



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.





# Contents

Welcome	2
Contents	4
Locations	6
What we do	8
Areas of expertise	10
Why work with us?	12
Market involvement	14
Our approach	16
Recruitment process optimisation	18
Companies of any size	20
Corporate social responsibility	22
Testimonials	24
Contact a specialist	26

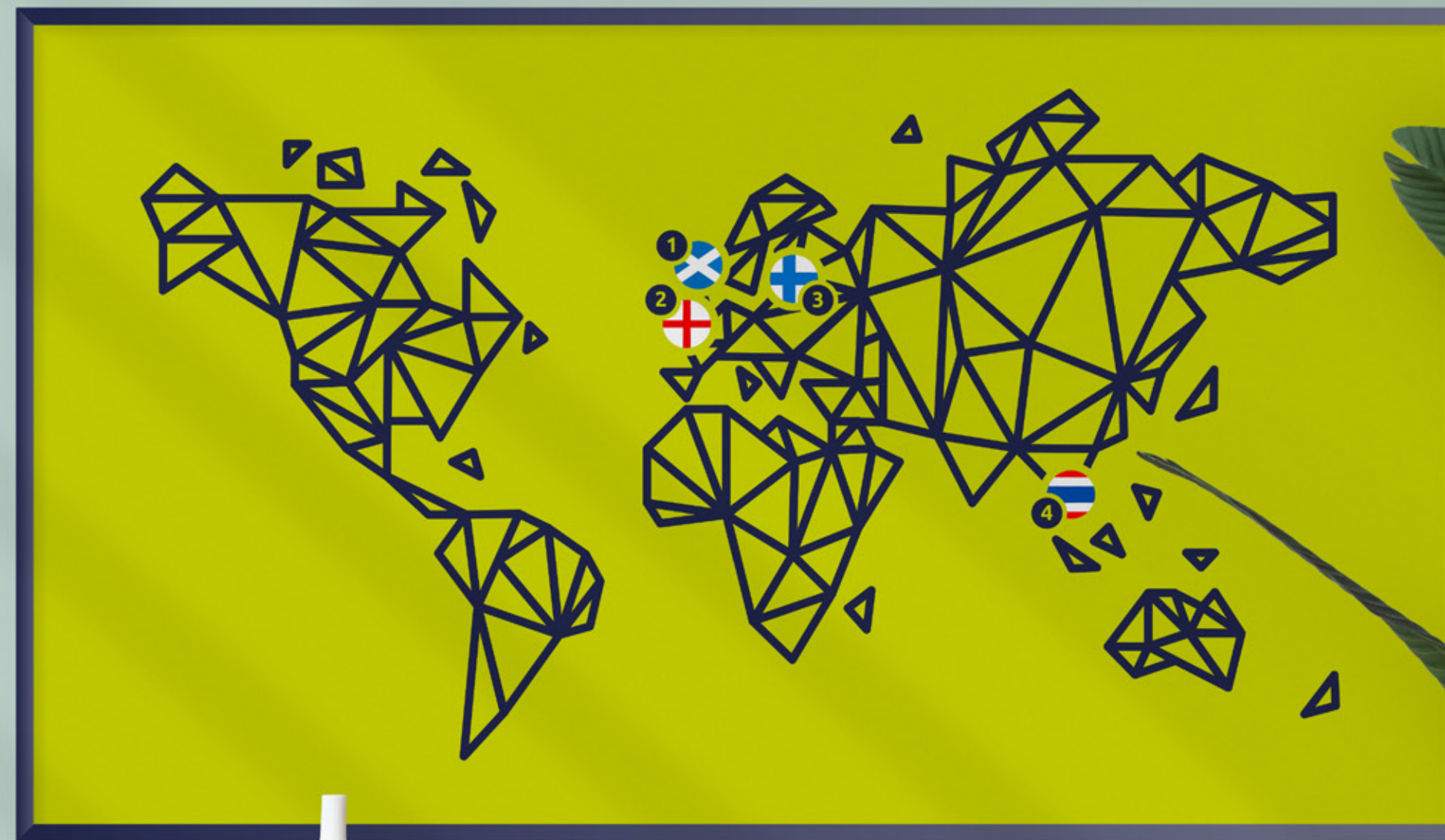




## Locations

We are a leading technology recruitment specialist. Founded in 2009 by two industry experts, the company has grown to a team of over 40, meeting the needs of candidates and clients across the North of England since 2019.

Headquartered in Edinburgh City Centre, our consultants make regular trips to meet with clients across the North of England, acquiring the local knowledge and skills to support your hiring needs. We have deep roots throughout the UK, Finland and Thailand, offering one-to-one recruitment solutions in various locations.





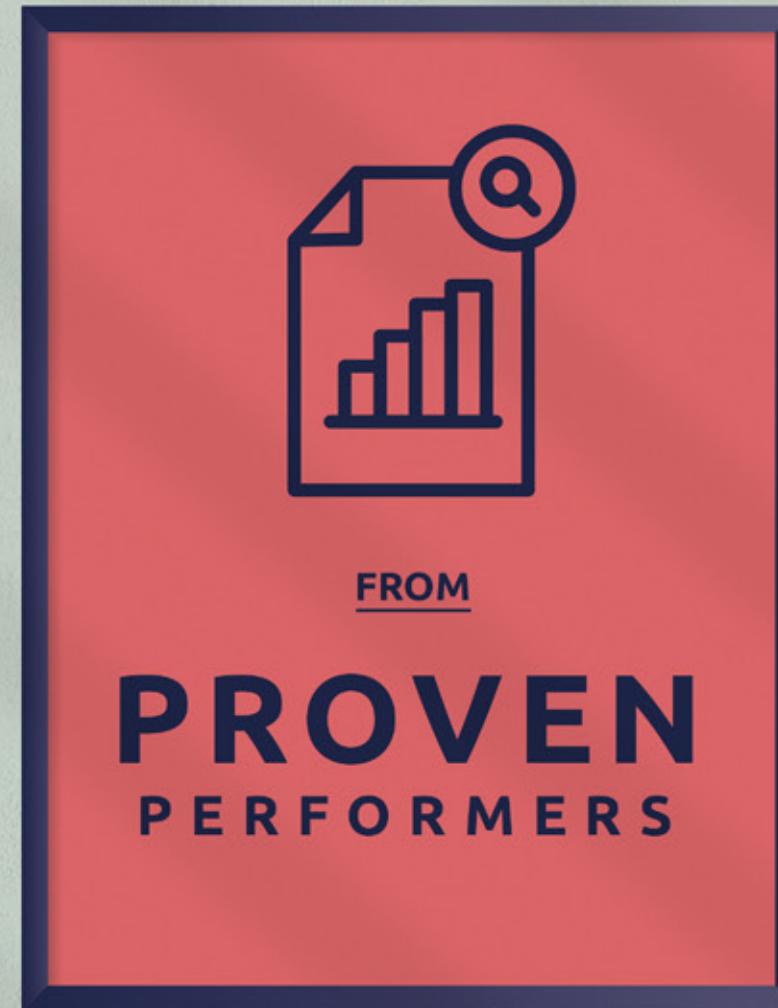
## What we do

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.

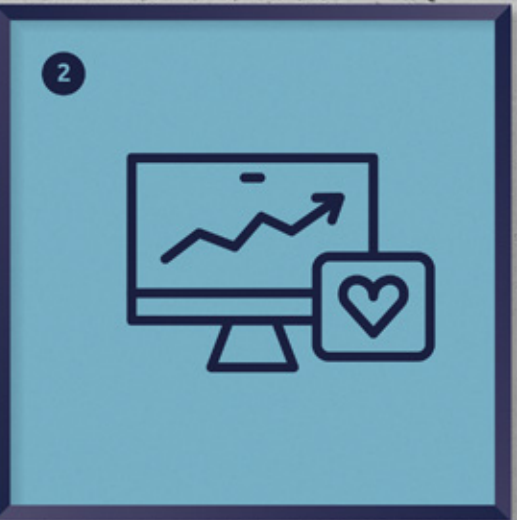
Our team of recruiters operate within particular regions and specialties, building individual relationships with their clients to ensure your needs are met to the highest standard.

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.

## 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





## Market involvement

We are committed to engaging with candidates through different events and platforms

### Monthly Newsletter

We write a monthly newsletter, RecruitIng News, which covers significant news and trends in the industry. Our commitment to contributing to discussions on crucial changes underscores our dedication to partnering with businesses in the industry and actively addressing their challenges. With tens of thousands of subscribers, this newsletter serves as a platform for sharing insights and fostering collaboration within the community.

### MancML

Since 2016, we have proudly sponsored Manc ML, Manchester's original and premier Data Science meet-up, dedicated to uniting the region's most innovative and intriguing individuals. As it expanded, we also organised similar meet-ups in Leeds. It's a great marketing opportunity and generates inbound interest from candidates as we are a recognised contender.

### How AI Built This

We have been proud sponsors of the How AI Built This podcast since 2019. On the podcast, the host, Liam Wilson, sits down with industry leaders in the AI space to ask them about their challenges and tribulations, what their secret to success is and if they have any exciting plans for the future. It serves as a platform for local tech companies to raise their profile and boost their company branding.





# 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





# Testimonial

## Optix

### HR Generalist

"They are great recruiters and provide high quality candidates to the business. They offer advice on remuneration, our recruitment process and the market in general. I have been impressed with the communication and customer service provided, it's meant that our hiring process has run as smoothly as possible and ensures that we can secure the right people for the business. We are looking forward to working with them in the future and would recommend them to any business looking to secure high quality tech talent".





## 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](mailto:hello@cathcarttechnology.com) or call **+44 (0)161 672 5419** for a consultation.







## Location

Where to find us

### **Manchester Office**

13th Floor

Piccadilly Plaza

Manchester

M1 4BT

### Contact

+44 (0)161 672 5419

[hello@cathcarttechnology.com](mailto:hello@cathcarttechnology.com)

[cathcarttechnology.com](http://cathcarttechnology.com)



