

CUSTOMER STORY

A multi-country boutique agency consolidates four tools into LeapOne

Multi-country boutique recruiting agency · 18 recruiters

CASE STUDY · LEAPONE FOR RECRUITING AGENCIES

A multi-country boutique recruiting agency replaces a four-tool stack with one LeapOne subscription

How a boutique exec-search agency cut tooling spend by 88%, increased AI screening volume nearly 5x, and shipped client-branded portals for every account — after a 7-day free trial.

Customer	Multi-country boutique recruiting agency
Industry	Executive search · product, engineering, design leadership
Footprint	Offices in three countries across North America and Europe
Team size	18 (12 recruiters · 4 sourcers · 2 ops)
Plan	LeapOne Pro Agency · annual billing
Live on LeapOne	7-day free trial · converted to paid on day 7

EXECUTIVE SUMMARY

Three numbers that mattered

After 90 days on LeapOne, the agency tracked the following operational changes against their prior tooling baseline.

88%

Lower tool spend

\$8,400/mo → \$999/mo

38%

Faster time-to-hire

42 days → 26 days

4.7x

More AI interviews

60/mo → 280/mo

ABOUT THE CUSTOMER

A boutique that competes on speed and judgment

The agency places senior product, engineering, and design leadership at venture-backed companies between Series B and pre-IPO, working across three countries. Their reputation is built on two things: fast shortlists (typically inside two weeks) and a high signal-to-noise ratio from screening — clients see only the candidates the team has personally vetted.

By early 2026, that model was straining against the tooling stack that supported it.

THE CHALLENGE

Four vendors, four invoices, one bottleneck

The agency was running its pipeline across four separate tools that didn't share a single source of truth: an ATS, an AI video interviewing platform, a sequencing tool, and a sourcing tool. Each integration was best-effort, each renewal was a negotiation, and the per-interview pricing on AI screening forced the team to ration the tool they relied on most.

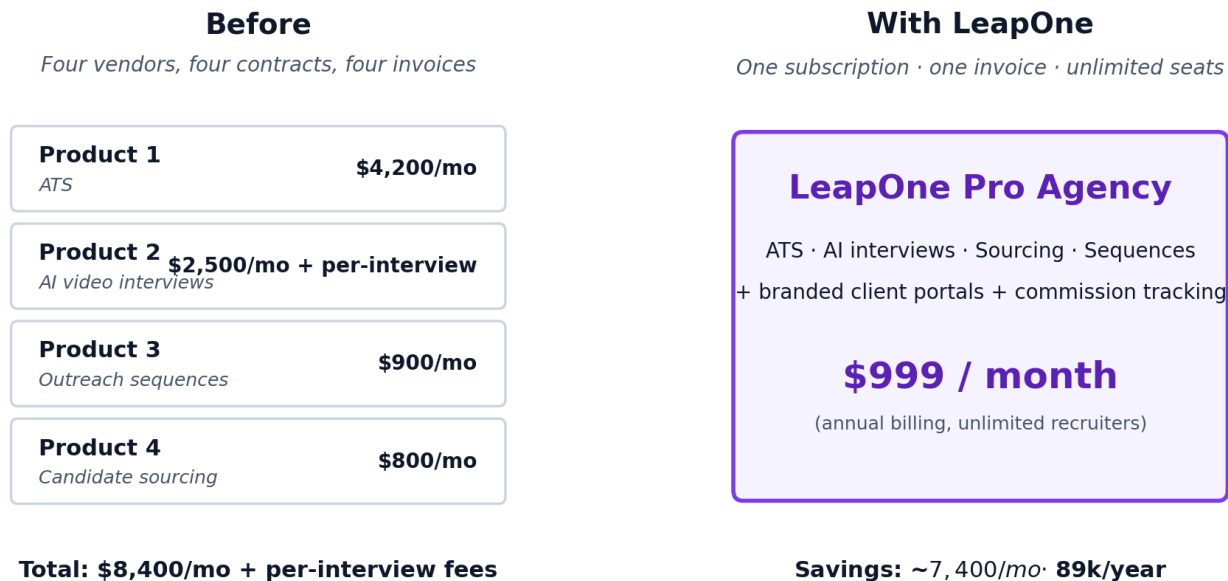


Figure 1. Before/after vendor footprint. The previous stack totalled roughly \$8,400/month before per-interview overage charges; LeapOne consolidated all four capabilities into a single \$999/month Pro Agency plan with unlimited recruiter seats.

Specific pain points

- **Rationed AI screening.** AI video interviews were metered at roughly \$50 per interview, so recruiters self-limited usage to ~60/month even when pipeline demand was higher.
- **No single source of truth.** Candidates lived in three different systems (ATS, screening tool, sourcing tool). Status updates required manual reconciliation.

- **No client portals.** Each client wanted a branded pipeline view; the existing ATS offered one tenant-wide theme, so the agency sent PDFs instead.
- **Seat sprawl.** Onboarding a new recruiter required four logins, four trainings, and four contracts.
- **Long time-to-hire.** Average time from job opened to offer accepted was 42 days, with 11 of those days lost to scheduling and screening.

THE SOLUTION

One platform, live after a 7-day trial

The agency signed up for LeapOne's free 7-day trial with no sales call and no credit card commitment. They imported their existing pipeline via CSV on day 2, had AI interviews running across all 12 active mandates by day 4, and at the end of the trial window converted to a paid Pro Agency annual subscription. There was no implementation consultant and no professional services fee.

From trial signup to paid subscription: 7 days

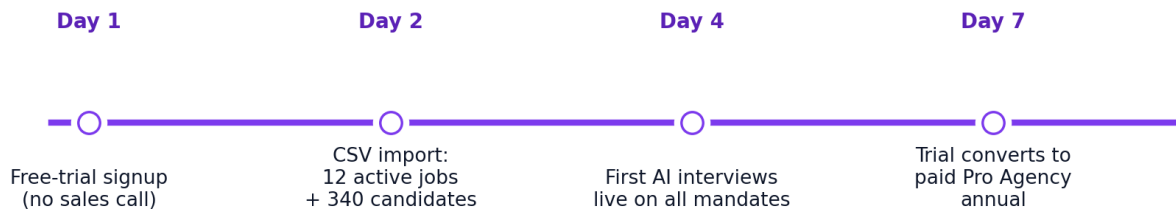


Figure 2. Rollout timeline. LeapOne's self-serve trial gives a team a full week to validate the platform against live mandates before committing to a paid plan.

Capabilities that moved the needle

- **AI video interviews.** Bundled in every plan with a generous monthly quota (800/month at Pro Agency tier). Recruiters stopped rationing usage and screened every viable candidate.
- **Unified pipeline.** ATS, sourcing, sequences, and interview results live in the same candidate record. No more reconciliation.
- **Branded client portals.** Eighteen client-branded portals, each with custom logo, colours, and pipeline visibility scoped to that client's mandates.
- **Commission tracking.** Placement values, fee schedules, and recruiter splits tracked in-platform — replaced a separate spreadsheet that was a recurring source of disputes.
- **Unlimited seats.** Adding a new recruiter is one click. No incremental cost, no extra contract.

THE RESULTS

Operational impact after 90 days

All figures are measured against the agency's documented baseline from the calendar quarter prior to switching. Time-to-hire is calculated across closed mandates; placements-per-recruiter is normalized per full-time recruiter per quarter.



Figure 3. Four-metric before/after comparison. The largest single shift was AI interview throughput, which is what unlocks the time-to-hire improvement upstream.

Headline outcomes

- **Time-to-hire:** From 42 days to 26 days (-38%), driven primarily by faster screening at the top of the funnel.
- **Tool spend:** From \$8,400/month to \$999/month (-88%), or roughly \$89,000 of annualized savings.
- **AI interviews:** From 60/month to 280/month (4.7×). Every viable candidate now gets a structured screening, not just the top of the pile.
- **Placements per recruiter:** From 8.4 to 11.1 per quarter (+32%) without adding headcount.
- **Admin time as % of recruiter day:** From ~22% to ~12% (-45%) — recruiters spent less time on reconciliation and scheduling.
- **Client portals:** 18 deployed in the first week, one per active client. No engineering work required.

“We weren't shopping for a new ATS — we were shopping for an AI interviewing tool we could actually afford to use at full volume. When we realized LeapOne bundled the ATS, the sourcing, and the sequencing too, the math stopped being close. We were live before our next renewal cycle came up.”

— Founder & Managing Partner, multi-country boutique recruiting agency

Where the agency is investing the savings

The ~\$89,000 of recovered tooling budget is being redeployed in three directions, all aimed at moving the agency further upstream in their clients' org charts.

- **New practice area.** Two senior researchers focused exclusively on AI/ML leadership mandates.
- **Research-led marketing.** Quarterly leadership-market reports for client CHROs, written by the NextRise team using LeapOne candidate data as the substrate.
- **Post-placement service.** An onboarding-handover product so candidates land into their new role with a structured first-90-day plan, increasing offer-acceptance rates.

Why LeapOne, in one paragraph

LeapOne is an AI-native recruiting platform that combines applicant tracking, AI video interviews, talent sourcing, and pipeline automation in a single flat-rate subscription. All plans include unlimited recruiter seats, AI interviews are bundled rather than metered per-use, and pricing is published — no “contact sales” tier for the Starter, Growth, or Pro plans. Agency tiers add multi-client support, placement and commission tracking, and branded client portals on top of the core platform.

See if LeapOne fits your agency

Self-serve trial · no sales call required · live in a day, not a quarter.

app.leaponeai.com · sales@leaponeai.com

Customer identity has been anonymized at the request of the agency. The figures shown above are representative of the operational shifts LeapOne is designed to enable for boutique recruiting agencies on the Pro Agency plan.

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