How To Win The War For Tech Talent

The Complete Guide To Sourcing, Attracting And Hiring Tech Talent In A Competitive Market

Talentful

Contents

The Competition For Tech Talent Has Never Been Tougher.

With new innovative tech startups springing up every week, the best candidates have more opportunities in front of them than ever before. And since many tech roles can be done remotely, these opportunities are often not limited by geographical area — meaning top candidates have their pick of thousands of roles across the world.

According to a Tech Nation report from June 2021, tech hiring was at its highest level in the past five years, with tech roles making up **12% of open positions in the UK**[1]. In the US, there were **3.6 million tech jobs posted in 2021**[2] — a figu e that's projected to grow twice as fast as the national jobs rate over the next decade.

A shortage of talent could have a massive eff ct on the market. A recent Gartner report found that IT executives considered the talent shortage to be the most significan adoption barrier to **64% of emerging technologies**[3] — a staggering rise from just 4% in 2020. Companies that aren't able to make the tech hires they need will fall behind, unable to compete with organizations who can deploy new technologies more quickly.

These figu es make for worrying reading. But many ambitious, fast-growing tech companies are still managing to attract great talent and fill their o en roles in 2022.

In this guide, we'll share key insights from our talent experts on how to source, attract and hire top-quality tech candidates and achieve your goals as an organization, even against the background of the War for Talent.

1. Tech Nation, 2021, Tech Hiring at Its Highest Level for Five Years

2. CompTIA, 2022, State of the Tech Workforce

3. Gartner, 2021, 2021-2023 Emerging Technology Roadmap for Large Enterprises

The Challenges Facing Recruiters And Hiring Managers In 2022

With a record number of open tech jobs, those recruiting for technical roles in 2022 have their work cut out. Here are some of the main challenges that you need to overcome if you have tech roles to fill this year and beyond:

Sourcing the right talent in a tough labor market

With new technologies emerging every day, you need to be sure you're sourcing the right people for your open tech roles. But many of the usual channels are over-saturated, and the best candidates receive multiple InMails with lucrative and exciting job opportunities every day. To give you the best chance of finding the right talent in 2022, you need to have eff ctive sourcing strategies in place — which sometimes means thinking outside the box.

Setting up strategies to attract top talent

In an ideal world, you'd have your pick of high-quality candidates lining up to work for your company. But in 2022, it's not enough to post a virtual sign on the door in the form of an ad on LinkedIn or Indeed. This means that you need to set up your employer branding and market your EVP in such a way that great candidates will come to you.

Hiring tech talent in a way that's engaging and professional

Even if you can attract top candidates for a role through your sourcing or attraction effo ts, you still risk sending them running for the hills if you haven't optimized your hiring process. Proactive companies need to give serious thought to everything from the application stage through to interview and offer — or the est candidates will simply go somewhere else.

Retaining and re-skilling current employees

In this competitive market, you can't risk losing the best asset you have: your current employees. However, with so much effo t going into recruiting and hiring new talent, it's easy to let your retention strategy slip. You'll also lose high-performing employees if you're not giving them the chance to grow within your organization by helping them to develop their skills and putting them forward for open roles.

Part 01:

How To Source Top Tech Talent

In 2022, it's not enough to post job ads and wait for candidates to come rolling in. Companies that want to build effective tech teams need to be proactive in sourcing talent – even when that means looking in unexpected places.

5 Sourcing Tips To Use When You Can't Find Candidates

01. Don't neglect passive candidates:

In a recent survey, **33.4% of respondents said they were actively looking for work, but a further 37.3% were 'passive candidates**[4]. This means that they might not reply to your job ads, but would be open to talking about new opportunities. Don't miss out on these potential candidates by only targeting those who are actively looking for work.

02. Look at non-traditional career paths:

Instead of heading straight for computer science grads with internships at the right companies, consider those with diffe ent career paths behind them. For example, coding bootcamps allow young professionals to learn the right practical skills for certain tech roles without the financial impa t of a huge student loan. You can also look at STEM graduates from subjects outside of computer science — grads in subjects like physics and computational biology are often great coders, for example.

03. Consider non-technical candidates who could up-skill:

If you're hiring a developer or a software engineer, you need people with the right tech credentials. But certain roles, like customer service or product management, have technical aspects that could be learned on the job. Consider hiring non-technical candidates with the right attitude and willingness to train for these softer, tech-adjacent roles.

04. Expand your geographical search area:

These days, most tech roles don't need to be done from your HQ. But while many companies are now hiring remotely for tech roles, not all of them are using this trend to its full potential. By using tools **such as LinkedIn Recruiter**, you can search for the top locations worldwide for the role you're hiring for, and potentially uncover hidden talent pools in areas where competition is lower.

05. Don't forget about offline recruitment methods:

Online channels allow you to amplify your engagement and massively increase your reach, but there's still something to be said for doing things the old-fashioned way. By attending conferences, job fairs or other industry events, you can connect with a wide range of potential hires. There's less competition to stand out as an employer, and candidates are much more likely to respond to your follow-up if they've engaged with you in person. You could even host your own events to connect with the type of candidates you want to meet.

4. Workable, 2021, The Great Discontent: 2021 Worker Survey (US)
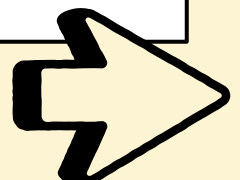
3 Sourcing Tips From A Talentful Expert

Jack Powter

01. Don't be too specific with your LinkedIn searches

You could miss out on great candidates who haven't listed all of their skills on their profil s.

02. Diarize follow-ups

If a candidate responds to an InMail to say they're not looking right now, ask if it's OK to reach out again in six months — then put that in your diary and follow through.

03. Leverage your relationships and network

Candidates coming from a referral are more likely to be hired than those coming from other channels.

Jack Powter, Senior Talent Partner

3 Things You're Probably Not Doing On LinkedIn

01. Save time by saving searches

Once you've built a search for your perfect candidates in LinkedIn Recruiter, you can save it, name it, and have new talent sent directly to your inbox every day.

02. Search by profile

Have you ever had a hiring manager tell you they need someone 'just like Bob from accounts'? Using LinkedIn, you can bring up similar talent by searching by profil .

03. Don't waste time on people who won't engage

LinkedIn Recruiter can shine a spotlight on those who have interacted with your brand or who might be ready for a career move — so you don't waste time on people who won't respond.

The Tech Recruiter's Sourcing Toolkit

If you want to source top tech talent, you need the right tools in your belt. Here are a few platforms, websites and plugins to add to your toolkit this year:

Hacker News

A social news platform focusing on entrepreneurship and computer science. Using social platforms is a non-traditional way to source talent, but could have great results if you're willing to dig into the threads that are relevant to the role you're hiring for and connect with people there. The site has over 3 million unique monthly visitors — that's a lot of potential candidates.

GitHub

A community where developers come together to collaborate, share ideas, and build great software. You can explore topics you're interested in or view 'trending' topics to find and engage with great candidates who really know their stuff, where they're already hanging out.

AmazingHiring

A Google Chrome plugin that uses AI technology to source talent from 50+ online sources. They claim to help recruiters find 40% mo e candidates than traditional methods. When you search for a candidate on LinkedIn or GitHub, the plugin automatically opens every social platform it can find, plus the candida e's email.

TripleByte

A directory of over 100,000 highly skilled software engineers. Most have a technical skill score based on TripleByte's own testing, so you can quickly fil er the results and find the right engineers for your open roles.

Underdog.io

A marketplace that connects job seekers with remote or US-based roles at tech companies and startups. As a recruiter, you'll get a weekly roundup of the best talent each Monday morning, which only includes the top 10% of talent on the site.

Part 02:
How To Attract Top Tech Talent

Marketing professionals have long been aware of the importance of branding to attract customers to a business – and it's just as important in recruitment.

Today's tech candidates have a lot of options to choose from, so it's important to differentiate yourself from your competitors. You can do this by using your public platforms to showcase your unique values, mission and benefits, and giving the best candidates a real-life look into your workplace.

Here are some ways you can work on building a powerful employer brand that will have the right candidates knocking at your door...

7 Ways To Build A Meaningful Employer Brand

01. ## Share content that's meaningful to your audience:

By regularly sharing content that's actually useful to your audience — on platforms they're likely to be on — you can show them that you're a leader in your industry before they even think of applying to work for you.

02. ## Host (in-person or virtual) events:

When you put on events that bring talented tech people together, you create a positive impression of your company with people who may want to work for you in the future. A positive experience at an event you hosted makes a candidate much more likely to respond to your outreach down the line.

03. ## Use video to attract more attention:

According to data from LinkedIn, posts with video get **up to 20x more shares**[5] than text or image posts. Video is engaging, digestible, and gives potential employees a real insight into your workplace and culture.

04. ## Get employees involved with behind-the-scenes content:

Your employees are the best possible ambassadors for your organization, since they already know what it's like to work for you. Plus, people are more likely to trust content coming from employees than your senior leadership team. By giving employees the chance to share behind-the-scenes content, you can give potential candidates a glimpse into your work environment and show current employees that they're valued at the same time.

05. ## (Actually) engage with your audience online:

Instead of just posting and forgetting, make an impression with your online audience by engaging with them in the comments. They'll be much more likely to remember your brand. You can also leverage things like polls and surveys to drive engagement.

06. ## Keep an eye on your Glassdoor and Indeed reviews:

86% of job seekers[6] check company reviews before deciding to apply for a job. While it doesn't have to be the end of the world if you get a negative review once in a while, it's important to be aware of what your current and former employees are saying so that you can address any recurring issues. It's also reassuring to potential employees if they see you responding calmly and professionally to any negative reviews you receive.

07. ## Gear everything to your unique values and mission:

Potential employees should be able to gauge your organizational values and mission from a quick scroll through your website and social media pages. That means that everything you publish needs to be carefully planned, created and vetted to ensure it represents who you are as a brand. This helps you to attract candidates whose values align with yours.

5. LinkedIn, 2020, How to Grow Your Brand's Organic Following on LinkedIn
6. Glassdoor, 2021, 40+ Stats For Companies to Keep In Mind for 2021

Employee Value Proposition: 5 Key Elements To Consider

Your employee value proposition (EVP) is the promise you make to your employees about what they'll get in exchange for working for you. Developing your EVP and communicating it to potential employees through a powerful employer brand is the key to attracting and retaining top-quality candidates. Here are some elements to consider when you're putting together your EVP:

01. Culture

Every company culture is diffe ent, and potential candidates naturally want to know what kind of environment they'll be working in. Try to dig down into what makes your company diffe ent from others — and avoid simply focusing on surface-level perks.

02. Benefits

Your EVP also includes any additional benefits you offer to your employees. If you're not sure what benefits you should offer, consider surveying your current staff to find out what would be valuable to them.

03. Salary

The fi st step when developing your EVP is to research the industry salary standards for each role you're recruiting for. While money certainly isn't everything to today's candidates, in the current market you won't get very far if your salaries aren't competitive.

04. Learning & development

Candidates want to know whether a role will help them to develop as a professional. When you're honing your EVP, you should think about what learning and development opportunities you'll provide to your employees, such as providing a monthly training budget.

05. Employee experience

Employee experience is a broad term that covers everything your employees experience throughout their lifecycle at your organization. It includes culture, but also encompasses everything from how easy it is to book time off o the tools and technology employees have access to. When you're developing your EVP, think about what it's actually like to work for your company. And if you're not sure, a survey of your current employees is a good place to start.

What Do Employees Want In 2022?

Deeper connections:
Feeling understood and listened to

Radical flexibility:
Choosing where and when to complete work

Personal growth:
The opportunity to learn, gain new skills, and increase knowledge

Holistic wellbeing:
Feeling cared for (physically, mentally, emotionally)

Shared purpose:
Feeling invested in the company's mission [11]

80%
of job seekers say their opinion of a company improves after seeing them respond to a review on Glassdoor [7].

86%
of job seekers use social media in their job search [8].

Glassdoor gets over
67 million
unique monthly users [9] — and 83% of those are actively looking for a job or open to new opportunities [10].

7. Glassdoor, 2020,The ROI of Employer Branding
8. CareerArc, 2021, 2021 Future of Recruiting Study
9. Glassdoor, 2021, 40+ Stats For Companies to Keep In Mind for 2021
10.Glassdoor, 2018, Glassdoor.com US Site Survey August 2018
11. Gartner, 2021, Make Way for a More Human-Centric Employee Value Proposition

Part 03:

How To Hire Top Tech Talent

These days, job-seekers are simply not going to waste their time with long-winded application forms or processes full of unnecessary steps. Even if you succeed at sourcing and attracting great talent, you could still fall at the final hurdle if you neglect your candidate experience (CX).

How To Optimize Your Candidate Experience (CX)

Clear, concise, and accurate job descriptions are a must

Job descriptions should tell candidates what they need to know to figu e out if they're suited to a role. Try to avoid listing every minor, nice-to-have skill or qualification if it s not a requirement, or you risk putting off erfectly good candidates. Also, **61% of candidates** want to see salary listed in a job description — and including this information can help you to avoid wasting time with candidates whose expectations aren't aligned with yours.

An efficient screening process saves time for everyone

Every stage of the recruitment process should help you to hone down your applicants until you're left with the best person for the job. Remember, you're actually doing candidates a favor by screening them out early if they're not suitable: getting to the interview stage only to find a candida e doesn't meet a key requirement is a waste of everyone's time.

A streamlined process shows candidates you respect their time

The **two most common reasons** that candidates withdraw from the recruitment process are that their time is disrespected during interviews and appointments, and that the recruiting process just takes too long. It's important to show candidates that you respect them and their time by not expecting too much unpaid labor in the form of multiple rounds of interviews, tests, and assessments.

Transparency, communication and opportunities for feedback are key

If a candidate doesn't hear from you, they might assume you're not interested and move on to another company. Sending automated follow-ups can be a great way to keep candidates in the loop — but be sure to keep the experience 'human' by carefully crafting well-branded content. It's also a good idea to give unsuccessful (and successful) candidates the opportunity to provide feedback on your processes so you can keep improving your CX with each recruitment drive.

55%

of candidates think it should take 1–2 weeks to go from the first interview to a job offer — but it actually takes twice as long[12].

12. Zety, 2022, Candidate Experience Statistics (Survey of 1,000+ Americans)

Building Talent Pools To Meet Your Future Talent Needs

You don't need to start at square one every time you're recruiting for a new role. By building a pool of pre-vetted, qualified talent, you can fill your pipeline ahead of time so you always have at least a starting point when a new role opens up.

Your talent pool could include:

Bronze and silver medalists:

You can only hire one person for each role, but that doesn't mean all of the time you spent recruiting and assessing other candidates has to go to waste. And just because they weren't quite right for one role doesn't mean they wouldn't make a good addition to your company in the future.

Event attendees:

When you host or attend events like job fairs, conferences and trade fairs, you'll meet a wide range of people working in your industry — some of whom might be interested in working with you down the line. They're also more likely to respond to your outreach if they remember a positive experience with your brand at an event.

Past employees:

People who have worked for you in the past can be a great addition to your talent pool, provided they left on good terms. Ambitious employees will likely have gained new skills since they left you, and their knowledge of the company means they'll be able to get up to speed more quickly than other new hires if they decide to return.

Employee referees:

Employee referral schemes are a great way to find candidates who would fit in well at your organization, since no one knows what it's really like to work for you better than them. While the right job won't always be available when someone is referred, it's worth hanging onto their details in case something comes up.

Passive candidates:

You can also add passive candidates that you've already spoken with to your talent pool, particularly when they've responded positively to your outreach in the past. Sometimes the timing just isn't right when you reach out, but that doesn't mean you should forget about them altogether.

Past freelancers and contractors:

People who have freelanced or contracted for you in the past could be a good source of potential talent. Like past employees, they already understand your brand and how you work.

Retaining, Retraining & Upskilling Current Employees

As of January 2022, the number of people voluntarily leaving their jobs had been above pre-pandemic levels for **eight straight months**. There's a lot of debate around the causes of the 'Great Resignation', but the facts are clear: more people are quitting their jobs than ever before.

5 Tips To Help You Retain The Talent You Have

In this context, it's not enough to focus all of your efforts on sourcing and recruiting new talent — you also need to work on retaining the employees you already have.

Reducing attrition in an organization is a complicated and multifaceted process, but there are a few simple steps you can take to lower your chances of losing your best people to your competition.

01. Keep salaries in line with new hires:

When you make a new hire, a good candidate will often be able to negotiate a better salary, putting them on a higher pay scale than current employees who are doing the same job. Bringing these employees' pay in line with any new hires you make is a great way to show them they're valued and means they won't need to move to another company to increase their pay.

02. Invest in the employee experience with the right perks and benefits:

Perks and benefi s can go a long way to improving employee experience and morale in an organization but you need to make sure they're the right ones. Consider surveying your employees to find out what they ould find m st valuable.

03. Make learning and development a key part of your EVP:

According to a Gallup poll conducted on behalf of Amazon, **66% of people aged 18–24** [13] ranked learning new skills as one of the top three perks they looked for when looking for a new job. Young people want to learn, and you're going to lose your top performers if you're not providing this opportunity.

04. Make diversity, equity and inclusion a key focus:

In a recent survey, **66% of respondents**[14] said their company's DE&I strategy impacted their feelings on how long they planned to stay there. Companies that are serious about retention need to make these initiatives a priority.

05. Embrace flexibility and trust your employees:

If the last two years have taught us anything, it's that the world won't stop turning if we introduce a little flexibility in o the workplace. And it could actually be key to retention: a recent survey by FlexJobs found that **41% of people** who had quit their jobs in the last six months did so because they weren't allowed a flexible chedule [15].

13. Gallup, 2021, The American Upskilling Study: Empowering Workers for the Jobs of Tomorrow
14. Workhuman, 2021, Human Workplace Index: Getting Real With DE&I
15. FlexJobs, 2021, Great Resignation: Survey Finds 1 in 3 Are Considering Quitting Their Jobs

Hiring Internally And Building Talent Escalators

In a recent McKinsey survey, **almost nine in ten executives** said that their organization was either already experiencing skill gaps or expected them to emerge in the next five years. Of these, only 31% said that hiring would be the most eff ctive action to take. 50% said skill-building would be more important[16].

Instead of immediately looking to make an external hire when you have an important tech role to fill, consider whether:

▷ You already have the skills you need in-house, even if they're currently not being used to their full potential

▷ Any of your current employees could 're-skill' and develop the capabilities needed

Not only does this help with retention by giving your employees the opportunity to develop new skills and move ahead in their careers, it could also be a big money saver. According to a Glassdoor study, the average cost-per-hire in the US is around $4000[17] — that's a lot of cash to put towards a re-skilling budget.

Backfilling Junior Roles With Learning programs

Of course, if you're promoting from within, you do need to make sure you're backfilling junior ositions so you're not left without any entry- or lower-level employees. A great way to solve this is by implementing internship or training programs that allow you to train up more junior employees until they're ready for a promotion, eff ctively creating a continuous pipeline of tech talent.

The average cost-per-hire in the US is around $4000

16. McKinsey, 2020, Beyond hiring: How companies are re-skilling to address talent gaps
17. Glassdoor, 219, How To Calculate Cost-Per-Hire

Talentful: Your Tech Hiring Partner
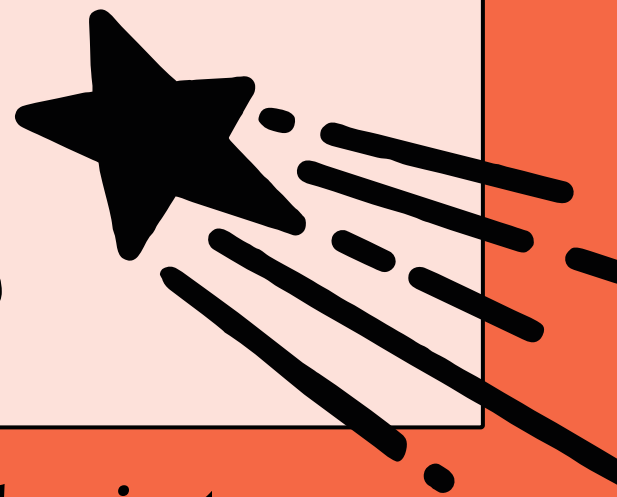
Recruitment is about more than just filling roles. It's about building sustainable processes that enable ambitious companies to grow and achieve their goals – even against the backdrop of the War for Talent.

At Talentful, we're experienced in helping the world's best tech companies to overcome countless obstacles to scale. We take a holistic approach to recruitment and bring our experience and ideas to make sure your organization is set up for success.

Embedded recruitment

Our embedded recruitment model means that we'll act as a part of your team, working with you to transform your recruitment practices from the inside out. This includes everything from building pipelines of superstar talent to helping you to develop a strong and standardized interview program. Since we operate from within your business, we're also in the perfect position to help you refine our EVP and communicate it to the right audience.

Driven by data, committed to ongoing learning

Our success is built on the data we've gathered from working with 500+ innovative tech companies, from ambitious startups to global enterprises. We'll deliver best-in-class reporting and analytics to help you understand where you're excelling and where you could improve. Plus, thanks to our tailored learning programs and quarterly L&D days, our talent experts constantly learn and evolve so they can produce the best possible results for your organization.

Tailored solutions for every partner

Every one of our partners is diffe ent, and we offer tailo ed solutions to meet the needs of every business. Before we get to work on transforming your recruitment processes, we'll perform a comprehensive audit of your talent function to see what we're working with. We'll then work with you to develop the right solution for your organization, drawing on our extensive market knowledge and our analysis of your competitors.
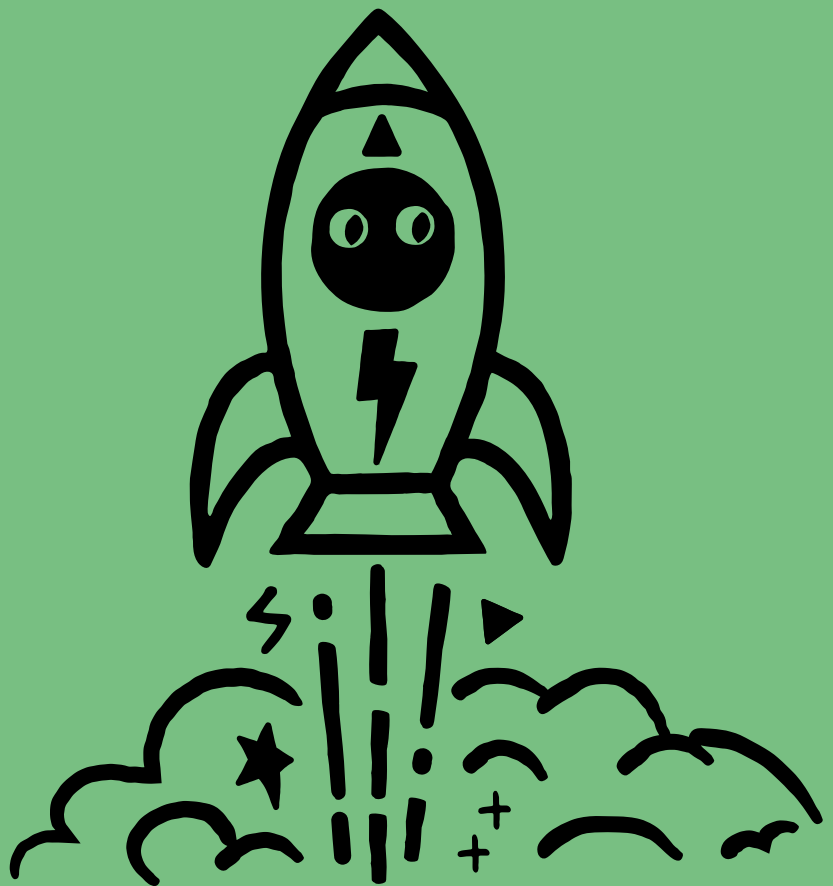
The best of both worlds

When you work with us, you don't have to choose between the expertise of an agency and the advantages of an internal team who understand your business. Because our talent experts will be fully embedded into your organization, you'll get the best of both worlds — for a fi ed and transparent monthly subscription cost.

Trusted By Top Brands

We have a track record of helping ambitious, innovative tech companies to scale. Here are some of our tech hiring success stories.

How Lyst Became An Employer Of Choice For Top Tech Candidates With Talentful

Asana offers a collaboration management tool that enables teams to effectively organize, track, and manage their work. It provides a framework for communication and collaboration between teams without relying on email.

In 2021, Asana was preparing for a massive 65% year-on-year growth, and the company's internal recruitment team was stretched thin. The team needed top-of-funnel support to boost pipelines in the GTM (go-to-market) space. Growth was a key focus in both the US and EMEA, and headcount plans were front-loaded for Q1. Asana's team was not resourced effctively to hit future goals and needed extra support to ramp up hiring.

A team of full-cycle recruiters and candidate-focused sourcers were placed in-house with Asana's team in the US and EMEA to boost hiring. After successfully hitting targets, Talentful's partnership with Asana was extended to continue hiring and provide additional value-add training to the internal hiring team, including sharing recruitment metrics to help Asana manage its forecasting and hiring plans more effctively.

Talentful successfully increased top-of-funnel activity for Asana's Revenue organization. In six months, the talent partners hired 49 candidates and achieved an average Time to Hire of 37 days. If Asana had opted for a traditional recruitment agency, commission would have been up to 30% of base annual salary. By partnering with Talentful, Asana saved over $1.1 million in agency fees.

Talentful's experts also helped Asana's recruitment team to rescope several hard-to-fill roles, resulting in a 3733% growth in converting outreaches to offers or intended offers for those positions.

$1.1 million
saved vs traditional agency fees

49 hires
in a six month period

" **The Talentful team have had such a profound impact. We are so grateful, and we have been floored by the contributions and the partnership that these individuals brought. Each individual has not only met but exceeded their goals. Additionally, they felt like a truly embedded part of the team. The Talent Partners have built tremendous credibility with our internal stakeholders and helped up-level the knowledge of our talent team. All of this is much more than I would have expected from an agency partnership. We are forever grateful for Talentful!** "

Meg Bell,
Manager, Revenue Talent Acquisition

asana

How Asana Surpassed Their Goals And Saved Over $1.1 Million In Agency Fees

Lyst is a fashion technology company that offers its customers an extensive range of products from the world's leading brands. Lyst uses a proprietary data engine to provide each customer with a highly personalized shopping experience and focuses on using technology to delight customers and partners alike.

In 2020, Lyst experienced rapid expansion, which put pressure on its lean internal talent team. The team was overstretched and required additional support for a number of key technical hires ahead of continued growth and new product launches. Lyst also found that they had a limited brand presence within the tech space, and needed to enhance their employer brand and become a 'go-to' for engineers.

As a result, Lyst partnered with Talentful, and a team of two talent experts was embedded into their team to support their growth goals of 30 hires per quarter (predominantly engineering hires) and provide consultative support.

In addition to providing a wealth of recommendations to allow Lyst's team to engage and attract top engineering talent, Talentful helped set up strategic reporting to provide the senior leadership team with more informed insights.

Throughout the partnership, Talentful's in-house talent experts exceeded Lyst's goals and expectations, with 118% of the target delivered and an average Net Promoter Score of 8.75. Talentful has helped Lyst make 59 engineering hires. 33% of these hires were from BAME backgrounds (black, Asian, and minority ethnic).

Alongside recruiting engineering roles, a number of initiatives were rolled out to support Lyst's hiring team and to help set recruiters up for long-term success, including candidate playbooks and recommendations on optimizing mobile hiring.

> **Making the decision to onboard Talentful as an embedded solution to help drive high-volume engineering hiring at Lyst was 100% the right one. Talentful hit the ground running with complex engineering hiring needs and were able to build great and trusted relationships with our hiring teams. We would definitely recommend!**

Sarah Sparks,
Director of Talent Acquisition

LYST

118%
of target delivered

8.75
average NPS Score

59
engineering hires

How Simply Business Escapes Expensive Agency Fees And Transformed Their Candidate Experience

Simply Business is one of the UK's largest providers of small business insurance, providing insurance to over 650,000 small businesses and landlords. Simply Business offers customers simplicity, choice, and value when it comes to purchasing insurance.

Simply Business was looking to scale its engineering hires by 50% in 2019, focusing on notoriously tricky Ruby roles. However, since they had no specialist tech talent acquisition function in-house, they were reliant on external agency spending and had no established talent pipeline. Another concern was the disparity in candidate experience between the internal team and their external agency rosters.

When Simply Business partnered with Talentful, their fi st challenge was to establish a slick hiring process for tech hires. The Talentful team spent a few days on-site with Simply Business every week, enabling them to get an inside understanding of where processes needed improving, and what would be needed to set the hiring managers and the internal recruiters up for long-term success.

Having crafted a revised hiring strategy and internal processes, the Talentful team was able to centralize the engineering talent function and implement weekly reporting. They also provided upskilling and interview training across all of the UK engineering hiring teams, to help set them up for future success.

Through their partnership with Talentful, Simply Business was able to hire 43 mid- to senior-level Ruby engineers, saving £99,800 when compared to a traditional commission-based agency model.

> **"** SB it's not just about hiring people quickly - we have a big focus on hiring the right people, the talent experience and being known as an amazing place to work. The great (and unique) thing about working with Talentful is that they deliver results whilst also putting emphasis on this at the same time. They hired over 40 tricky roles for us and gave us processes and learning that we needed so that our new joiners felt empowered to do their best work from day one. Their consultants were fantastic brand ambassadors too and a delight to work with. **"**

Jennifer Gabrielle-Chapman,
Head of Talent Acquisition

SB Simply Business

£99,800
saved vs traditional agency fees

43 hires
of mid - senior level engineers

Ready to find out more?

We operate globally and have experience across a range of hiring from tech specialisms to generalist commercial roles. Speak to a member of our team today and find out how Talentful can help you scale your business successfully.

Book a call today

or visit
Talentful.com

San Francisco | New York | Austin | London | Berlin