



OAKWELL HAMPTON UK

Helping a software house scale

THE COMPANY

A UK software house with extensive experience in the insurance sector. Providing a cloud-only SaaS solution, the company is a market leader and has undergone significant growth in the last few years to become part of a global technology group.



THE CHALLENGE

As part of ongoing growth, the company was looking for specialist recruitment support in finding Developers, Business Analysts and Product Analysts who could join their Agile squads.

Prior to working with Oakwell, the company didn't have an existing recruitment partner or any in-house capacity to conduct their search. Despite having worked with other recruitment companies in the past, they found that they often didn't consider some of the softer but equally important personality and cultural traits when screening potential candidates.



THE SEARCH

The roles and benefits that were on offer were already an attractive proposition therefore the team knew there would be high demand for the roles when advertised. However, volume doesn't necessarily produce the right fit. After receiving the role briefs, the team set to work reviewing their passive network to see who would be a good match for the organisation as well as advertising to the active market.

With a network built over more than eight years in the Manchester tech scene, the team were able to reach a number of incredibly capable candidates and get referrals for experienced individuals when their contacts were unavailable.



THE OUTCOME

Oakwell found the perfect candidate for the initial search (for the Business Analyst role) who was a great fit both technically and culturally.

Since this initial hire, Oakwell has continued to be the recruitment partner of choice and has helped hire an additional 20+ candidates across the company in both analytical and software development positions on an exclusive basis.