GemPool
Great People for Smart Companies

RESTRUCTURING AN ENGINEERING DIVISION WITH SENIOR AND MIDDLE MANAGEMENT

We delivered 3 influential placements to drive change and innovation within a new client's software engineering division.

AT A GLANCE

CHALLENGES

- Our client wanted specific personality types who could be entrusted to revamp processes and speed up delivery

- 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

WINS

- Successfully recruited and provided 4 Send across 2 candidates for a Dev Director position, both got to the final round interview and 1 to the job

- Delivered a strong shortlist of Technical Leads and 2 were hired

- Made a strong impression on a new client and are now their "go to" agency

OBJECTIVES

Our client, a global financial services company, needed advice, salary benchmarking, cost analysis and recruitment to restructure their engineering division with 3 key hires. They needed the right type of personality to influence change while keeping the engineering teams together.

They needed to hire a Development Director to manage the change in technical strategy and processes. Below this person, they required 2 Technical Leads to drive the change in process and to improve delivery timelines and code quality.

SOLUTIONS

We met with the client for a consultation and agreed on a plan, delivery timeline and cost. **We assigned the roles to the three best recruiters in our Software Development practice**, headhunted suitable candidates, screened for personality traits and sent 2 strong shortlists.

For the Development Director role, we sent 4 strong candidates with 2 of them making it to the final round of interviews and one securing the role. **The CV to Interview ratio of 2:1 and a CV to Placement ratio of 4:1**.

With the Technical Lead roles, we shortlisted 24 suitable candidates and the client decided to interview the best 12. Of these 12 candidates, 3 of the strongest were selected for final round interviews, resulting in 3 offers and 2 placements. **We maintained our CV to Interview 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 key role in the restructuring of our client's software engineering division.

#2 Key result

GemPool delivered high-quality shortlists which included tailored screening calls to find the correct personality 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 have built out a strong recruitment partnership.