



Introducing Searchability



Founded in 2012, Searchability set out to disrupt the traditional recruitment market and do things a little differently to help companies attract the very best tech talent. Searchability started as a UK business, and has now expanded into multiple countries, including the USA in 2020, headquartered in Austin, Texas.

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.

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, our scale-up subscription Scalability, grad tech recruitment agency Klickstarters & Searchability's National Security & Defense team!

Our US team is headed up by Searchability Director, Chris Hopley. Both Chris & wider US team have extensive knowledge in a multitude of tech industries including Gaming, Software Development, Testing & more!

Visit [Searchability.com](https://searchability.com) 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 the USA.

SOFTWARE ENGINEERING

Examples of roles we have filled

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

ARTIST & ANIMATION

Examples of roles we have filled

- ✓ Senior 3D Animator
- ✓ Lead Character Artist
- ✓ VFX Artist

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

GAMING

Examples of roles we have filled

- ✓ Senior Gameplay Engineer
- ✓ Game Engineer
- ✓ Programmer (Unreal Engine)

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



"I worked with Searchability to get Executive Level leadership in my company. James was considerate of every concern and thought process and was able to translate my needs to an excellent placement that has given me the confidence to run the business more efficiently and focus on my own personal core competencies."

Mathison Projects Inc



"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

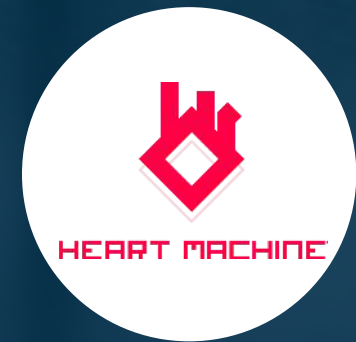


"The service Searchability has provided has been excellent. The candidates are spot on and well prepared and the consultants understand the roles extremely well. They have proven to be a great addition to our supply chain."

Lockheed Martin



Snapshot of Brands We Recruit Tech Talent For



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:

With the expert help of James Roberts I was placed in a new role within a couple weeks of looking and I couldn't be happier. Thanks for keeping me updated throughout the whole process and being on hand to help whenever it was needed.

- Chris

Hugely impressed with Searchability :) I had Katie and she was so lovely and genuinely wanted to help me find the perfect role. I was placed within just a few days of being in touch and I'm so excited to start my new chapter!

- Jade

I can't recommend Laura enough, she was with me every step of the day and I can't thank her enough for everything that she's done for me! I will definitely be recommending her to anyone that is looking for their next career opportunity!

- Alexandra

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. I cant thank you enough for your professionalism and great communication. My experience with you was pleasant from start to finish!

- Christine

I couldn't have imagined a more professional experience with finding an exciting new opportunity in the game industry. What can I say, James and Chris from Searchability found me at the right time and put me in the right place in a matter of days. The entire process, from first contact to final placement was seamless and thoughtful with great positive energy. I truly felt like I had my own personal support staff helping my career.

- T. J. O'Leary

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



Chris Hopley
Director USA



James Roberts
Lead Consultant



Jack Crowley
Senior Consultant



Katie Birchall
Recruitment Consultant



Laura Roberts
Recruitment Consultant



Jack Jones
Recruitment Consultant



Francois Antoine
Recruitment Consultant



Jacob Whiteway
Senior Consultant
(NS&D)

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



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 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 **(737) 290 0009** to discuss further with one of our specialist recruiters.

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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

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 **(737) 290 0009** 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 **(737) 290 0009** to discuss further with one of our NS&D specialist recruiters.

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searchability.com



Making clear
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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