



HIRING A SOFTWARE ENGINEERING LEADER

We delivered delivered our Talent Partner Solution. This was a very targeted niche headhunt solution aimed at finding a Software Engineering Leader for an established tech company in Co. Cork.

AT A GLANCE

CHALLENGES

- Finding niche technical skills
- Geographical location reduced relevant talent pool
- Finding the right combination of culture fit and leadership experience

WINS

- The placement is still there and has been promoted
- Predictable time to hire with strong curated shortlist
- Went on to fill two more roles across the tech team



OBJECTIVES

Working with the Managing Director, we were retained to find a Software Engineering Leader with niche tech skills as well as exceptional leadership capabilities, **within a specific geography (Cork)**.

Specifically, we needed to find someone who had over 10 years technical hands-on experience with Oracle middleware as well as cloud migration projects, agile methodologies and was leading software engineers and QA engineers.

SOLUTIONS

Starting with an **in-depth discovery session** between GemPool and our client, we gained the understanding we needed to identify the right skills, but also to sell the opportunity this role represented. Acting as an **extension of our clients brand** in the talent market, we started with mapping all the talent that fell into this talent pool.

Once this talent pool is defined, we used various methods to engage with this audience with the aim of shortlisting candidates to then screen for the role. From there, we managed the candidates through the interview process to a successful outcome.

RESULTS

#1 Key result

We screened 18 candidates, shortlisted 8, sent 4 CV's, 3 made it to 1st interview, 3 to 2nd interview and one offered and accepted. The CV send to interview ratio was 1.3:1.

#2 Key result

Time to hire from the role going live to the offer being accepted and contract signed was 38 days. Being able to guarantee the fill and in a timely manner gave our client confidence to make and implement their plans.

#3 Key result

Having one point of contact delivering our solution with our client ensured a smooth, efficient process reducing the onus on the Managing Director, giving them more time. Also providing market insights and feedback along the process added value throughout.