

IonQ Hires More Effectively With Larger, More Qualified Talent Pool Through Built In



IonQ: a leader in quantum computing that delivers high-performance systems capable of solving the world's largest and most complex commercial and research use cases.

FOUNDED IN // 2015

HEADQUARTERS // COLLEGE PARK, MD

TOTAL EMPLOYEES // 300+

Challenge

IonQ evolved from a research-oriented organization to a manufacturing company. This transition brought about a significant increase in staff and the need to enhance its recruiting strategies. At the beginning of this shift, IonQ primarily relied on employee referrals, traditional job boards and recruiting agencies to attract talent. The company recognized the need to broaden its audience and diversify its applicant pool to assist in this evolution. IonQ recognized the limitations of its traditional recruiting methods and sought a platform that could provide visibility into its company culture and reach a different audience that wouldn't be found through more traditional job boards.

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REBECCA PANZER
Recruitment Coordinator at IonQ

Solution

IonQ began its partnership with Built In in 2022. Immediately, IonQ saw the opportunity to present itself in a new way: focusing on its culture and people, rather than just its exciting technology. With Built In, the company was able to participate in content about its culture and spotlight employees doing great work.

The benefit of participating in this content was twofold: IonQ reached a new audience

of applicants and acquired resources they could repurpose in their broader recruitment strategy. Rebecca Panzer, recruitment coordinator at IonQ shared, “Built In appeals to a different audience than traditional job boards. They have a more fresh approach to assisting candidates with their job search, allowing them to discover and research companies that align with their interests and values. We’ve built a much better applicant and employee pool because of this.”

Results

IonQ emphasized the impact of partnering with Built In on the size and quality of its applicant pool, indicating a positive shift in recruiting efficiency. Panzer shared, “The number of impressions and engagement we get from participating in Built In content is huge. This then translates into a bigger and more qualified applicant pool who already know who we are and are interested in working for us. It cuts down a lot of time our recruiters need to spend sourcing great candidates.”

In the last year alone, 14% of all IonQ applications from third-party job boards came from Built In and 7% of all hires. Panzer noted

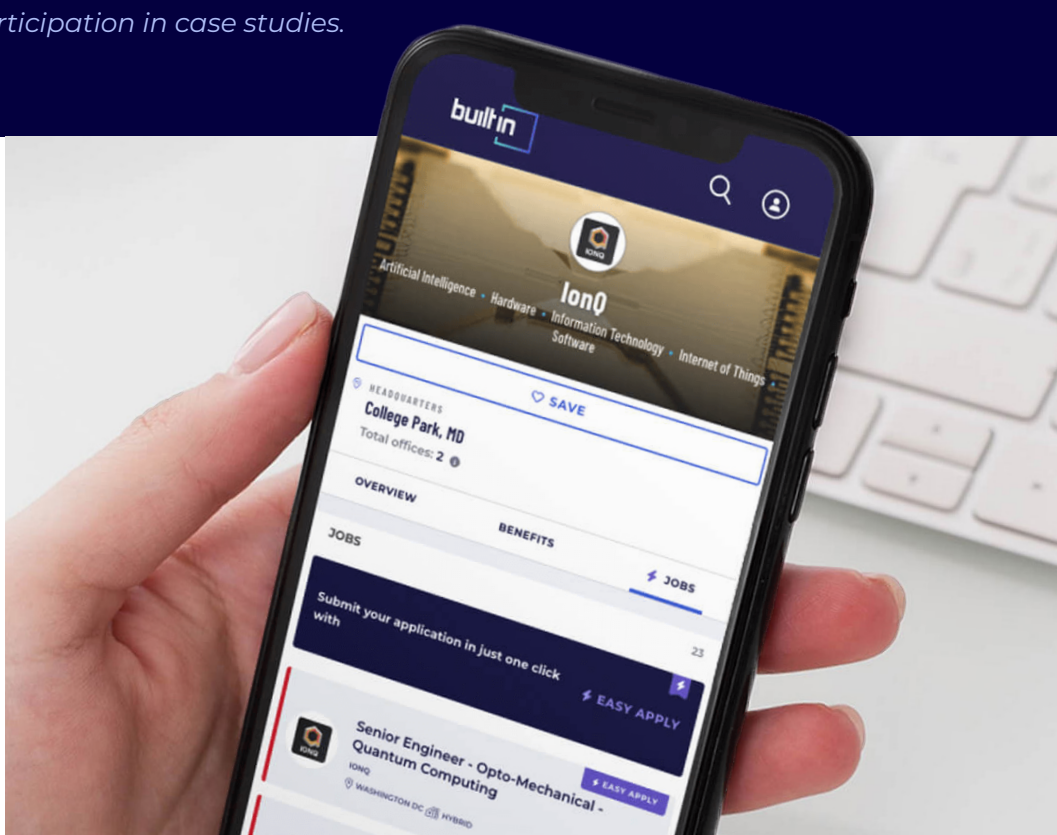
the impact of this saying, “Given the size of Built In’s audience compared to our other job board partners, the impact is impressive. We doubled the size of our company in the past year so having a partner drive 14% of applicants is very significant for us.”

IonQ also noted a doubling of the percentage of women at the company since partnering with Built In, showcasing a positive impact on diversity. Additionally, the value of the partnership extended beyond the service itself, highlighting Built In’s commitment as a partner that listens and invests in ensuring maximum value for IonQ.

Customers may have received compensation for their participation in case studies.

APPLICANTS

14%
of third-party applicants



HIRES

7%
of third-party hires



WOMEN

Doubled
the percentage of women in the organization

Top talent can go anywhere. We bring it to you.

RECRUIT WITH US