



 **Searchability**™



Introducing Searchability



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

As one of the **fastest growing** recruitment companies in the UK, 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 **Holler**, our scale-up subscription **Scalability** and our multi-sector recruitment agency **Hirecracker**!

We have also expanded into the USA with new headquarters in Austin, Texas, as well as Europe in Amsterdam, NL, and our most recent located in Sydney, Australia.

Visit [Searchability.com](https://searchability.com) 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 the UK, Europe, USA & Australia.

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




Looking to Hire Urgently?



Using our contract recruitment team is a strategic and efficient approach for your organisation to hire the right talent in the highly competitive tech industry. Their expertise, extensive networks, and understanding of tech roles and skills enable them to identify and attract qualified candidates, ultimately benefiting your company's growth and success.

As we know, a high proportion of the best available Permanent candidates are already in work and are tied in to anywhere between 1 and 3 month notice periods. A number of clients regularly engage with our contracts division in that interim period to ensure their business keeps ticking along. Whether it be to fill that Permanent void, getting projects delivered or requiring to on board within 24 hours, we can help.

Benefits of hiring on a contract basis include:

- Immediate availability - Our team can quickly begin sourcing and screening candidates as soon as you engage their services.
 - Specialised focus - Contract recruiters are typically focused solely on recruitment activities, without additional responsibilities related to onboarding or long-term HR functions.
 - Extensive networks and databases - Contract recruiters often have vast networks and access to databases of potential candidates, built over years of experience.
 - Agility and flexibility - Contract workers provide flexibility in terms of duration and workload. Employers can hire contract workers for specific projects or periods of high demand, allowing them to scale their workforce up or down as needed.
 - Shorter contract notice periods - Hiring contract workers minimises long-term obligations for employers. Once the contract term is over or the project is completed, the employment relationship can be easily terminated without the complexities associated with permanent employment termination.
 - No upfront fee - Our charge rate is incorporated into the daily cost at a budget you've outlined. You also have access to the added security of the Searchability contract portal. Here you're personally responsible for the approval off of timesheets.
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Powered By Great People

We employ over 90 amazing employees who are all genuinely passionate about recruiting in their tech specialism.



Olly Preston
Director
IT Contracts



James Gambino
Contracts Manager
IT Contracts



Dave Henderson
Recruitment Manager
Infrastructure & Cloud



George Widdowson
Senior Consultant
IT Contracts



Chelsea Hackett
Recruitment Consultant
Data & Analytics



Cameron Hand
Recruitment Consultant
Infrastructure & Cloud



Dylan Jones
Recruitment Consultant
IT Contracts

You'll find all of the Searchability team at: www.searchability.com/about-us/the-team



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.

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



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:

Brilliant service from Daniel Massey. Helped me secure numerous great interviews with fantastic companies through lockdown which eventually lead to me securing a dream job. Can't have enough praise for his customer service and dedication to getting me a role in my desired field!

- Rory

If I could give more than 5 stars, I really would! This company made changing roles a smooth and seamless process even in a pandemic. Especially Christopher Brett, I cant thank you enough for your professionalism and great communication. My experience with you was pleasant from start to finish!

- Christine

I had an amazing experience with Liam and would 100% recommend him. He reached out to me with a fantastic role and supported me throughout the whole process. I was so happy to receive the job offer and can't thank him enough for all the support.

- Juliette

Luke at Searchability is the best recruiter I've dealt with. He stands out above the rest in a crowded business sector, because he goes the extra mile in all aspects. He's personable, understands candidates' & clients' requirements brilliantly and even after filling a role, keeps in touch months down the line.

- Daniel

One of the best recruitment agencies I have had the pleasure of working with. From the start Rosie has been an absolute pleasure to deal with, always professional, helpful and transparent throughout the whole process. This recruitment agency is a breath of fresh air to deal with!

- Kelly

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](#)**



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 (HOLLER) – 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 IN THE UK – 2020

BEST SMALL COMPANY TO WORK FOR IN THE UK – 2021

BEST SMALL COMPANY TO WORK FOR IN THE UK – 2022



Beyond Recruitment

We have successfully launched a number of products and services that give our clients that “something extra” when it comes to attracting, engaging and retaining the best tech talent in the business.



Holler

From strategy to campaign planning and technology, we help companies attract, engage and retain talented candidates through their employer brand.



Klickstarters

Helping grads and early tech talent get their first jobs in tech AND support companies with the process of hiring and integrating them into your business.



Hirecracker

Hirecracker offers a bold and brand focused approach to recruitment across multiple industry sectors.



Scalability

An innovative recruitment & employer brand subscription for start-ups & scale-ups.



NS&D

Whether you're a software developer looking to move into a security cleared career or a small or global organisation looking for advice on recruiting security cleared talent, our consultants are here to help.





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** or call **01244 739 350** to discuss further with one of our certified leaders.



GRADUATE & ENTRY LEVEL RECRUITMENT

At Klickstarters, we champion tomorrow's tech talent, by matching tech graduates and entry level tech talent with the right client opportunities.

We know that there are so many budding tech digital candidates across the UK & USA that would be an asset to our clients, which is why we want to pair you with the best emerging talent out there.

Klickstarters is aimed at candidates who are taking their first steps into a career in tech digital, including:

- School / College Leavers
- University Graduates
- Candidates looking for a career change

We can help push tech and digital graduate traffic to your direct recruitment campaigns.

Our Client Benefits Include:

- Flexible fee structure to suit your budget
- Variety of rebate options for added peace of mind
- Complimentary careers hub
- Searchability recruitment service

Visit **klickstarters.com** or call **01244 739 999** to discuss further with one of our specialist recruiters.

14:25

klickstarters.com

document
TECH GRADS
we got you covered

onrec

Onrec Finalist 2022
Best Corporate Graduate
Site



Rated 4.5
on Trustpilot

BUILD MY CV

FIND ME A JOB

FIND ME A CANDIDATE

MULTI-SECTOR RECRUITMENT TO INSPIRE YOUR HIRE

For any non-technical hiring requirements you may have our new recruitment agency Hirecracker can help. Hirecracker specialises in multi-sector recruitment within sectors including customer services, sales, logistics, retail, military veterans and more.

Like Searchability, **Hirecracker** uses the same **innovative approach** to candidate sourcing, champions employer brand and is driven by recruiters who are experts in their market. While Hirecracker's recruitment focus is completely different to Searchability's, the agency shares the same core values and approach to hiring, including our commitment to client and candidate service (rated excellent on Trustpilot), our high levels of employee engagement (named one of the Top 100 companies to work for in the UK) and our creative approach to **online marketing** (Onrec Award Winners 2022).

Including our BriefBuild Tool

Short on time to write a job advert? BriefBuild takes the pain out of job advertising, generating your job advert template in under five minutes.



Visit **hirecracker.com** or call **01244 739 300** to discuss further with one of our industry specialist recruiters.

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hirecracker.com

Hirecracker offers a bold and focused approach to recruitment across multiple industry sectors

We want to shake up the way our clients hire, which is why every recruitment package we offers guarantees to add value to your hiring process, including promoting your employer brand, accessing future talent pools, enhancing the candidate experience through our bespoke technology and much more!

CHECK OUT OUR SERVICES



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 **01244 739 390** to discuss further with one of our specialist recruiters or employer brand specialists.

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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.

NATIONAL SECURITY & DEFENCE RECRUITMENT SPECIALISTS

The ever growing skill shortages, the accelerating clearance shortages, complex clearance eligibility rules and transfer rules, the secrecy and mystery surrounding security cleared roles...

Building on 10 years of technical recruitment experience, Searchability National Security & Defence was conceived to solve these challenges. Our consultants are true specialists in technical recruitment as well as being security clearance experts and they live and breath the National Security, Government and Defence world.


Whether you're a software developer looking to move into a security cleared career or a small or global organisation looking for advice on recruiting security cleared talent, our consultants are here to help.

Some things require specialist expertise and industry knowledge, and with an accelerating skills shortage coupled with an ever increasing clearance shortage, we are set up to deliver just that.

Whether it's partnering with globally leading private sector companies or directly with government bodies across the country, we deliver a bespoke recruitment service with the kind of care, attention and integrity that the National Security & Defence industry demands.

Visit **searchability.com/nsd** or call **0161 416 6800** to discuss further with one of our NS&D specialist recruiters.

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 searchability.com



Making cleara
clear

What is security
clearance and why
required?

Security clearances are official
certificates which provide a level
certainty that an individual has
deemed trustworthy to have



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