



SENIOR NETWORK ENGINEER & SERVICE DELIVERY MANAGER – CONTRACT TO PERMANENT RECRUITMENT

By successfully filling a challenging short-term contract, we built the client trust needed to secure two critical, niche permanent hires in just three weeks—achieving a 100% success rate from our very first shortlists.

AT A GLANCE

CHALLENGES

- The niche Senior Network Engineer role proved difficult to fill given its highly specialised skillset, part-time hours, and short 3-month duration.
- The priority was addressing an immediate, project-critical skills gap by securing a candidate with exact technical expertise and short-term, part-time availability.
- Calibrating the right seniority for the Service Delivery Manager role was a challenge.

WINS

- Successfully closed and filled both critical permanent roles within a three week timeframe.
- Delivered a first shortlist of 5 candidates for each role, with both hires successfully secured from the first shortlist provided.
- Hands-on interview prep and active candidate management ensured alignment, directly boosting our success rate.

OBJECTIVE

We started with a tough brief- we needed to effectively bridge a critical skills gap for our client. They needed a Senior Network Engineer for a three-month, part-time contract to cover an immediate need. We managed the entire process and found the exact right fit.

Delivering on that tricky initial contract built a lot of trust. Because of that success, the client came straight back to us for two permanent hires. They needed another Senior Network Engineer and a Service Delivery Manager. We had just three weeks to deliver. We needed candidates who had the technical skills and the right stakeholder management experience.

SOLUTION

Leveraging our experience within the tech sector, we focused on helping the client hire two critical permanent hires for the team, a Senior Network Engineer and a Service Delivery Manager. As both were important new hires for the client, we focused on the technical stack as well as the soft skills required for each position.

A key focus throughout the process was making sure the candidates had the right level of client and stakeholder management skills, alongside the technical experience needed for the roles. This helped us make sure we were presenting candidates who were not only technically suitable but also aligned with what the client needed from the wider team.

For the Service Delivery position, we found a candidate whose experience went beyond the original brief. We did not want the client to lose out on strong talent because of a rigid job spec. We worked directly with them to expand the scope and reshape it into a Head of Operations role.

We then aligned the salary with this new title and negotiated a benefits package that worked for both the candidate and the client. Our client secured a top-tier candidate, and we made sure the final role and compensation matched their actual level of responsibility.



SENIOR NETWORK ENGINEER & SERVICE DELIVERY MANAGER – CONTRACT TO PERMANENT RECRUITMENT

By successfully filling a challenging short-term contract, we built the client trust needed to secure two critical, niche permanent hires in just three weeks—achieving a 100% success rate from our very first shortlists.

RESULTS

#1 Key result

We delivered two critical permanent hires for the client, a Senior Network Engineer and a Service Delivery Manager. We achieved a quick delivery across both roles, moving from the initial requirements through to securing two successful offers.

#2 Key result

For the Service Delivery Manager position, we were able to recognise that the candidate's experience aligned with a broader operational role and worked with the client to increase the level and responsibilities of the position rather than lose a strong candidate.

#3 Key result

We successfully secured two offers, with the final package for the Service Delivery Manager aligned with the candidate's experience and the Irish market.