



 **Searchability**<sup>TM</sup>

---



# Introducing Searchability



Founded in 2012, Searchability set out to disrupt the traditional recruitment market and do things a little differently to help companies in Australia attract the very best tech talent.

As one of the **fastest growing** recruitment companies across the globe, Searchability was one of the first agencies to truly adopt social media as a platform to recruit, helping companies from start-ups to global brands to grow their tech teams. Over the years we have also developed a number of **innovative** products and solutions inhouse across other areas of the recruitment sector, allowing us to deliver the best possible service for our clients.

As well as helping clients with their immediate hiring needs, we have also launched a number of exciting **sub-brands** over the last few years, including our award-winning employer brand agency JobHoller and our scale-up subscription **Scalability**!

Searchability started out in Chester, UK and have since expanded into the USA with headquarters in Austin, Texas, as well as Europe in Amsterdam, NL, and of course our AUS hub, located in Sydney.

Visit [Searchability.com.au](https://searchability.com.au) or read on to learn more.





# Sectors We Specialise In

Our multi-award winning recruitment strategies cover a wide variety of both permanent and control roles across tech & digital sectors in Australia, UK, Europe & USA.

## SOFTWARE ENGINEERING

Examples of roles we have filled

- ✓ Software Engineer
- ✓ Python Developer
- ✓ Java Developer

## WEB DEVELOPMENT

Examples of roles we have filled

- ✓ Front End Developer
- ✓ PHP Developer
- ✓ Drupal Developer

## SOFTWARE TESTING

Examples of roles we have filled

- ✓ Test Analysts
- ✓ Automation Test Engineers
- ✓ Performance Testers

## STRATEGY & MANAGEMENT

Examples of roles we have filled

- ✓ Technical Project Manager
- ✓ Software Development Manager
- ✓ Scrum Master

## BIG DATA & ANALYTICS

Examples of roles we have filled

- ✓ Data & Insight Analyst
- ✓ SQL Developers
- ✓ Machine Learning Engineers

## IT SUPPORT & INFRASTRUCTURE

Examples of roles we have filled

- ✓ Network Engineer
- ✓ Integration Specialists
- ✓ Service Delivery Managers

## DEVOPS & CLOUD

Examples of roles we have filled

- ✓ Azure Platform Engineer
- ✓ Cloud Architect
- ✓ Site Reliability Engineer

## ACQUISITION MARKETING

Examples of roles we have filled

- ✓ PPC Executive
- ✓ SEO Manager
- ✓ Digital Acquisition Manager

## DIGITAL MARKETING

Examples of roles we have filled

- ✓ Social Media Executives
- ✓ Digital Marketing Managers
- ✓ Head of Client Services

## DESIGN & CREATIVE

Examples of roles we have filled

- ✓ Graphic Designers
- ✓ UI Consultants
- ✓ Video Animation Designers

## NATIONAL SECURITY & DEFENCE

Examples of roles we have filled

- ✓ Cyber Security Engineers
- ✓ Configuration Analysts
- ✓ Technical Authors

## CYBER SECURITY

Examples of roles we have filled

- ✓ Penetration Tester
- ✓ Cyber Security Developer
- ✓ Ethical Hacker



# Trusted By Our Clients



*"Searchability source heavily through Social Media through platforms that I'd never heard of, they have also sourced candidates through tech community meet-ups that they have sponsored. I would highly recommend Searchability to anybody looking to fill their IT / Digital requirements"*

**iVendi**



*"Extrinsica Global have a requirement for candidates at the top of their game, often with skillsets that are extremely hard to come by. Working with Searchability, we have a recruiter that intimately understands our business, our requirements and those candidates that fit."*

**Extrinsica Global**



*"Searchability out-perform the other agency on our PSL and in short they get the job done, they are able to ramp up recruitment activity at the drop of a hat (being a digital agency this can happen a lot). There is a lot of dedication here, all of this without a reduction of candidate quality."*

**MMT Digital**



*"The service Searchability has provided has been excellent. The candidates are spot on and well prepared and the consultants understand the roles extremely well. They have proven to be a great addition to our supply chain."*

**Lockheed Martin**



# Snapshot of Brands We Recruit Tech Talent For

The logo for bet365, featuring the word "bet" in green and "365" in yellow, all within a white circle.The logo for Sky, with the word "sky" in a multi-colored, stylized font, all within a white circle.The logo for bjss, featuring the letters "bjss" in a dark blue, sans-serif font, all within a white circle.The logo for Wren Kitchens, with "wren" in green and "KITCHENS" in a smaller, green, sans-serif font, all within a white circle.The logo for Tripadvisor, featuring a green owl icon above the word "Tripadvisor" in a black, sans-serif font, all within a white circle.The logo for Northrop Grumman, with "NORTHROP" and "GRUMMAN" in a blue, sans-serif font, all within a white circle.The logo for Jaguar Land Rover, featuring the Jaguar leaping cat logo above the "LAND-ROVER" oval, all within a white circle.The logo for team +o+e, with "team" in a red script font and "+o+e" in a red, sans-serif font, all within a white circle.



# No.1 Tech Recruiters on Trustpilot



We have an excellent rating on Trustpilot based upon the feedback from the candidates we work with – take a look at their reviews of working with Searchability below:

*My experience with Searchability and Kate Donoghue was absolutely fantastic. She ensured I was kept in the loop every step of the way, always checked in on me and landed me the job I wanted within a week! Would definitely recommend Kate and anyone else on the Searchability team.*

**- Chloe**

*Really enjoyed working with Searchability to find my new role. I was contacted by both Molly and Liam, who were a pleasure to speak with and made finding a new role an easy and efficient process, with a lot of support along the way. Would recommend anyone to work with Searchability.*

**- Jem**

*I don't usually give out reviews, but Searchability are by far the best recruitment agency I have ever worked with! Shannon in particular was very helpful throughout the process and even helped me negotiate my contract. Could not recommend her enough to anyone looking for a job.*

**- Karim**

*Both Danielle and Katie were really helpful throughout the whole process. There was never any pressure and I was given lots of information at every stage. I got the job too, which was a huge plus! I'd definitely use Searchability again.*

**- Emma**

*Liam was a very lovely and sympathetic guy who is very friendly and understands the needs and wants of what you want from your next job. Not too pushy like some recruiters are which is good and gives you some time to think and tries to get things in your favour. I highly recommend Liam at Searchability.*

**- Harry**

*Kate recently placed me in a role as a designer and to say she was brilliant would be an understatement. Kate listened and offered amazing solutions and ideas to every challenge I gave her. Honestly couldn't thank her enough. Absolutely brilliant!!*

**- James**

**[CLICK HERE  
TO SEE MORE  
TRUSTPILOT  
REVIEWS](#)**



# Powered By Great People

We employ over 100 amazing employees across the globe who are all genuinely passionate about recruiting in their tech specialism.



**Martin Blythe**  
Founder & MD



**Kate Donoghue**  
Head of HR & Operations



**Liam Harvey**  
Head of Recruitment



**Shannon Harrison**  
Recruitment Consultant



**Olly Preston**  
Director



**Cheryl Holden**  
Head of People & Culture



**Erica Davies**  
Finance Manager



**Sophie Hopley**  
Head of Employer  
Branding & Marketing

You'll find all of the Searchability team at: [www.searchability.com/the-team](http://www.searchability.com/the-team)



# Award-Winning Recruitment

**NEWCOMER OF THE YEAR – 2013**



**BEST USE OF MOBILE – 2016**

**BEST USE OF MOBILE – 2017**

**BEST USE OF ONLINE RECRUITMENT – 2017**

**NEWCOMER OF THE YEAR (JOBHOLLER) – 2017**

**BEST USE OF MOBILE – 2018**

**PERSONALITY OF THE YEAR – 2018**

**THE TECHNICAL INNOVATION AWARD – 2019**

**CREATIVE ONLINE MARKETING AWARD – 2020**



**BEST TECH DIGITAL TEAM – 2016**

**BEST TECH DIGITAL TEAM – 2017**

**CREATIVE ONLINE MARKETING – 2018**

**MARKETING STAR OF THE YEAR – 2018**

**BEST EMPLOYER BRAND – 2021**



**BEST SMALL COMPANY TO WORK FOR – 2020**

**BEST SMALL COMPANY TO WORK FOR – 2021**

**BEST SMALL COMPANY TO WORK FOR – 2022**





# Our Locations

We have combined proven recruitment solutions with marketing, digital engagement and a strong presence across local tech communities to connect tech talent with companies across AUS, UK, Europe & USA.



## **Sydney, AUS**

Our HQ in Australia launched in 2023, in the heart of Sydney



## **Chester, UK**

Our UK HQ is based in the historic City of Chester, United Kingdom



## **Amsterdam, NL**

We launched our European operations in 2020, with Headquarters in Schipol, Amsterdam



## **Austin, TX**

Our USA office is located in the bustling heart of Austin





## FROM STRATEGY TO CAMPAIGN PLANNING AND TECHNOLOGY, WE HELP COMPANIES ATTRACT, ENGAGE AND RETAIN TALENTED CANDIDATES THROUGH THEIR EMPLOYER BRAND.

We've grown from being a simple recruitment marketing product to a full-blown employer branding and marketing consultancy. Today we're helping clients discover, shape and promote their unique employer brand to attract, engage and retain the best people, using tailored services and packages to suit their individual objectives and budgets.

### A SNAPSHOT OF OUR HOLLER SERVICES:

- Employer Branding
- Content & Social
- Talent Attraction
- JobHoller
- Corporate Branding
- Personal Branding

**Formerly known as JobHoller, Holler™ was born out of the award-winning tech recruitment group Searchability.**

**A lot has changed since we burst onto the scene in 2016. We may have ditched the "Job" from our name in 2023 to reflect our wider focus as an agency, but the JobHoller name still very much lives on in our bespoke employer brand and ATS tech product.**

Our mission is to combine evolving employer branding expertise and technology with a people-led approach to discover, shape, and promote our client's employer brand.

Visit **[holler.global](https://holler.global)** or call **01244 739 350** to discuss further with one of our certified leaders.





## AN INNOVATIVE RECRUITMENT & EMPLOYER BRAND SUBSCRIPTION FOR START-UPS & SCALE-UPS

We've helped thousands of companies from exciting tech start-ups to global names in tech to grow their teams. Whether you are at pre-seed, aiming for IPO, or simply an established organisation looking to grow – Scalability is here to help. Once we're on your team, we'll be with you at every step to help you scale through any hiring challenge.

Scalability offers bespoke solutions that guarantee to meet your scale-up objectives, or your money back.

### Our Client Benefits Include:

- Guaranteed Results
- Dedicated Account Managers
- Increased ROI
- Fixed Monthly Costs
- Money Back Guarantee\*

Visit **scalability.agency** or call **61 2 8877 8737** to discuss further with one of our specialist recruiters or employer brand specialists.

14:24

scalability.agency

## OUR SEVEN STEPS TO SCALE

Scale your tech team  
these simple steps



No matter what your scale-up objectives are, our strategic seven step approach will help you achieve them. Our team of experts will immerse themselves in your brand, uncover key talent insights and activate a series of campaigns to attract the right technical hires.





# Searchability<sup>TM</sup>

DIGITAL RECRUITERS



[Searchability.com.au](https://searchability.com.au) | 61 2 8877 8737 | [info@searchability.com.au](mailto:info@searchability.com.au)