



AWARD WINNING TECH DIGITAL RECRUITMENT

Transforming the way brands recruit tech talent in the UK, Europe & USA



INTRODUCING SEARCHABILITY NATIONAL SECURITY & DEFENCE

Founded in 2012 by recruitment expert Martin Blythe, Searchability set out to disrupt the traditional recruitment market and do things a little differently to help UK & US 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 in-house across other areas of the recruitment sector, allowing us to deliver the best possible service for our clients.

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.

VISIT [SEARCHABILITY.COM/NSD](https://searchability.com/NSD) OR READ ON TO LEARN MORE

WHAT IS SECURITY CLEARANCE AND WHY IS IT REQUIRED?

Security clearances are official certificates which provide a level of certainty that an individual has been deemed trustworthy to have trusted access to sensitive information. There are different levels of security clearances, each of which grant trust and access to different levels of sensitive information and environments. Security clearances are in place and are required to ensure that the UK has protected itself from a range of threats which include foreign hostile intelligence bodies, organised crime groups, security threats and other external pressures.

WHAT LEVELS OF SECURITY CLEARANCE ARE THERE?



BPSS – BASELINE PERSONNEL SECURITY STANDARD

CTC – COUNTER TERRORISM CHECK

SC – SECURITY CHECK / ESC – ENHANCED SECURITY CHECK

DV – DEVELOPED VETTING / EDV – ENHANCED DEVELOPED VETTING

We can also assist with a range of additional and less common security clearances (such as NATO Secret, NATO Cosmic Top Secret, NPPV-3) as well as special cases to bear in mind when transferring clearances, looking for employees with existing clearances and moving into contracting roles from permanent employment.

Please get in touch with us to discuss any questions you have in more detail, or visit our website to learn more.

WE'RE CLEARANCE EXPERTS

PLACING CANDIDATES FOR BOTH TECHNICAL AND SECURITY CLEARED ROLES IS AT THE FOREFRONT OF WHAT WE DO HERE AT SEARCHABILITY NATIONAL SECURITY & DEFENCE.

SECTORS WE SPECIALISE IN

Our **multi-award winning** recruitment strategies cover a wide variety of tech sectors across the UK & US.
We specialise in placing candidates for both **permanent** and **contract** roles.



SOFTWARE ENGINEERING



SOFTWARE TESTING



**CLOUD PLATFORM
& IT INFRASTRUCTURE**



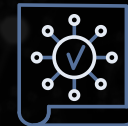
**DATA SCIENCE
& BIG DATA ENGINEERING**



**ENTERPRISE, SOLUTION
& TECHNICAL ARCHITECTURE**



**CYBER SECURITY
& INFORMATION SECURITY**



**PROJECT MANAGEMENT
& PROGRAMME MANAGEMENT**



**BUSINESS CHANGE
& BUSINESS ANALYSIS**



**SYSTEMS ENGINEERING
& SYSTEM INTEGRATION
TEST ENGINEERING**



**USER RESEARCH
UI & UX DESIGN**



**BID, SALES
& MARKETING**



ERP & CRM

TRUSTED BY OUR CLIENTS

Here is a snapshot of a few clients that we work with...

The Capgemini logo, featuring the word "Capgemini" in a blue script font followed by a blue circular icon with a white dot inside.

Capgemini

The Northrop Grumman logo, with "NORTHROP" and "GRUMMAN" in blue capital letters, separated by a blue stylized graphic element.

Northrop Grumman

The Roke logo, with the word "ROKE" in a bold, blue, sans-serif font.

Roke Manor Research

The CACI logo, with the word "CACI" in a black serif font, underlined with a red horizontal line.

CACI

The Lockheed Martin logo, featuring a stylized blue star-like graphic above the words "LOCKHEED" and "MARTIN" in blue capital letters.

Lockheed Martin

The CGI logo, with the letters "CGI" in a bold, red, sans-serif font.

CGI

The Atkins logo, with the word "ATKINS" in a bold, blue, sans-serif font.

Member of the SNC-Lavalin Group

Atkins

The Naimuri logo, with the word "naimuri" in a red, lowercase, sans-serif font.

A QINETIQ company

Naimuri



CONTRACT RECRUITMENT

Whether you need the very best niche technical experts for specific projects, or you simply need an additional pair of hands for a few weeks to hit a tight deadline, we have the resources at hand to provide to your every technical need, both quickly and efficiently.

We work with some of the largest, globally recognised clients in the UK as well as local boutique agencies, offering a personable, reliable service.

Roughly 75% of our work is repeat business. This is something we're particularly proud of. We appreciate that contract recruitment is a very fast paced industry, and as a result a fast turnaround is essential. We'd aim to have a minimum of three high calibre options on your desk within 24 hours.

All of our consultants are equipped to work on our clients' contract and permanent requirements, all of which have access to the best tools and talent pools to facilitate client requirements within this sector.

Our [IR35 consultancy](#) helps to provide clarity to both contractors and employers when looking for a new role, and our team is always on hand to deliver market insights and advice to our clients.



RATED EXCELLENT BY CANDIDATES

WE HAVE AN EXCELLENT RATING ON
TRUSTPILOT BASED UPON THE FEEDBACK
FROM THE CANDIDATES WE WORK WITH.

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



"The guys at Searchability genuinely care about placing their candidates in the best positions that fit them. They are experts in what they do, extremely professional, and extremely effective. They do their best to communicate and give updates for the process along the way. Highly recommended!!!"

- Richard



"I was contacted by Searchability through LinkedIn and from that moment on the communication and quality of information and support I have been given through out has been spot on. The role of an agency should be to support a candidate throughout. I have certainly been given that level of service. I wouldn't hesitate to recommend them."

- Nichola



"I have worked with many recruitment companies over the years but Searchability is way above the rest. They utilise Social Media to extend their reach but only put the right candidates forward for the job."

- Caroline



"My opinion of recruiters was fairly low until my recent experience with Searchability. Scott Evans worked hard despite sometimes tricky personal circumstances and found me an ideal position that I looking forward to starting soon. Scott was always available via phone/email/LinkedIn with a very positive and professional but also down to earth manner. Overall a good experience and I now have respect for the work recruiters do! I highly recommend Searchability."

- Ian



"Dominic was brilliant and proactive right from the off. Having searched for new roles and a slightly different sector to explore for some time, after connecting with Dominic, we had an interview lined up within days and a clear path to a role. Searchability and Dominic were nothing but helpful and proactive from the outset and supported me in getting a new challenge and competitive role with which I am extremely pleased. I have dealt with numerous companies and agencies and this was by the far the most efficient experience. Available at all hours and always on hand to help. A credit to Searchability."

- Jon

POWERED BY GREAT PEOPLE

Please see a snapshot of our National Security & Defence team...



WILL ROEBUCK
DIRECTOR



JACOB WHITEWAY
LEAD CONSULTANT



DOM BARBET
LEAD CONSULTANT



LEWIS HAYWARD
SENIOR CONSULTANT



ELLEN LEWIS
DELIVERY CONSULTANT



HENRY CLAY-DAVIES
RECRUITMENT CONSULTANT



RYAN BAKER
KEY ACCOUNTS DELIVERY



SOPHIA SULLIVAN
RECRUITMENT CONSULTANT



JAMIE COTTAM
RECRUITMENT CONSULTANT



WILL FISHER
RECRUITMENT CONSULTANT



ADAM HAYDOCK
RECRUITMENT CONSULTANT



SHAUN VARLEY
RECRUITMENT CONSULTANT



LEWIS THOMPSON
RECRUITMENT CONSULTANT



ALEX BOUMBA
RECRUITMENT CONSULTANT

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

Newcomer Of The Year (Hirecracker) – 2022



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

UK's Top 5 Best Small Companies to Work For – 2022

World Class Company to Work For – 2023

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.



Helping everyone, everywhere build and shape their employer brand...
[DISCOVER MORE HERE](#)



Searchability's Tech Digital Graduate and Entry Level Platform...
[DISCOVER MORE HERE](#)



Multi-sector recruitment solutions that put your brand first...
[DISCOVER MORE HERE](#)



An innovative recruitment & employer brand subscription for start-ups and scale-ups...
[DISCOVER MORE HERE](#)

BEYOND RECRUITMENT





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.

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klickstarters.com



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 guarantees to add value to your hiring process, including promoting your employer brand, identifying 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.



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