



BUILDING A FULL-STACK ENGINEERING TEAM

We delivered 3 crucial permanent placements to drive a full-stack consultancy project within our client's software engineering division.

AT A GLANCE

CHALLENGES

- Our client wanted client-facing full stack .net software engineers who could be entrusted to build additional functionality to an existing web application.
- The roles were to be kept confidential so we had to rely on our sourcing and messaging
- Many candidates didn't want to risk moving companies during an economic downturn
- Finding software engineers from a consultancy background

WINS

- Sent across 2 candidates for the Senior Software Engineer role, both were interviewed and 1 was hired
- Delivered a strong shortlist of 6 Mid-level software engineers, all were interviewed and 2 were hired
- Made a strong impression on a new client and are now helping with data consultancy roles



"I was impressed with GemPool's ability to build out this full-stack team quickly. Candidate quality was very strong and our customer is very happy with the team. GemPool is our top-performing agency and I would highly recommend them."

Co-Founder and Chief Strategy Officer

OBJECTIVES

Our client, a data engineering consultancy company, needed advice, salary benchmarking, cost analysis and recruitment assistance to build out a full-stack .net team of 3. They required client-facing software engineers who had worked in a software development consultancy role previously.

They needed to hire a Senior Software Engineer to manage code quality and keep the team on track to meet delivery deadlines. This person was also responsible for communicating technical progress to a non-technical audience. Below this person, they required 2 Mid-level engineers to revamp and update their existing web application.

SOLUTIONS

We met with the client for a consultation and agreed on a plan, delivery timeline and cost. We shared the roles with our Software Development practice's best recruiters and got to work. We headhunted suitable candidates, screened for communication/prior client-facing experience and sent 2 strong shortlists.

For the Senior Software Engineer role, we sent 2 strong candidates with 2 making it to the final round of interviews and one securing the role. That's a **CV to Interview ratio of 1:1** and a **CV to Placement ratio of 2:1**.

With the mid-level roles, we **shortlisted 6** suitable candidates and the client decided to **interview 4 of the candidates**. Of these 4 candidates, 3 of the strongest were selected for final round interviews, resulting in 3 offers and 2 placements. That's a **CV to Interview ratio of 1.5:1** and a **CV to Placement ratio of 2:1**.

RESULTS

#1 Key result

We provided a highly effective recruitment solution, from initial consultation to offers and reference checks. GemPool has played a crucial role in building an effective full-stack software engineering team for our client and their customer.

#2 Key result

We delivered high-quality shortlists which included tailored screening calls to find the correct client-facing and technical skill balance.

#3 Key result

We made a lasting impression on a new client. With the quality of our service and our ability to meet deadlines, we are now helping with data consulting projects.