief of Staff

Senior Director of Sales Engineering

Senior Revenue Accountant

Sales Operations

Senior Network Engineer

VP Quality and Hardware Reliability

Senior Product Manager

Gov't Affairs Manager

“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

Vice President Talent Acquisition
& HR Shared Services