

Hard-to-find AI talent, delivered fast: Building an AI team without slowing down



A global digital entertainment leader partners with Addison Group to find the right talent to start building its AI team.

Challenge

A global leader in digital interactive entertainment set out to build an internal AI function focused on improving employee experience. The goal: develop tools that unlock faster business insights and automate administrative work, freeing teams to focus on higher-value initiatives.

To get started, the organization needed an AI Software Engineer and an AI Architect capable of designing and deploying advanced, AI-powered solutions. The AI Software Engineer would bring hands-on experience with large language models (LLMs), multi-agent workflows, retrieval-augmented generation (RAG), and emerging tools like Kiro, Cursor, and Claude.

The AI Architect required experience deploying and architecting robust production solutions, while incorporating best security practices. In addition to experience in Kiro, Cursor, and Claude, the candidate needed to be versed in Python, C#, JavaScript, HTML, CSS, and AWS.

However, internal hiring resources were already stretched thin. Sourcing highly specialized AI talent, while maintaining day-to-day priorities, wasn't feasible without external support.

Solutions

Leveraging a long-standing partnership, the client turned to Addison Group to deliver this solution. With deep experience in niche technology staffing, Addison Group quickly aligned on both the technical requirements and the need for speed.

Within days, the team identified and vetted experts with the right combination of technical

expertise and real-world AI application experience. In less than two weeks, Addison Group's IT recruiting team provided a contract-to-hire AI Software Engineer and AI Architect who met every requirement.

These candidates brought immediate value, requiring minimal oversight and contributing from day one. Their experience with LLMs and AI-driven workflows enabled faster development of internal tools, helping the organization accelerate its broader AI strategy.

"Within days, the team identified and vetted experts with the right combination of technical expertise and real-world AI application experience."

Results

- **Under two weeks to hire:** Reduced time-to-fill for highly specialized AI roles
- **Immediate productivity:** Candidates required little ramp-up and delivered value from day one
- **Increased internal efficiency:** AI tools in development are expected to streamline workflows and reduce manual tasks
- **Scalable partnership:** Ongoing collaboration to support continued AI team expansion

The Addison difference

We know that great teams start with great people.

That means we focus on quality, not quotas. It means that we're laser-focused on seeing candidates beyond their resumes to understand their goals and make sure they align with your mission. And it means working with you to get detailed insights into your teams so we can find people who fit, not just who's available.

No one gets talent like Addison Group.®

About Addison Group

Addison Group delivers specialized talent solutions and consulting services across finance & accounting, IT, healthcare, HR, and administrative functions. Our people-first approach helps organizations build high-performing teams, when and where they need them.

A full range of services

- Contract
- Contract-to-hire
- Permanent placements
- Executive search

Accolades



Forbes America's Best Recruiting Firms 2025