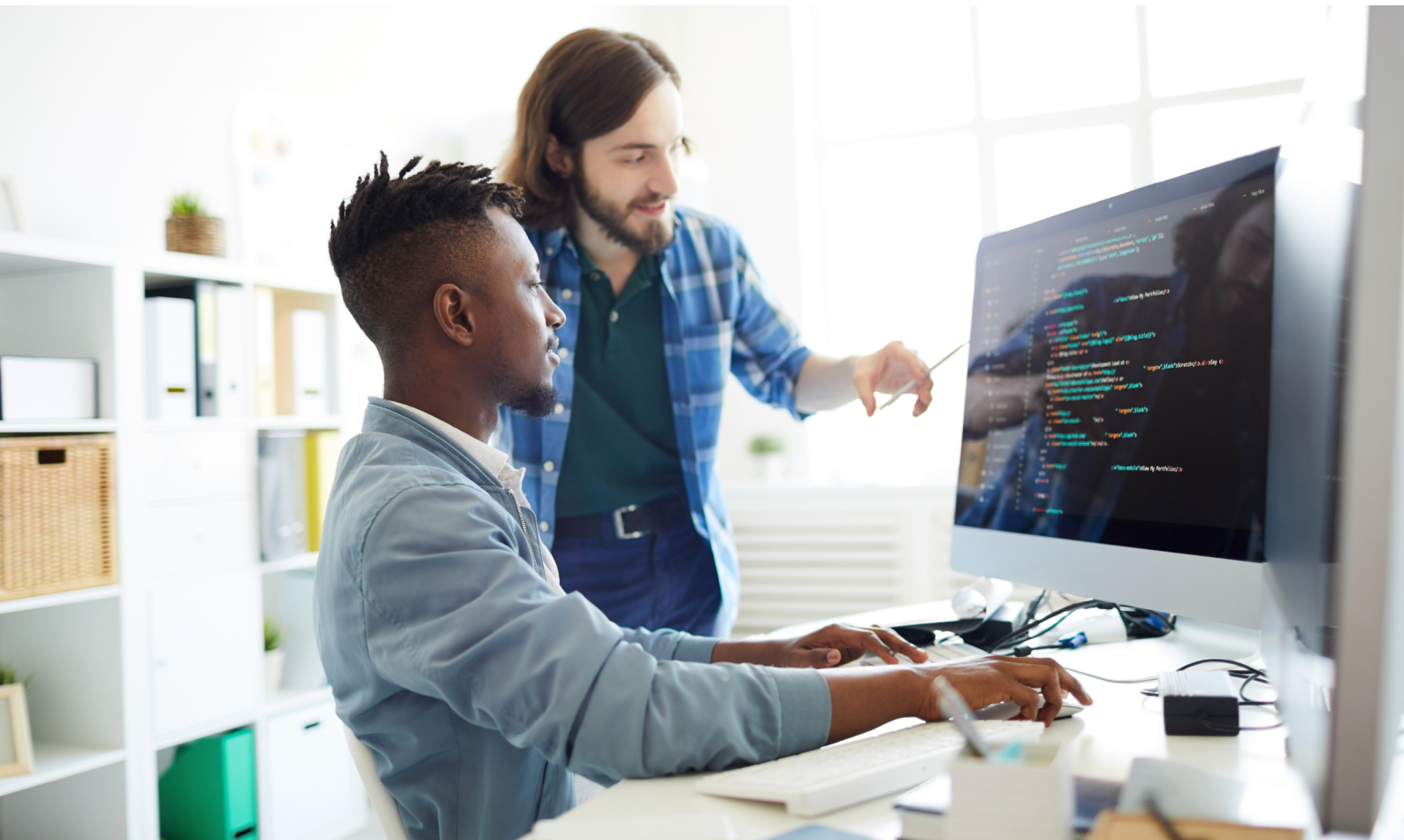cathcart
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Specialist tech recruiters in
Scotland and the North West.

Crown
Commercial
Service

RM6229 Permanent Recruitment 2

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Lot 2

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Non Clinical General Recruitment

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Why Cathcart?

Recruitment is notoriously difficult. It requires a unique set of skills – all of which must be broadened and sharpened as the job market evolves. And when it comes to tech recruitment, you're looking at a completely different landscape with its own particular challenges.

Right now, the battle for top tech talent is fierce, and standing out from the crowd is crucial. That's why we became tech recruitment experts – so you don't have to.

What we do

Cathcart Technology is an independent and agile tech recruitment specialist, with a strong focus on Scotland and the North West of England. But our service is about so much more than filling vacancies. It's about *building teams*.

We assist with everything from assessing the practicality of hiring for a new role before it goes live right through to crafting compelling job descriptions that give you that all-important edge. We'll even lend a hand screening candidates, ultimately minimising your hiring time while ensuring you find the best fit for as little or as long as you need.

How we do it

Our approach to hiring is simple, professional and, most importantly, effective. It's a product of mutual understanding between recruiter and client, and a dedication to getting it right the first time.

It's for this reason that we believe we don't just specialise in tech. We specialise in excellence. And the driving force behind our success? Watching our candidates and clients flourish together.

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Is your employer brand up to scratch?

In today's market, recruitment is essentially sales – only instead of selling a product or service to a consumer, we're selling positions to candidates. And let's be honest, there's no getting away from the fact that the public sector is somewhat less sexy than Silicon Valley…

That's why, along with the skills and experience a candidate will bring to your organisation, it's important to consider what *you* can give to *them*.

Scoping out the role

Before you put the role live, we consult with you to make sure your job spec is fit for purpose and that your hiring process is as streamlined as possible. We recruit for tech roles day in, day out, so can assess the feasibility of finding that person within your desired timeframes. If you need to prioritise your must-haves over your nice-to-haves (substituting requirements with transferable skills, for instance), we'll advise on that too.

What's more, salaries are extremely competitive within the tech sector, so it's crucial to ensure what you're offering matches the expertise you're hoping for in exchange. Should salary bands be proving an issue in terms of competing with pay in the private sector, this can be circumvented by utilising market supplements which we'll help you explore.

Standing out in the market

Even if you did have the salary to compete, remember you're up against the likes of Amazon and the latest tech startups. So, think about what else you can do to stand out. You may want to emphasise flexible and remote working, which are increasingly becoming the norm for tech companies. Other notable perks include:

- **Four-day compressed workweek**
- **Attractive working environment**
- **Regular training for career development**
- **Autonomy and trust**

By uncovering what makes your organisation worth working for, we excel at turning you into a magnet for top-tier tech talent – and shouting about you to the sector.

Our technology specialisms

There's being good at lots of things, and then there's being great at one thing. Here at Cathcart, we fall into the latter category. Recruiting for tech roles and tech roles only, each member of our team holds specialist knowledge of a particular sector within the industry: software development, IT infrastructure, QA and testing, and data science and analytics.

Since launching our business back in 2009, we've grown to a 40-strong team, upgraded our headquarters to a state-of-the-art office on George Street in Edinburgh, and we now match talent to technology roles all across Scotland and the North West of England.

Software development

Name: Douglas Paget

Role: Senior Recruitment Consultant

Hiring: Back-end software development

Operates: Glasgow and west coast of Scotland

Contact: douglas.paget@cathcartassociates.com

Name: Andy Weir

Role: Principal Development Consultant

Hiring: Contract software development

Operates: All of Scotland

Contact: andy.weir@cathcartassociates.com

Name: Jack Steven

Role: Senior Recruitment Consultant

Hiring: Front-end software development and UX

Operates: All of Scotland

Contact: jack.steven@cathcartassociates.com

Name: Danielle Carter

Role: Recruitment Consultant

Hiring: Front-end software development

Operates: Manchester

Contact: danielle.carter@cathcartassociates.com

Name: Bronte Rhodes

Role: Senior Recruitment Consultant

Hiring: Back-end software development

Operates: Manchester

Contact: bronte.rhodes@cathcartassociates.com

Name: Craig Russell

Role: Recruitment Consultant

Hiring: Contract software development

Operates: Manchester

Contact: craig.russell@cathcartassociates.com

IT infrastructure

Name: Cameron Hopkinson

Role: Contract Recruitment Consultant

Hiring: Contract project management, product ownership, business analysis, and C-suite

Operates: All of Scotland

Contact: cameron.hopkinson@cathcartassociates.com

Name: Hamish Niven

Role: Senior Recruitment Consultant

Hiring: Project management, product ownership, business analysis, and C-suite

Operates: All of Scotland

Contact: hamish.niven@cathcartassociates.com

Name: Nicole Archibald

Role: Recruitment Consultant

Hiring: Cloud, security, DevOps, and IT support

Operates: All of Scotland

Contact: nicole.archibald@cathcartassociates.com

QA and testing

Name: Erin Donnelly

Role: Senior Recruitment Consultant

Hiring: Quality assurance and testing

Operates: All of Scotland

Contact: erin.donnelly@cathcartassociates.com

Data science and analytics

Name: Charlotte Harris

Role: Recruitment Consultant

Hiring: Data science, data engineering, and machine learning

Operates: All of Scotland

Contact: charlotte.harris@cathcartassociates.com

Name: Jordan Kramer-Taylor

Role: Recruitment Consultant

Hiring: Data science, data engineering, and machine learning

Operates: Manchester

Contact: jordan.kramertaylor@cathcartassociates.com

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Our work in action: Aize

Part of the Aker ASA group, Aize draws on 180 years of experience in their mission to transform the energy sector. They describe their team as diverse – an assorted mix of more than 30 nationalities and countless personalities with one thing in common: a passion for tech and solving the industry's challenges.

The backstory

Aize was looking to dramatically increase the size of their team – namely their software engineering, front-end development, DevOps, technical support, and quality assurance departments. And that's where Cathcart's specialist tech recruitment know-how came in.

The process

Following an initial discussion with their HR team, we arranged a further scoping call with Aize's hiring managers to outline their goals. From there, we were able to sketch out a tailored interview process. With regular communication on Slack, lots of collaboration, and a carefully crafted screening process, we effectively delivered a strong pipeline of potential candidates within just a few days.

The outcome

Using our market knowledge, we conducted thorough research to advise Aize on the tech professionals available throughout Aberdeen. Within four weeks, we'd delivered on our promise – filling Aize's roles with a number of high-quality candidates.

Aize was extremely pleased with our results. Cathcart continues to assist their hiring managers with recruitment as demand for their product grows – and, in turn, the necessity to find more top tech talent to join their team.

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Cathcart and the community

Modern slavery

We have a zero-tolerance policy against all forms of slavery and human trafficking, and are committed to ensuring the fair and ethical treatment of the staff we work with at all levels of our business.

The following is an excerpt from our Modern Slavery Statement:

"When engaging with our suppliers, we may ask for evidence of their processes and policies, including commitments around modern slavery, human trafficking, forced labour, human rights, and whistle-blowing.

"After due consideration, we have not identified any significant risks of modern slavery, forced labour, or human trafficking in our supply chain. However, we continue to be alert to the potential for problems."

Diversity and sustainability

Cathcart champions people with dynamic backgrounds, experiences, and perspectives, and we are keen to diversify the tech space.

In addition, we believe that technology can help shape a better future for everyone. In particular, energy is foremost in the fight against climate change, and we are striving to help Scotland – home of our headquarters – to become a world leader in this industry.

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