NVIDIA · ENGINEERING & DATA CENTER

30+ niche engineers placed through a VMS, and 6 hired full-time

How a global AI chip leader fills the engineering roles every chipmaker, AI company and automaker is chasing, when every VMS submission has to count.

Global AI chip leader | Supplier since 2021 | Data center · DevOps · SRE · QA · Hardware · Vehicle integration

6 converted to full-time

30+	6	5+	1
engineers and program managers placed	contractors hired full-time by Nvidia	years as a trusted supplier	sourcing playbook built per role

01 Why niche engineering roles stay open

Everyone is calling the same people
GPU, data center, SRE and vehicle integration engineers hear from every chipmaker, AI lab and automaker, every week.

The VMS caps submissions
Each supplier gets a limited number of slots per req. One weak candidate costs a slot, so volume recruiting fails.

Hiring managers have no time to waste
Engineering leaders can't screen stacks of near-misses. They need a short list they can actually interview.

Security-ready on day one
Hardware security keys, attestations and access have to be done before the first commit, not chased afterward.

Contractors who leave mid-project
Long technical engagements fall apart when contractors are treated like pass-through paychecks.

No path from contractor to hire
The best contract engineers should be able to join full-time, without a fight over fees.

02 The challenge at Nvidia

Nvidia hires engineers that every chipmaker, AI company and automaker is chasing. Its VMS caps how many candidates each supplier can submit, so one weak submission costs a slot and volume-based recruiting fails.

03 What Sustainable Talent did

SOURCE

A playbook for every role

Built a sourcing playbook per role, targeting competitor talent, top technical schools and STEM networks.

SCREEN

Protect every VMS slot

Screened deeply and submitted only candidates the team would hire themselves. Fewer, stronger submissions.

ONBOARD

Security-ready, end to end

Ran onboarding from offer to day one, down to hardware security keys and attestations.

RETAIN

A real employer behind every engineer

Employed contractors as W-2 employees with benefits, so they stay through long technical engagements.

04 Results

30+

engineers and program managers placed

6

contractors hired full-time by Nvidia

[CLIENT TO CONFIRM]

Submittal-to-interview or submittal-to-hire ratio · average time to fill

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DRAFT · PENDING CLIENT APPROVAL

[Our engineering roles are some of the hardest to fill in the industry, and our VMS leaves no room for weak submissions. Sustainable Talent sends fewer, stronger candidates and handles onboarding end to end, which is why six of their placements have joined us full-time.]

Kelly Clonts
Director of Engineering, Autonomous Vehicles, Nvidia [confirm title]

05 Why engineering teams choose Sustainable Talent

Quality over volume
We submit people we'd hire ourselves, so your VMS slots go to real contenders.

Built for your VMS
We work inside your supplier rules and submission limits, not around them.

Onboarding handled
Security keys, attestations, PTO and overtime tracking, all run by us.

Fair conversion terms
A 20% fee that slides to zero over 180 days. Keep the engineers you love.

We hand you the math
All-in rates with a stated markup. No buried fees, no surprises.

Supplier-diversity ready
A WBENC-certified, woman-owned business that counts toward your diverse spend.