

cathcart
technology

Welcome

Finding tech people tech jobs is what we do, and we do it well.

Acquiring the right person can be tricky. That's why we go beyond the basics to discover what makes people tick.

We know good people.



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Locations

We are an independent technology recruitment specialist. Founded in 2009 by two industry experts, the company has expanded to a team of over 40, meeting the needs of candidates and clients in Scotland, England, Finland and Thailand.

Located in Edinburgh City Centre, our Headquarters is the hub of our services. With deep roots in Scotland, as well as the North of England, Finland and Thailand. Our native speaking employees have the local knowledge and skills to support your hiring needs.



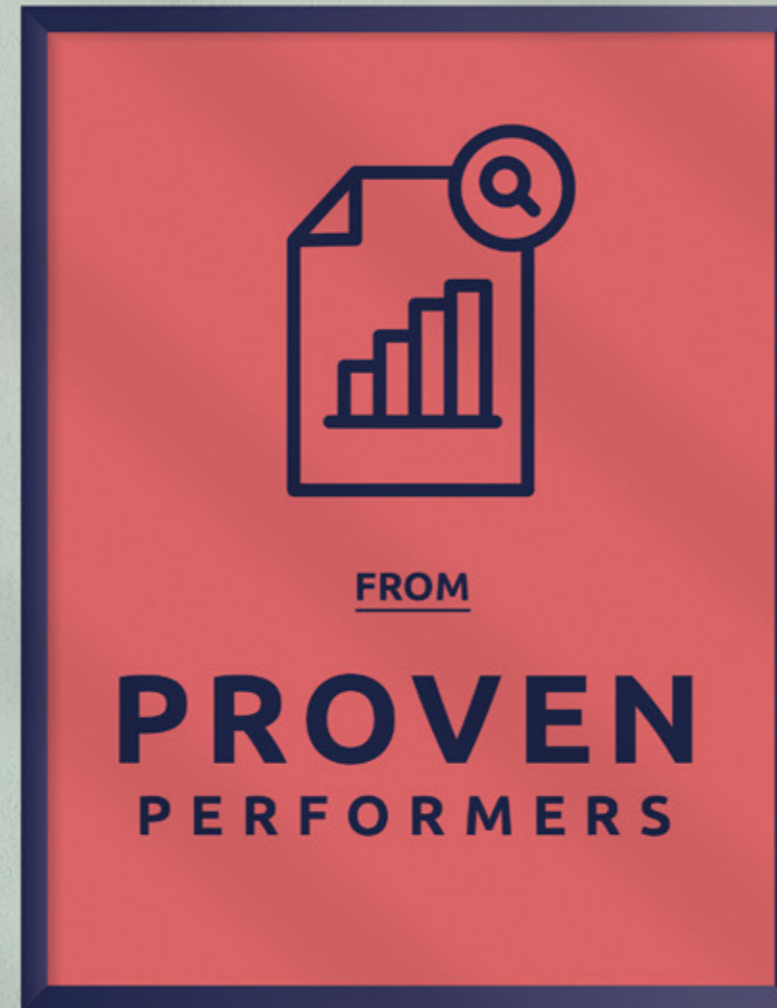
What we do

We have over a decade's worth of close industry contacts and a team of specialised recruitment consultants, providing an unrivalled standard of service.

Sam Wason

Director

"We are hugely proud of what we do. We are passionate about tech and helping our customers build the best possible teams. We work incredibly hard to understand what you need and to deliver the right people for your business."



Areas of expertise

We provide recruitment solutions across the technology sector, but here's a list of our main areas of focus.

Software Development and Engineering

Finding people who can create, design, code and maintain software applications and solutions has always been at the core of what we do. Our dedicated consultants have the local networks and track record of navigating the challenging and competitive landscape to help you make your new hire successfully.

IT Management and Executive Search

We have been trusted to fill the most senior roles for the biggest names in the industry. We understand all areas of Management & Change and are in constant contact with tech leaders and innovators who can provide strategic planning, development, and delivery of projects and products.

DevOps, Cloud and Infrastructure

With more businesses utilising cloud services we have developed expertise in helping find those people who can foster close collaboration, automation, continuous integration and delivery. Whether you are looking at cloud migration, scaling your infrastructure or need extra hands for support, we have the people to suit.

Software Testing

We cover the whole spectrum of software testing, helping you find professionals responsible for ensuring the functionality, performance, and reliability of software applications or products. Whether you are looking to hire your first tester, implement automation or bolster your QA team, we are well placed to help.

Data Analytics

Data Analytics continues to be at the forefront of the industry with businesses putting an increased focus on the collection, processing and analysis of complex datasets to uncover valuable insights and inform decision-making. We continue to align our services with emerging trends covering Artificial Intelligence, Machine Learning, Natural Language Processing, Data Engineering and Data Visualisation.

Keifer McGourt Candidate

“Fantastic experience with Cathcart. I was dealing with Max Malone who was excellent at every stage. Max went above and beyond to make sure I was aware of everything related to my job application. Max was always polite, friendly, and happy to help with any concerns that I had. Overall a very positive experience with Cathcart.”

Why work with us?

We understand that no two clients are the same, so we always ensure that we get to know you as a business and what your requirements are before starting.

We need to know what has motivated you to hire, the type of candidate you are looking for and how you would like to be represented to the market.

Our team of recruiters operate within particular regions and specialties, building individual relationships with their clients to ensure your needs are met to the highest standard.

Our tried and tested approach to recruitment has resulted in a 1.7:1 CV to interview ratio. There are tens of thousands of you following us on social media and counting. In the last 10 years alone, we have had over 300,000 applications for our jobs - averaging 2,500 applications a month.

Since 2009, we have traded with over 850 different companies. The vast majority of which have returned for repeated business.

Jari Kautiala

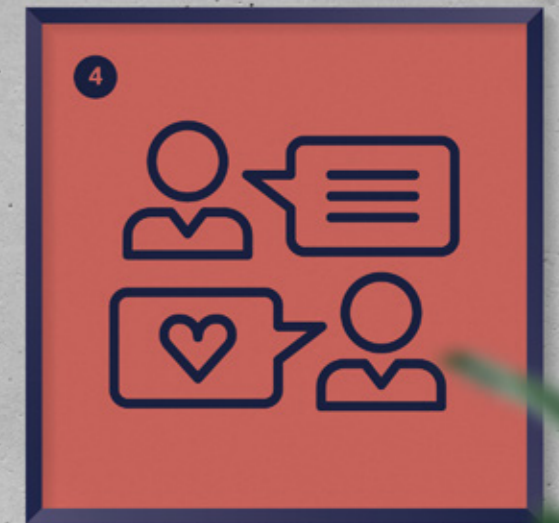
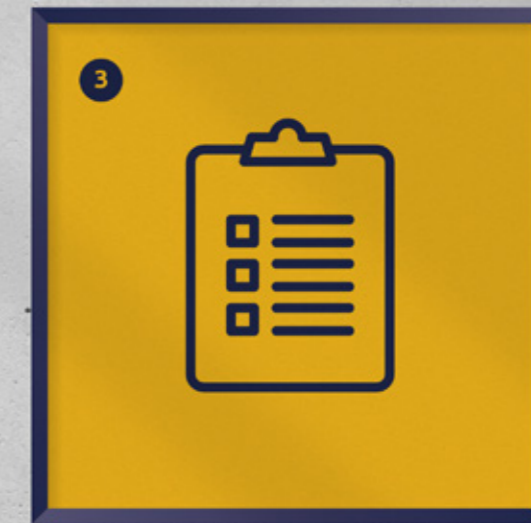
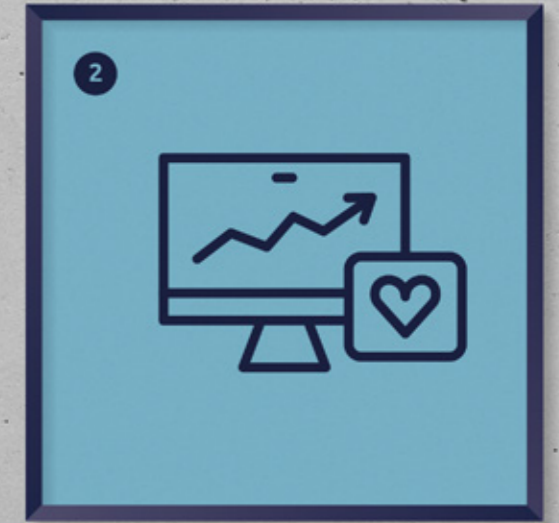
Tietoevry Care

People Lead, Data & Analytics

“To succeed in a growing and fast paced environment like data driven business, it is necessary to have flexible and efficient partners. Our solution for this is that we’ve had a prosperous cooperation with our trusted partner, Cathcart Technology, for some time already.”

Our four key indicators

- 1 1.7:1 CV to interview ratio
- 2 Large social media reach
- 3 Steady stream of applicants
- 4 Loyal and happy customers



Our approach

We operate on a no win no fee basis. So, unless you decide to proceed with hiring, you will not incur a charge for any service used.

Contract

We aim to facilitate the flexible hiring of temporary professionals to meet immediate project demands, fulfil specific project needs or just address a short-term resource gap. We will connect you with candidates with the necessary skills, experience, and expertise for those short-term engagements. We work to your budget and carry out negotiations directly with the candidate to ensure we deliver the right person for the agreed cost.

Permanent

We want to introduce you to suitable candidates who possess the skills, experience, and qualifications required for your specific role who can play a part in your long term success. Typically, we charge a percentage of the candidates starting salary.

We consult

- 1 Getting to know your business
- 2 Writing your unique job advert
- 3 Publishing on platforms and boards

We search

- 4 Our database, job boards and LinkedIn
- 5 Short-list candidates with detailed notes
- 6 Organise and schedule interviews

We find 'the one'

- 7 Interview prep and candidate de-brief
- 8 Manage process and counter offers
- 9 Keep everyone informed all the way



Recruitment process optimisation

When you work with us, you can expect to receive an unparalleled service, giving you more than just CVs for your vacancy.

Our expert knowledge and industry insight means we can advise you on anything from your job specifications to salary benchmarking.

Job specifications

- 1 Tone of voice
- 2 Marketing trends
- 3 Brand consistency

Interviews

- 4 Interview process
- 5 Hiring in a competitive market

Salary

- 6 Salary benchmarking
- 7 Salary trends
- 8 Improve retention
- 9 Increase offer acceptance
- 10 Reduce counter offers

Market insights

- 11 Best time to hire
- 12 Market trends
- 13 Competitor analysis



Companies of any size

We have a strong track record of successfully helping organisations grow from start-ups and scale-ups to global enterprises.

We understand the complex challenges businesses face at all stages of growth, and whether you are looking for your first hire or scaling the team, we have countless case studies of how we can tailor our approach to suit and help find the perfect person.

Our team of recruitment experts can work with you to create hiring strategies unique to your business. By understanding exactly why you want to grow, we can tailor a plan to fit your hiring needs completely free of charge.

Our service is entirely free unless you decide to proceed with hiring, making it an effective, but low risk, recruitment model for your business.

Supporting the growth of start-ups and SMEs is a primary focus of our business, by offering discounts to smaller companies, we believe we can help to kick-start your growth.

You can also use our facilities – for example, using our boardroom to conduct interviews if you haven't yet secured a premises of your own or work completely remotely.

Our services also extend to assisting with setting up virtual interviews between you and the candidate via video if you have not got software in place yet.



Corporate social responsibility

Work with a company that goes above and beyond to nurture the environment and the community in which we operate in. We are dedicated to continually growing and improving on our CSR efforts.

We invest in diversity training for our consultants, ensure our operations are environmentally friendly, implement company wide initiatives that work towards our goal of being carbon-neutral and do our bit to support charities across the nation.

Gordon Nichol
Candidate

“I am truly inspired by the tree planting initiative, well done to the person who thought of it.”

Megan Reilly
Candidate

“What a lovely thing to do! Thank you so much team.”

Daniel K
Candidate

“This is a cool initiative! Thanks for letting me know.”

Our priorities

- 1 Financially responsible operations
- 2 Abide by the law in all activities
- 3 Diversity and environment
- 4 Philanthropy and good causes



Testimonials

Wood Mackenzie

Director of Engineering

“Cathcart Technology has a breadth of experience across disciplines and easily tailored their recruitment to meet our needs. Their team was extremely quick and efficient in their approach – effectively doubling our capacity for pre-vetted candidates. They did an excellent job of briefing candidates on our company mission and the specifics of our Data Engineering department too.

This attention to detail ensured maximum buy-in from the candidates on our Tech For Good purpose, with this being a job seeker’s market, the candidate is interviewing us as much as we’re interviewing them, and Cathcart Technology has been a real benefit in helping to articulate what’s great about working here.

We’re confident that, with their expertise, they can help us grow the Wood Mackenzie brand as we enter our next hiring phase.”

Aize

People and Organisation Manager

“The Cathcart Technology team has a deep knowledge of the tech recruitment sector, so they had an acute understanding of what we were looking for in terms of future employees. They took the time to get to know our company’s values, culture and ambitions by working closely with our hiring managers. They presented us with a wide network of candidates and advised us every step of the way. We have been impressed with the service and look forward to continuing our partnership.”



Contact a specialist

We have extensive knowledge of the technology sector and a team of dedicated technology recruitment specialists.

If you need to fill a vacancy in any technical discipline, from data scientists to UX designers, we have the experts to help you.



4.7 Stars on Google.



Email hello@cathcarttechnology.com or call **+44 (0)131 510 1500** for a consultation.





Location

Where to find us

Head Office

Ardmore House

40 George Street

Edinburgh

EH2 2LE

Contact

+44 (0)131 510 1500

hello@cathcarttechnology.com

cathcarttechnology.com

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