



# Recruitment Case Study: Silex

*A complete solution for your business!*

## At a glance

Silex partnered with Invictus Direct to build its founding team. Over the span of 9 months, Invictus Direct successfully recruited five highly qualified professionals

## Testimonial ★★★★★

"Very good experience with Rami. He is sending us quality candidates and he is very quick to reply."

Alexandre Tremblay -  
COO

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Invictus Direct



Talent Acquisition and Sales  
Management Services



[www.invictus.direct](http://www.invictus.direct)

## BACKGROUND



Silex, established in 2022, is a cutting-edge high-performance building operating system. Silex prioritizes delivering exceptional experiences to tenants, employees, and visitors, all while optimizing revenue generation for operators.

## PARTNERSHIP SCOPE



Over the course of approximately one year, Invictus Direct orchestrated the recruitment of five highly qualified professionals, strategically placing them within Silex's Development and Sales teams.

The positions filled included **Full Stack Developers**, **Mobile Developers**, and a **Director of Business Development**. Throughout this collaboration, Invictus Direct took charge of crafting job descriptions, formulating tailored recruitment strategies, and executing meticulous screening interviews.

## THE SELECTION PROCESS



Invictus Direct's focused approach ensured that vetted candidates were typically presented to Silex within one to two weeks, with formal offers extended within a month's time. Moreover, Invictus Direct maintained an open line of communication with Silex, consistently engaging in constructive feedback loops pertaining to candidate negotiations. This collaborative effort ensured that Silex was empowered to make informed hiring decisions.



Positions filled 50%  
faster than the  
industry standard



5-10 screening  
interviews on  
average per role



Consideration of 2-3  
finalists per role on  
average