redShift Recruiting Celebrates 10 Years of Growth, Innovation, and Nationwide Reach

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redShift Recruiting, the NY Capital Region-based staffing firm launched in 2015 by technology leader Dan Sterantino and recruiting veteran Ryan Thomas, announced the celebration of its 10th anniversary. What began as a three-person operation in Castleton-on-Hudson has grown into a full-service recruiting firm with national reach, deep community roots, and recognition as one of the Capital Region?s Best Places to Work in both 2023 and 2024.

?Ten years went by so fast,? said Ryan Thomas, Co-Founder and EVP of Business Development at redShift Recruiting. ?What started with two dads coaching basketball and talking shop became a business that?s helped hundreds of companies build stronger teams. I?ve been in recruiting for 30 years, and I?ve never seen a moment when trusted, human-centered staffing mattered more than it does today.?

Founded on the belief that recruiters should truly understand the roles they?re filling, redShift combined Thomas?s two decades of recruiting experience with Sterantino?s background as a CIO and software

company founder. The result was a unique, dual-perspective model: recruiters who understand both the people and the technology behind every hire.

Today, redShift fills positions across IT, engineering, accounting, manufacturing, and administrative support. The firm supports clients nationwide with contract, contract-to-hire, temporary, and permanent hires. Its growth has been fueled not just by traditional recruiting but also by its digital-first expansion strategy, delivering resources, insights, and education to both employers and job seekers across the country.

?RedShift has always been about people first ? clients, candidates, and our team,? said Co-Founder Dan Sterantino. ?I?m proud of the culture we?ve built together, where heart, smarts, and hustle aren?t just words on a wall but the way we show up every day. Our next chapter is about scaling without losing that DNA.?

In its first 10 years, redShift has expanded its reach nationwide through web-enabled recruiting and online tools, allowing employers and candidates from across the U.S. to connect with its recruiters. The company has also developed the most comprehensive Tech Salary Guide in existence, bringing together salary data from all of the top job boards, market surveys, and hiring trends into a single, trusted source. This guide has become a go-to reference for HR leaders, hiring managers, and job seekers alike.

The firm has also launched digital resources such as the IT Job Titles Library and IT Certifications Library, giving employers and candidates educational tools to better understand industry standards, emerging skills, and career paths. It has built long-standing partnerships with regional employers and national organizations, supporting workforce planning and long-term hiring strategies. In addition, redShift has invested in the community by supporting workforce development programs, college partnerships, and industry education initiatives ? helping the next generation of professionals prepare for evolving career opportunities. Altogether, the company has helped thousands of job seekers find roles they?re excited about ? and helped employers build high-performing, future-ready teams.

More than a recruiting firm, redShift has become a trusted knowledge hub for both candidates and employers. The company?s educational resources have positioned it as a national thought leader in IT and professional staffing. For job seekers, career insights, interview guidance, and transparent compensation benchmarks through resources like the Tech Salary Guide ensure candidates are empowered to make informed career decisions. For employers, salary data, certification libraries, and role definitions provide clarity for workforce planning, helping companies remain competitive in fast-changing industries. For the industry as a whole, redShift's participation in regional workforce initiatives and contributions to technology education ensure that it plays a role in shaping the broader talent pipeline.

As redShift enters its second decade, the company plans to continue growing its digital resource library, deepen its use of technology-enabled recruiting solutions, and expand its nationwide footprint. Despite rapid

evolution, the firm remains committed to its founding mission: being the most trusted, reliable, and human-centered recruiting partner in the NY Capital Region and beyond.

Founded in 2015 and headquartered in Albany, NY, redShift Recruiting is a full-service staffing firm specializing in IT, engineering, accounting, manufacturing, and office support. With a team recognized for its integrity, expertise, and culture, redShift serves both local employers and national organizations. The company has been named a two-time Best Places to Work honoree and is dedicated to helping clients find the right talent while connecting candidates with careers they love.

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redShift Recruiting

RedShift Recruiting is a Technology Recruiting and IT Staffing agency. Our team has 80 years' combined recruiting and 40+ years of technology experience.

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