

# Case Study

How another **BCBSA organization**  
closed **3 long-standing**  
**Data / Machine Learning** positions  
with Turing Talent



## Challenge

- Independence Blue Cross had 3 open positions that have been long standing in the Advanced Analytics department
- These have been some of the hardest to fill in the organization
- As a regional employer, salary cannot compete with big tech and hybrid working mode also limits talent pool

## Solution

- Strategic decision to bring in Turing Talent
- Saw **5x more qualified candidates**, thanks to Turing Talent's candidate network and Leadership Program gave IBC an edge as the employer

## Result

- Closing 100% of positions that couldn't be filled
- 2 Data Scientists hired
- 1 Machine Learning Ops Engineering – offer being prepared



**Aaron**  
Data Scientist



**Syed**  
Data Scientist -  
Natural Language  
Processing Specialist