# Expert Technology Recruitment

# **Permanent** Interim Contract

www.affecto.co.uk

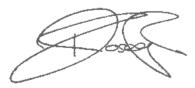




Affecto is a multi-disciplined, specialist technology recruitment business that focuses on permanent, interim and contract appointments across Yorkshire and The Midlands. We've spent years building our networks across IT from Development and Project Management to Infrastructure and Data Science. With such an intense battle for skills being fought, more and more organisations are looking to us to connect them with the people who can make a real difference.

We believe our success is down to the recognition that even in such a fast-moving, often automated industry, relationships are fundamental. Therefore, we place huge importance on maintaining and growing our networks, appreciating that we can only deliver a quality recruitment experience by having a deep understanding of the market. That's why our recruiters operate in divisions dedicated to specific skill-sets, allowing each team to build strong relationships and develop focused talent pools, perfectly positioning them as key influencers within their sectors.

We look forward to working with you.



Daniel Koseoglu Managing Director



### **Software Architecture & Development**

Affecto Software Architecture & Development is recognised as one of the most respected specialist recruitment teams in the region. We've spent years building our networks and market knowledge, making us experts in identifying talent in such a fast-moving industry.

This experience has helped us build architecture, development and QA teams within a wide range of organisations from large PLCs to some of the most exciting start-ups and scale-ups around. Our reach extends across all major tech stacks from the Microsoft ecosystem to Open Source technologies as well as automated and manual testing, meaning we've built the largest talent pool in the area.

We're proud of our commitment to the region's digital community, supporting a variety of meetups and events such as the Front End North conference, Django Girls, Agile Sheffield and many more.





### **Project & Programme Delivery**

Affecto Project & Programme Delivery is South Yorkshire's only recruitment team dedicated to this area of technology, boasting a fantastic network of talent from Junior Project Managers and Business Analysts through to Programme Managers and Scrum Masters.

Whether it be keeping the wheels turning throughout the SDLC, managing large scale IT change programmes or requirements gathering for product development, the recruiters in Project & Programme Delivery understand the key role these individuals play in technology centric organisations.

With a unique market insight and close ties with professional networks, we're able to deliver accurate shortlists for permanent, contract and interim opportunities.



**Data Science & Analytics** 

Affecto Data Science & Analytics is one of the only divisions in the region with a successful track record in this emerging field, having helped build a number of Data Science related functions for organisations across multiple sectors such as financial services, insurance and marketing.

We've also built fantastic talent pools in other analytical disciplines such as BI, MI and Statistics, meaning Affecto Data Science & Analytics is in an excellent position to be able to deliver results in such a complex arena.

We use our market knowledge and sector understanding to guide both our candidates and clients through the hiring process, something we believe is integral to our role as an effective recruitment business partner.



Network, Infrastructure & Support

Affecto Network, Infrastructure & Support specialises in operational talent. The division has built strong networks across Network Engineering, Infrastructure Architecture and all levels of the service and support functions. We've helped build high performance teams within organisations across a multitude of sectors as well as tech, for example; legal, insurance, accountancy, retail and healthcare.

Recognising the importance of robust operations teams, Affecto Network, Infrastructure & Support also have an exceptional reputation within Sysadmin and DevOps. All this means we're extremely well placed to deliver an unrivalled service to both clients and candidates in this vibrant market.





**Affecto Search** 

## Affecto Search is our highly entrepreneurial search brand with an extensive regional network and global search capacity.

Nowhere is the pace of change greater than across the technology space - from disruptive start-ups and challenger brands to established PLCs seeking to adapt to a changing world, our expertise lies in working with those companies focusing on change, transformation or disruption. Working at C-Suite, Board and Senior Executive/Leadership level we identify and engage with leaders with flair, creativity, technical expertise and strong execution capabilities.

Our team combines expert industry experience and strong search capabilities, enabling a highly consultative yet successful and time efficient turnaround of projects. Strong corporate capabilities, brand identity and a commitment to excellence mean our opinions are valued and sought after.



#### **Success Stories**

Client:	Fast Growth InsureTech Business
Objective:	Upscale all technical teams across the business, including;
	Software Engineering (Java)
	Mobile Development (native iOS & Android)
	Web Development (Ruby)
	Data Science
	QA
	Ops (Linux)
	Project Management
	Software Design
Engagement Type:	RPO, managed agency, retained project

We're proud to have helped this disruptive technology business grow from 5 to over 120 employees. Working on-site, not only did we deliver talent, we helped establish robust recruitment processes, ensuring they were able to hire complex roles at an accelerated rate whilst minimising impact on day to day operations.

#### What they said:

"Over the years, the team at Affecto have demonstrated their experience and skill by placing a huge number of candidates with us across all of our technical teams, including; iOS, Android, Platform (Java), QA, Data Science as well as Web (Ruby) and even Design.

The talent which Affecto have been able to source has supported our rapid growth and we have found them to be extremely flexible and responsive to our needs. I would be very happy to recommend Affecto to any tech company looking to grow their technical teams."

СТО

Client:	Healthcare Software Provider
Objective:	Create new development (Java) and QA (Manual) teams
Engagement Type:	Retained project

Working closely with the board of this PE backed business, we were asked to build new development and QA teams. The project was a success, with our Software Architecture & Development team delivering not only people with the technical skills necessary but also with previous exposure to fast-growth environments, taking this exciting scale-up to the next level.

#### What they said:

<sup>44</sup> Hi Mark, I wanted to thank you and your team for the support you gave us recently. We appreciated your help in defining the type of person we would need to fill the gaps in our team, and the knowledge you brought in relation to job roles and expected salaries. I don't think any of our team were expecting to sign off the order with you and have people sitting at desks in such a short time.

All but one of the people you sent to us were recruited, we couldn't take them all, but that was a result of how well the applicants were vetted by you. We hope to continue to grow our team and look forward to working with you again."

COO

# 👗 Mark

"Focusing on Network, Infrastructure & Support, I work with people who are instrumental in keeping businesses running. It's interesting how many people are often working in the background, keeping systems running and avoiding downtime."



We're proud to have received many other fantastic testimonials for our work from clients and candidates alike. We believe they demonstrate our commitment to delivering a quality recruitment service and forging lasting partnerships.

"When looking to transition from academia to industry I was confronted by a barrage of recruiters, each looking to shoehorn me into a position that was not right for me.

Affecto were the exception to this rule, and instead the team concentrated on understanding what I believed was the type of role that would best suit me and my skill-set. Working with Affecto I was able to secure an offer for the first position I interviewed for, and the role is a perfect fit.

The whole team were extremely helpful, but Mark in particular was instrumental in liaising between me and my then prospective employer to ultimately secure my position. I recommend Affecto wholeheartedly."

DM – Data Scientist Data Science & Analytics

"I approached Affecto on recommendation from a former colleague after I struggled to successfully find a Network Engineer, where I was referred to Mark, a Network, Infrastructure and Support specialist.

Mark quickly understood the needs of our Ops Team and we were happy to grant Affecto exclusivity on this opportunity as a result of the impression Mark made. Within 2 weeks, we were presented with a well thought out shortlist and successfully hired the following week.

Affecto will always be my first port of call whenever I struggle to recruit technical roles in the future."

BM – HR Business Partner Network, Infrastructure & Support "I faced redundancy after 10 years with the same company. Feeling overwhelmed by the jobs market, I decided to approach recruitment businesses.

After a number of failed attempts to find a recruiter that I was comfortable working with I was introduced to Amber from Affecto. Her approach was professional and I was impressed with her technical understanding.

Within 3 days, I was presented with a shortlist of suitable vacancies and shortly after I attended my first interview in 10 years. Amber guided me through the process and put me at ease throughout what was a nerve-wracking experience.

Within the space of 3 weeks, I had an offer from a fantastic company and I cannot wait to get started.

I have no hesitation in recommending Amber and all at Affecto, keep up the good work."

MC – Senior Software Engineer Software Architecture & Development

# 👗 Amber

"Recruiting in the Software Architecture and Development space never gets boring, there is always a new challenge or skill set to find, not to mention the advancements in new languages and tools to learn about. Speaking to all kinds of people in development teams is what I love the most, there's no better way to learn about technology than having a professional sharing their wisdom!"





"As a Senior Recruiter within Project & Programme Delivery, I find the depth of this sector fascinating! One day I'm supporting a large merchant bank resource a large-scale IT transformation programme and the next, helping a digital agency find a client facing Project Manager."



"Affecto's approach to recruitment centres on investing the right amount of time to completely understand the requirements of the business before using their extensive network to source the right candidates.

David, in particular, took the time to really understand the role we were looking to fill and focused on the right candidates and not just anyone that vaguely fitted the bill. The quality of candidates presented was excellent, with a fast turnaround, saving time and energy all round for everyone.

We will continue to use David and the wider Affecto team for other opportunities in the future. Great Service!"

MW – Managing Director Project & Programme Delivery "I am delighted to recommend both Lizzy and Amber of Affecto Recruitment for the dedicated service they have provided during what has been a period of substantial growth for us as a business.

They have worked extremely hard to understand our very specific requirements and have operated a dedicated search and selection process on our behalf. This has resulted in the successful appointment of a number of great candidates within a wide spectrum of niche technical roles, becoming a valued partner in our recruitment strategy in the process.

I would not hesitate to recommend Affecto for IT or specialist tech recruitment to anyone."

CG – Recruitment Manager Software Architecture & Development

# 👗 Lizzy

"As a recruiter specialising in Software Architecture & Development, it's amazing how much I learn on a daily basis. Hearing of new developments in such a fastmoving industry is something I thrive on."



# Why Choose Affecto?

# We are Multi-Disciplined Technology Specialists

Each of our Recruiters and Directors is a specialist in their chosen sector, meaning they can offer knowledgeable and informed advice.

## We Take a Different Approach

Our business is built on an open and honest approach to recruitment. Our clients trust us to understand what they're looking for and our candidates believe we'll deliver them exciting opportunities to progress their careers.

# We Consider Ourselves as Ambassadors of Your Business

We recognise the importance of a controlled, accurate message to market when recruiting and we never lose sight of this when representing your business. We work hard to give you a competitive advantage over your competition by ensuring each and every opportunity we manage is represented fairly and accurately to our candidate base.

# We Build Lasting Relationships

Our relationships are key to our success as trusted recruitment partners. Time and time again, our candidates return to us when they're looking for their next opportunity because we're proud to support an impressive client portfolio, encompassing disruptive start-ups and scale-ups to some of the region's most high-profile brands and PLCs.

Proud members of



To find out more information about how Affecto can help you, contact us on:

Tel. **0114 401 0521** message us at **info@affecto.co.uk** or visit the website **www.affecto.co.uk**