END-TO-END RECRUITMENT FOR FULL STACK ENGINEERING ROLES IN A LEADING EDUCATION TECHNOLOGY COMPANY

We successfully supported the client's engineering expansion by placing two Full Stack Engineers across different seniority levels, both of whom quickly integrated into their respective teams and contributed to core platform development.

AT A GLANCE

CHALLENGES

- Sourcing developers with both full-stack expertise and a product-centric mindset.

- Securing senior talent in a landscape where candidates held multiple competing offers.

- Ensuring candidates aligned with the client's collaborative engineering culture and long-term product vision.

WINS

- Successfully filled both Full Stack Engineering roles within agreed hiring timelines.

- Delivered strong shortlists for each role, ensuring an efficient and streamlined interview process.

- Strengthened our partnership with the client, positioning us as a trusted recruitment partner for future technical hiring needs.

OBJECTIVE

A leading EdTech platform specialising in digital learning and exam prep for second-level students partnered with us to scale their engineering team. This partnership arrived at a pivotal moment of rapid product growth and platform expansion.

They needed to strengthen their engineering team by hiring two Full Stack Engineers across different seniority levels to support development, scalability, and long-term product innovation.

The first requirement was for a Senior Full Stack Engineer to help drive technical delivery, contribute to architectural planning, and support the mentoring of junior developers. This role opened in November 2024.

Following the success of the first placement, the client engaged us again to recruit a Mid-Level Full Stack Engineer to further strengthen development capacity and support ongoing platform enhancements. This role opened in April 2025.

SOLUTION

We kicked off with a deep-dive consultation to align our search with the client's technical roadmap and team structure. We worked closely with the engineering leadership team to define the requirements for each role, focusing on technical expertise, product development experience, and cultural fit within a fast-paced, collaborative environment.

Our specialist recruiters conducted deep-dive screenings for the Senior Full Stack role, vetting for technical mastery and leadership potential. To ensure a high-caliber shortlist, we leveraged a mix of targeted headhunting, developer referrals, and niche database searches to identify engineers capable of driving system design and team mentorship.

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After successfully placing the Senior Full Stack Engineer in January 2025, we leveraged the knowledge gained from the initial search to support the second campaign.

For the Mid-Level Full Stack Engineer role, we targeted candidates with strong hands-on development experience and the ability to contribute effectively within an established agile team. Using market insights and candidate pipelines developed during the first search, we delivered a highly relevant shortlist efficiently. This role was successfully filled in July 2025.

RESULTS

#1 Key result

The Senior Full Stack Engineer strengthened technical leadership within the development team, supporting architectural decision-making and mentoring junior engineers.

#2 Key result

The Mid-Level Full Stack Engineer increased development capacity, allowing the client to accelerate feature delivery and support ongoing platform growth.

#3 Key result

Our successful delivery strengthened our relationship with the client, establishing us as a key recruitment partner for future engineering hires.