

Recruiting Reinvented: How R-Zero Hired Smarter with **tangerine**



Fast Facts

Company:
R-Zero

Industry:
Biosafety Technology

Size:
100–200 employees

Solution:
Embedded Talent
Team

Engagement Type:
Embedded TA (RPO
Style)

Model:
Flat Monthly Rate

ATS:
Greenhouse

Overview

R-Zero, a rapidly scaling healthtech startup, partnered with Tangerine to improve their recruiting operations and candidate experience. With ambitious hiring goals and a lean internal team, R-Zero needed flexible, in-house recruitment expertise without the overhead of building a full TA department.

Tangerine provided an embedded, flat-rate recruiting solution tailored to their stage of growth. The partnership focused on high-quality hiring execution, streamlined coordination, and operational excellence using Greenhouse ATS.

The Challenge

R-Zero's internal team faced several hiring roadblocks:

- **Inconsistent candidate experience** due to fragmented communication and feedback loops
- **Manual and time-consuming coordination** of interviews, leading to scheduling delays
- **Disorganized workflows** and underutilization of Greenhouse ATS functionality
- **Lack of visibility** into pipeline metrics, hiring velocity, and recruiter performance
- **Decentralized hiring efforts**, with some hiring managers self-managing requisitions, bypassing inbound applications and skipping sourcing altogether

R-Zero needed a partner who could not only fill roles, but also elevate their TA operations from the inside.



The Tangerine Solution

Tangerine embedded directly into R-Zero's hiring function, becoming an extension of their internal team and providing:

- **End-to-End Candidate Coordination**
We owned all scheduling and communication, creating a responsive and seamless candidate journey.
- **Sourcing & Shortlisting**
We proactively sourced and screened top-tier talent, surfacing only the most aligned candidates for each role.
- **ATS Optimization**
We cleaned up workflows, built templates, and maintained structured scorecards to ensure data accuracy and easier reporting.
- **Zero Spend on TA Tools**
We provided our own full tech stack—including LinkedIn Recruiter seats, sourcing tools, drip campaign automation, and enriched email databases. No extra cost. No subscriptions. No tool procurement needed.
- **Specialty Job Boards, Covered**
We also paid for niche and specialty job board placements—ensuring reach without adding to R-Zero's budget.
- **Flat Monthly Rate Model**
Our embedded pricing provided budget predictability while delivering full-scope recruiting services—no per-hire fees.

“Tangerine didn’t just help us hire—they helped us build hiring. They operated like true team members, and it felt like we had a recruiting engine overnight.”

Manali Kulkarni,
Sr. Engineering Manager at R-Zero



The Results

- **Faster Hiring Cycles:** Reduced avg. days in every stage—some by 85%
- **Stronger Candidate Calibration:** Significant improvement in hiring manager interview pass rate (44% → 67%)
- **Improved Candidate Experience:** Streamlined scheduling, consistent comms, and reduced delays
- **Full Funnel Visibility:** Clean ATS data and reporting infrastructure for the first time
- **No Added Tools or Subscriptions:** Tangerine powered the entire process—tech stack included



Why Tangerine Search?

**We deliver the talent
you are looking for**

[Schedule a call](#)

R-Zero's hiring process was completely transformed with Tangerine's embedded support. Average days in stage were dramatically reduced enabling faster candidate movement and quicker decision-making across the board. The Hiring Manager Interview pass rate jumped signaling stronger alignment and better pre-vetting. With full visibility into pipeline metrics for the first time, R-Zero was able to make data-informed decisions with confidence. Candidates experienced a faster, smoother journey thanks to end-to-end coordination and communication, while the company avoided any added tech spend—Tangerine provided the full recruiting stack, included in a flat monthly rate.