

Business Case Study:

Scaling Engineering teams for a global powerhouse

Engineering Your Growth.



Agenda.

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Executive Summary.

This case study showcases our one of our clients, a leading European online platform for fashion and lifestyle, and their partnership with develop, a leading software engineering recruitment partner.

- We successfully hired **over 150 engineers** in **12 months**.
- Our partnership saved over **€1M** in recruitment fees.
- develop's experts owned the end-to-end hiring process.
- develop significantly reduced the client's time to hire from **56 business days** to **21 business days**.



develop Overview.

- A leading contributor to the **software engineering** community and a disruptive recruitment business.
- We partner with the world's most innovative businesses offering product-based solutions for **permanent and contract recruitment**.
- Our teams are talented, our processes are sophisticated, and we have **genuine first-mover USPs**.
- develop Consultants **learn to code** in the language they recruit – designed to facilitate **deeper technical conversations** and proven to **reduce time to hire**.

Our Partners.



project overview & objectives.

- Our client had over **700** technology vacancies to deliver, **300** of which were a backlog from the previous year.
- This backlog was a result of an under-staffed talent acquisition team and significant business growth plans.
- In order to meet business hiring objectives and make up the deficit, our client engaged develop as a delivery partner to scale Engineering teams quickly.
- Deliver **150** hires; **50%** of client's hiring backlog.
- Create a partnership model that would reduce contingent recruitment fees by **€1M**.

client's key challenges.

- Our client's average time to hire Software Engineers was **56 business days** on project start.
- Challenges in securing 'Talent Champions' (an internal client initiative designed to remove bias from the hiring process) to conduct interviews causing **delays and uncertainty for engineers**.
- Candidate experience** negatively impacted by delays to hiring process.
- Senior Engineers **withdrawing from interview process** when asked to complete a take home 'Codility' technical test.
- Codility technical test pass rates varied from team to team resulting in **losing Engineers from the hiring process**.
- Rigidity of **salary brackets** vs competitors at offer stage.
- Challenges in **raising employment contracts quickly** post verbal offer presentation resulting in losing Engineers.

solutions provided by develop.

- 🔊 Dedicated team of specialist engineering talent partners.
- 🔊 End to end hiring process ownership and improvement.
- 🔊 Reduced the client's average time to hire by **37.5%** – from **56** business days to **21** business days.
- 🔊 Delivered on challenging legacy roles quickly – an Engineer role open for **456** days was hired for in **5** days.
- 🔊 Facilitated a number of internal moves, preventing existing client engineers from exiting the business.

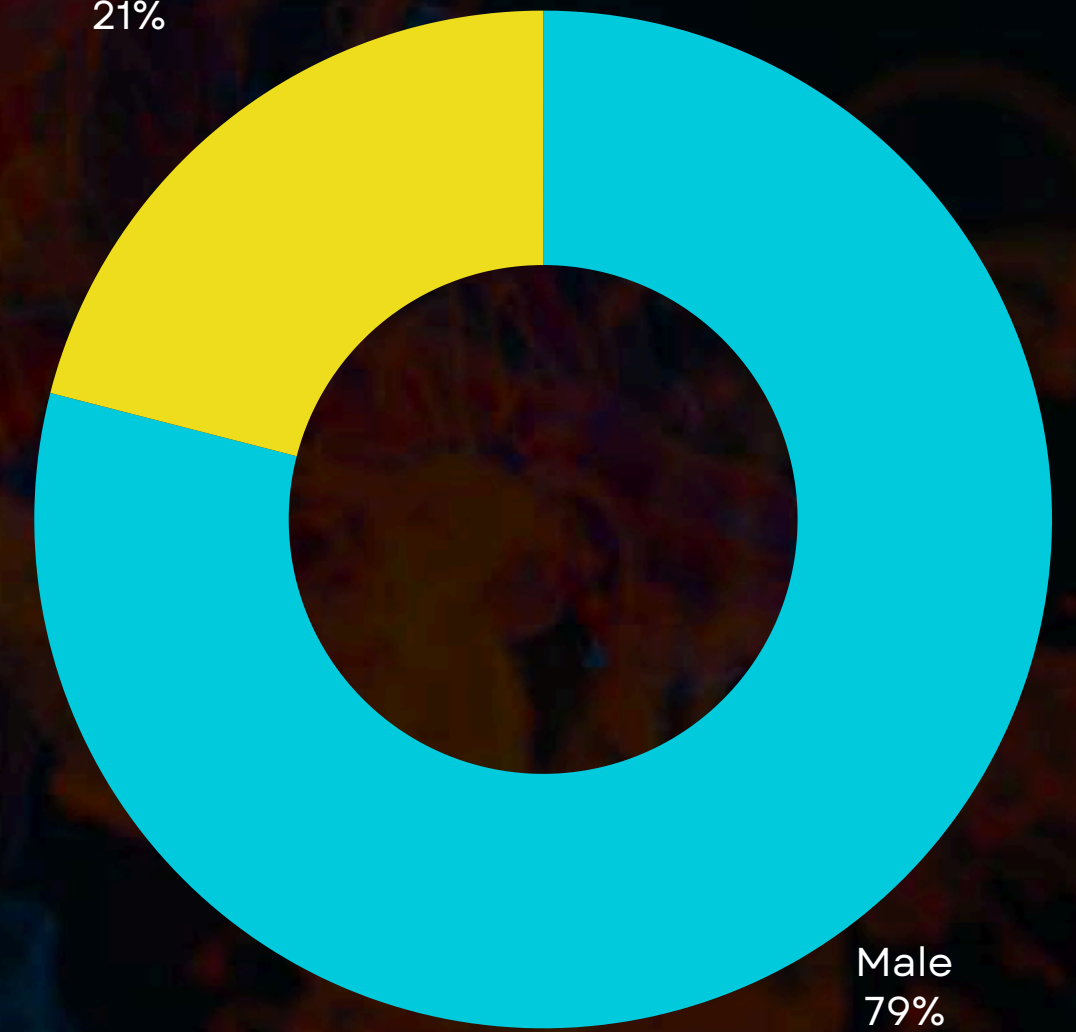


diversity.

**develop successfully delivered over 20% diverse hires.
Diverse defined by client as female engineers.**



■ Male ■ Female / Non-Binary
Female / Non-Binary
21%



key learns & findings.



Cost savings realised:

€1M



Tailored interview process designed specifically for seniority of hire.



Significant reduction in time to hire.



Engineering capability enhanced as a result of engaging experts.

what our client says.

Working with develop has been an absolute pleasure and a game-changer for our hiring efforts. They demonstrated unparalleled professionalism, diligence, and collaboration, making our department a standout highlight within the business.

Their ownership of the entire recruitment process, from candidate sourcing to offer management ensured seamless progress and a superior experience for both the organisation and the candidates. develop's attention to detail and understanding of our organisation allowed them to effectively navigate intangibles like culture and work-life balance, ensuring alignment and closing gaps on salary or benefits.

Their commitment to diversity was evident in the successful hiring of female engineers, showcasing their dedication to creating inclusive teams. Moreover, develop's efficiency in streamlining the interview process and continuous communication post-contract signing minimised drop-offs and accelerated our hiring timelines.

Their proactive approach in seeking support for conflict resolution and their autonomous management style allowed for focused attention elsewhere, driving swift progress particularly in high-priority roles.

With develop's supportive team, exceptional coordination, and consistent communication, they have undoubtedly set a new standard for talent acquisition partners.

Working alongside develop was not only a pleasure but also a guarantee of success in our hiring endeavours.

To learn more about a partnership with develop, please contact us.



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Social Media

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