



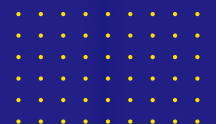
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Introducing Scalability

Scalability is 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.

Developed by award-winning recruitment brand Searchability and specialist employer branding consultancy JobHoller, Scalability offers bespoke solutions that guarantee to meet your scale-up objectives, or your money back*. Keep reading to find out more about how Scalability could help you or click here to see our [5-minute explainer video](#).



Best Employer Brand
- WINNER 2021



Scale-up Entrepreneur of
the Year - FINALIST 2021



Martin Blythe
Scalability CEO & Founder of
the Searchability Group



About Scalability

Through our parent brand Searchability we've been transforming the way brands recruit tech talent since 2012, and our award-winning recruiters know exactly how to attract and engage the very best tech talent. The contingent recruitment approach delivers effective results for hiring great technical candidates, but when our clients were looking to hire multiple skilled employees within a short period of time, we wanted to offer a solution that guaranteed to deliver results and provide added value for our clients' long-term hiring strategy too.

That solution landed in 2021: Scalability.agency

Scalability combines expert tech recruitment solutions from Searchability, alongside strategic employer brand support from JobHoller, to deliver a fully managed solution to suit every client objective.



- Founded in 2012 with an ambition to disrupt the tech recruitment industry
- Employing 50+ talented recruiters recruiting across the UK, Europe and USA
- Rated the UK's #1 tech recruiter on Trustpilot
- Multiple award wins including "Best Tech Digital Team", "Technical Innovation" and more



- Launched in 2016 as a Searchability sub brand delivering services to support internal hiring strategies
- Employing qualified employer brand leaders, marketers and creatives
- Delivering insights to global audiences as partners of World Employer Branding Day
- Multiple award wins including "Best Employer Brand", "Creative Online Marketing" and more



Meet the Team



Rosie Williams

Delivery Manager



Kelly Harvey

Delivery Manager



Liv Parry

Talent & Partnerships
Manager



Christine Campbell

Delivery Consultant



Olivia Massey

Delivery Consultant



Martin Blythe

Founder & MD
(The Searchability Group)



Sophie Hopley

Employer Brand &
Marketing Director
(JobHoller)



Leah Cottham

Employer Brand &
Marketing Manager
(JobHoller)



Chloe Jephson

Senior Employer
Brand & Marketing
Executive (JobHoller)



Olly Preston

Director
(The Searchability Group)

Trusted by Thousands of Technical Companies

“

Searchability are evidently experts in their market of IT / Digital Recruitment. They have placed several candidates with us across Development, Big Data, Testing, Technical Project Management and Marketing. I like the fact that Searchability don't go down the traditional route of attracting candidates from the job boards. They source heavily through Social Media through platforms that I'd never heard of, they have also sourced candidates through the tech community meet-ups in Manchester that they have sponsored. I would highly recommend Searchability to anybody looking to fill their IT / Digital requirements.

Mike Cullen
Recruitment & Talent Manager
iVendi



15+
Hires

“

Searchability operate with integrity and transparency, they ensure that we know exactly what is going on during the process with candidates. I would recommend Searchability from both a permanent and a contract recruitment perspective. We have been in such an immense period of growth in the past few years, we have needed talent that can not only hit the ground running from a technical point of view, but who also have a genuine passion for technology and the ambition to progress within our business to help us drive forward in this exciting period of our journey! Searchability set themselves apart by recognising this and this is where their candidates stand head and shoulders above anyone else's. They out-perform the other agency on our PSL and in short they get the job done.

Recruitment Team
MMT Digital



200+
Hires



TOTE – Case Study

“

UK TOTE
GROUP

Tote partnered with Scalability, Searchability and JobHoller's combined solution, just over 9 months ago and it has been nothing but a positive experience. Due to the number of vacancies we had to fill over a 9-month period the Scalability offer seemed a great fit to support us with this and it has lived up to the proposal. The team took the time to really understand our business, products, vision and values which has helped us get hires who match our values into the business as the team know exactly what we are looking for.

They are experts in their IT, Data and Technology recruitment market and have great knowledge and understanding of the technologies we work with, this is evident in the candidates they put forward for each role. Our dedicated account manager, Rosie, has also been a pleasure to work with, making it a streamlined process with every candidate including thorough cover letters with every CV and detailed feedback following interviews. I've never had to chase anything and she is always on hand for any questions – nothing ever seemed too much of an ask.

The Job Holler team, headed up by Leah, have also been great supporting us with developing our employer brand. By hosting sessions and workshops with our internal employer brand team, supporting with content creation for our new careers page and putting together improvements and suggestions to develop our overall employer brand. This Employer Branding team again are experts in this field and have been a pleasure to work with.

I would highly recommend Scalability to anyone looking to fill their vacancies within the IT and Technology sector, they set themselves apart from other agencies we have worked with, making an incredible 18 placements over 9 months. Our project with Scalability has now come to an end, but without a doubt we are continuing the partnership with Searchability and Jobholler's employer branding careers hub product. We are excited to continue working with such a great group of people on our IT and Data recruitment and Employer Brand.

Sally Ward
Talent Acquisition Executive
UK Tote Group

£450K
Monthly Employer
Brand Impressions

22
Candidates places

Our Seven Steps to Scale

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 into your brand, uncover key talent insights and activate a series of campaigns to help you attract the right technical hires.

1

Identify your growth objectives

Together we map the number of hires you want to make, the technical skillset you need and the timeline to scale-up.

2

Define SLA Agreements

To meet your growth objectives, we outline key SLA's for both parties which are tuned into the current market – this includes time to feedback on a CV, interview availability etc.

3

Engage Account Managers

Our team is your team. We appoint you dedicated recruitment and employer brand account managers who immerse themselves with your brand to help you reach scale-up targets.

4

Activate enhanced marketing budget

We'll help you stand out from the competition by getting your employer brand and live vacancies noticed by the right technical candidates.

5

Headhunt tech talent

Our team of specialists attract and engage the tech talent you need to scale-up.

6

Creative employer branding

Our team works with you to discover and promote your unique employer brand. We then create content that showcases this, so candidates know exactly why they should choose YOU for their next role.

7

Scaling solved!

We deliver on all our promises. PLUS, your internal teams inherit a library of content and a winning hiring framework for the future!

Why Choose Scalability?

Guaranteed Results



Every partnership begins with an in-depth brand and talent market discovery project, allowing us to commit to scale-up deliverables that we know we can achieve.

Fixed Monthly Costs



Our payment structure ensures scaling is more manageable, no matter what your budget is.

Dedicated Account Managers



We keep the process simple and streamlined for our clients, providing key account managers who specialise in recruitment and brand.

Money Back Guarantee



Scalability guarantees to deliver candidate placements to the value of your recruitment subscription – **OR YOUR MONEY BACK.***

**Subject to agreed terms – get in touch to learn more*

Increased ROI



We're committed to delivering an uplift on all recruitment subscriptions, plus you'll benefit from a whole array of marketing collateral, content and frameworks that will be yours to keep.



Kick-Off Accelerator Fund

Our unique accelerator fund and subscription model

#1

Our unique Kick-Off Accelerator Fund is a single upfront cost that unlocks a myriad of tools for your scale-up needs. Every company is different, which is why our kick-off accelerator is designed to flex to deliver the support where YOU need it most.

#2

Our fixed monthly payment structure ensures scaling is more manageable, no matter what your budget is, PLUS we aim to deliver an uplift in candidate placements to absorb your up front investment.

Benefits

- Up front investment to engage a variety of enhanced hiring tools
- Fixed payment structure that's cash-flow friendly
- Agreed placement delivery and recruitment rates at the start of your partnership
- Commitment to delivering additional placements to absorb your kick-off costs*

This could include:

- Targeted recruitment marketing campaigns
- Strategic employer branding
- Additional candidate sourcing and recruitment support
- A variety of hiring tools to help us guarantee your vacancies are filled

**Subject to agreed terms and conditions – get in touch to find out more.*



Hybrid RPO

Our Hybrid RPO is the perfect solution for companies that want the extra support from a traditional RPO approach, without the associated red tape, restrictions, and costs that a traditional RPO can bring.

Our flexible approach means we only take ownership of the areas of your recruitment process you want us to, giving you the freedom to keep hold of the areas that sit with your internal teams and external suppliers.



Monthly management costs from as little as £2,800+VAT*



Flexibility to pause whenever you want*



Bespoke partnerships for every client



Access to Scalability's added value services and benefits



Dedicated account managers and strategic support



Extensive insights and analytics

*Subject to agreed Terms and conditions – get in touch to find out more or visit [Scalability.agency](https://scalability.agency) to learn more.



Expert Employer Branding

Our Scalability and Hybrid RPO Models give you access to a range of JobHoller employer brand services and campaigns to help you attract and engage talented candidates, which can include:

**Employer Brand & EVP
Discovery Project**

**Competitor and
market insights**

**Employee
engagement survey
and analysis**

**Create employer
brand architecture
and guidelines**

**Content campaign
plan and activation**

**Employer brand
workshops delivered
to your team**

**Enhanced job board
presence and
campaigns**

**Branded careers hub
to engage candidates**

**Content delivery
including blogs, social
posts and video**

**Targeted social
advertising**

**Employee advocacy
activation**

**Social media
management for
employer brand**

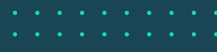
What is Employer Branding?

Employer branding refers to the process of developing and promoting a company's reputation as an employer of choice. This involves creating a positive image and perception of a company among potential and current employees, as well as the public at large!

Employer branding is essential in attracting and retaining top talent, as it helps to differentiate a company from its competitors and communicates the company's values, culture, and overall employment experience. Our employer branding efforts have effectively lead to increased employee engagement, improved recruitment efforts, and enhanced overall organisational performance with all of our clients.

Certified in Employer Brand Leadership

**Subject to agreed terms and conditions – get in touch to find out more.*



Scalability Retained

Looking for the reassurance the Scalability recruitment approach brings, but not looking to activate employer brand promotion for your organisation? Then Scalability Retained could be the perfect answer for you.

Our retained option unlocks additional hiring resources that help us to attract and engage the right talent for your scaling needs, with clearly defined SLA's that help to optimise the hiring process for both you and the candidate.

How it Works:

1

Identify your growth objectives

Number of hires, timescales, job titles, locations, salaries etc.

2

Estimate the cost of your project

Based upon projected fees and agreed terms of business.

3

10% Kick-Off Retainer

This unlocks the additional hiring resources to help meet your scale-up objectives.

4

Candidate Placements

Each placement will be invoiced as per your agreed terms of business with a 10% deduction, until your initial Kick-Off Retainer amount has been hit.

5

Money back guarantee

If we don't deliver placements to cover the value of your kick-off retainer in the agreed partnership period, we refund the difference back to you.

**Subject to agreed terms and conditions, contact us to find out more and get a quote for your project.*

Urgent Hiring

Our Contracts Team

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 onboard within 24 hours, we can help. We partner with our sister-brand Searchability who deliver incredible results on contract recruitment.

Benefits of hiring contractor as part of your scalability solution include:

- **Secure Contracts Portal** - You also have access to the added security of the Searchability contract portal. Here you're personally responsible for the approval off of timesheets.
- **Extensive networks and databases** - Contract recruiters often have vast networks and access to databases of potential candidates, built over years of experience.
- **SLAs are agreed on both sides** - This ensures that we can get talented candidates in front of you and engaged for the role with a quick turn around.
- **Contracts roles will slot seamlessly into almost all of the Scalability models** - For example a combination of 5 contractors and 10 permanent.

Want to learn more? Get in touch with your one of our contract consultants...



info@searchability.com



01244 567 567



FAQs

Why would I use an RPO?

With an RPO, the time, energy and expertise in sourcing, screening and onboarding new permanent staff ensure that a business gets the best talent.

Why would I need Employer Branding?

Getting access to quality talent is only part of the equation; just as important as showcasing your company culture, so the talent we harvest want to work for you. HR leaders and recruitment coordinators may not always have the time and resources to clarify their company's employee value proposition (EVP), or they may lack the internal expertise to deliver a robust employer brand strategy. Our solution allows our Employer Branding certified experts to discover your current recruitment strategies and see what you are missing, to create an award-winning hiring framework. We align an employer brand strategy with company brand and vision and develop a employer tailored architecture for you.

What is the marketing framework that I get to keep?

Every campaign is bespoke to a particular campaign, we will advise on what we think will work best but of course happy to listen to how you would like the framework to look on exit, i.e. certain number of followers on LinkedIn etc.

How will you provide employer branding and marketing?

Via our sister company JobHoller, a market leading employer brand consultancy lead by industry authority Sophie Hopley.

Why should I make such a large investment to start off with, when other recruiters don't ask for this?

The purpose of the investment is to front load a campaign in order to project your offering to all corners of the potential market and to digitalise your brand as a future destination of choice. We can do this because we know we will guarantee an ROI over 6-9 months plus you get to keep all the collateral.

What are the SLAs?

SLAs are agreed between the two parties and are based upon our insight into the market.

What happens if I wanted 8 candidates in 12 months, but only got 6. Can it roll on over the 12 months or is it just a refund?

In the unlikely event we were unable to fulfil our original proposition we would refund you the difference. We would look at the reasons why the subscription had failed and either look to address those issues or cease working on the proposition. All collateral and content would be handed over for you to see as you wish.

How long do I get support with employer branding and marketing?

For the duration of the campaign however we will build in tools and assets that will outlive any campaign designed to future proof your EVP.

What do you offer if you can't find the candidates?

Money back, no questions asked.





The Next Steps...

Interested in exploring a Scalability subscription?

Get in touch today to arrange a no obligation consultation with a member of our team

Contact Details:



info@scalability.agency

Chester: 01244 739 390



Manchester: 0161 394 1770

London: 0208 157 1710



Scalability.agency