

THE ARMADA
GROUP

On-Demand Talent
Solutions™ for the world's
most innovative companies.
Connecting extraordinary
talent with world-class
opportunities.

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ABOUT THE CLIENT

Founded in 1995, eBay pioneers communities built on commerce, sustained by trust and inspired by opportunity. eBay enables ecommerce on a local, national and international basis with an array of Web sites — including the eBay Marketplace, PayPal, Skype, Kijiji, Rent.com and Shopping.com — that bring together millions of buyers and sellers every day.

CLIENT SITUATION

As a result of tremendous growth and the expansion of its commerce, payment and communication Web sites, eBay was challenged with the need integrate six disparate billing systems from multiple acquisitions into a unified global-based system capable of housing and securing over 100 million customer records.

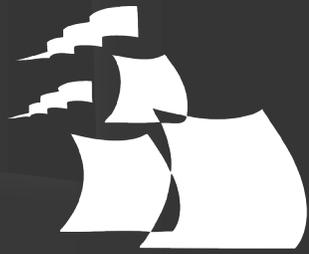
eBay's Global Billing Group needed to quickly assemble a large team of billing system architects, and senior Java platform developers to facilitate this mission-critical billing system redesign. The project requirements included re-engineering a significant messaging component of the system that encompassed e-mail transmissions, bills, confirmations, charge to credit card messages and more.

ARMADA SOLUTION

eBay turned to The Armada Group, to help them rapidly engage high-level JAVA architects and software developers that had the skills and experience needed to hit the ground running. The Armada's team went into high gear to meet eBay's demands.

Working closely with three hiring managers, the Armada team developed a thorough understanding of the project's scope, schedule and the precise contractor skills, experience and knowledge needed to deliver the right team on time and on budget. They quickly identified leading candidates and narrowed the field down by conducting individual technical testing and assessing soft skills.

"Our organization requires difficult-to-find skills. The Armada Group takes the time to understand my requirements and special needs and they consistently find us outstanding people with the right skills. They have a high sense of urgency and excellent follow-through. They are great at what they do." – Senior Software Development Manager, eBay



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RESULTS

Within the 1st ten business days, The Armada Group screened 376 potential candidates and pre-qualified 75 of the top candidates for this project. After a second round of interviews that included a thorough technical and soft-skills assessment,

Armada identified 59 candidates to present to eBay's management team. Of these 59 candidates, the top 40 were interviewed by eBay and the 10 best candidates were selected for the project.

Within 20 business days from project initiation, The Armada Group successfully staffed 75% of the open requirements — including 90% of the highest value architect and senior developer positions — while competing directly against five national IT staffing firms.

The project successfully consolidated over 20 country specific billing systems into one global-billing system, saving eBay millions of dollars in annual operating costs and dramatically improving financial reporting.

The new system also enhanced Sarbanes-Oxley compliance, receivable collections expediency and overall customer satisfaction ratings.

ABOUT ARMADA

Armada is an On-Demand Talent Solutions™ firm specializing in Software Development, IT, and Technical Project Management. For over 17 years, Armada has delivered On-Demand Talent Solutions for the world's most innovative companies. Headquartered in Silicon Valley, our highly-trained Talent Consultants can help you solve your toughest hiring challenges, quickly and cost effectively.