

Identify niche talent to overcome hiring challenges

Acante Secures Founding Engineer in 6 Weeks with Robert Walters

ROBERT WALTERS



acante

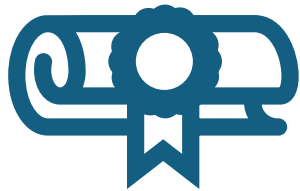
The Company



Acante

- Seed-stage cybersecurity firm backed by Clear Ventures
- Develops observability and security tools leveraging Java Instrumentation and JVMs to detect anomalies and flag security threats.

The Challenge



The Req: Founding Engineer with experience in Java Instrumentation, JVMs, and niche skills like Bytecode Inversion



Stringent requirements and scarce candidates result in challenging landscape



The Robert Walters Solution

White-Glove Consultative Partnership

- Evaluate project scope and deliverables, while advising on organizational strategy and processes.

Market Mapping & Competitive Intelligence

- Leverage Crunchbase and G2 to identify peers like Splunk, AppDynamics, Instana, and Pivotal Software (now VMware Tanzu).

Candidate Sourcing

- LinkedIn Recruiter to identify ideal talent through Boolean search strategies.

Verification & Insights

- Evaluate candidate's GitHub for commit history and relevant Java contributions. Associated projects and repos on GitHub further expanded market map, giving a glimpse into additional teams and companies.

Results and Impact

- End-to-End Project executed in **6 weeks**.
- Built ***pipeline of niche Java talent*** and sector-specific knowledge to help Acante scale.
- Acante can effectively ***build their MVP*** and execute on Product Vision.





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