Proudly employee owned.

Searchability®

Tech Digital Recruiters

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Searchability

Proudly employee owned.

ABOUT US

Founded in 2012, Searchability set out to disrupt the traditional recruitment market and do things a little differently to help UK companies attract the very best tech talent.

Today we operate across five global locations (UK, USA, Australia, UAE and Europe) with a team of recruiters across multiple tech digital specialisms. At the core of our business is our proprietary recruitment eco-system, or the RECOsystem as we like to call it. We believe it is the first of its kind, and the only recruitment solution you need to futureproof your success in the tech industry.

Hopefully in the following information, you will see that we value every client and ensure growth through delivering market knowledge and professionals that you will not find with any other partner. We strive to be different as a recruitment partner, looking to be an extension of your team and processes.

If you have any additional questions please do not hesitate to reach out!

01244 567 567 | 0203 763 3888 | info@searchability.com | searchability.co.uk

PROUDLY **EMPLOYEE OWNED**

In April 2025 Searchability (UK) LTD announced its transition to employee ownership via an Employee Ownership Trust (EOT). The company is now 100% owned by current employees, joining a list of over 1,600 UK businesses that are employee owned.

The decision to transition to employee-ownership was driven by Founder Martin Blythe and fellow Director Olly Preston, with a strong commitment to preserve the company's values, culture and ambitious vision, whilst rewarding the employees who have helped the company grow and succeed over the last decade.

'Our people are key to our success at Searchability. By empowering employees with a sense of ownership, more opportunities to innovate and exciting future career prospects, we are ensuring Searchability thrives as a recruitment company of choice for the tech digital industry.'
-Martin Blythe, Founder and Trustee Director

Proudly employee owned.

CLIENT SERVICES

Searchability solves hiring challenges and adds value with every client partnership. Whether you need a single hire, a whole tech department, data insights, employer branding or anything in between, we've got you covered.

PERMANENT RECRUITMENT	**CONTRACT** RECRUITMENT	**RETAINED** RECRUITMENT
EMPLOYER BRANDING	**MARKETING** SERVICES	**EMPLOYEE** WORKSHOPS
RPO (HYBRID)	**SCALABILITY** SUBSCRIPTION	**MARKET** INSIGHTS
TOOLS & TECHNOLOGY	**ED&I** CONSULTANCY	**MEETUPS** & EVENTS

OUR **SPECIALISMS**

Searchability

Software Engineering

Design & Creative

DevOps & Cloud

Data & Analytics

Digital & eCommerce

IT Support & Infrastructure

Performance Marketing

Software Testing

Strategy & Management

Web Development

Cyber Security

National Security & Defence

OUR **TEAM**

We're lucky to employ some of the most talented, passionate and sound people across the globe at Searchability - here is a snapshot of some of our team - you can see more here.

Olly Preston
Managing Director

Gabbi Trotter
Head of Software Testing Recruitment, Trustee Director

Patrick Doyle
Principal Consultant, Software Development

Chris Hopley
Director & Head of DevOps & Infrastructure Recruitment

Chelsea Hackett
Recruitment Consultant, Data & Analytics

Daniel Massey
Principal Consultant, Software Development

Searchability's Core Value = Be SOUND

To be sound is a state of existence. It usually refers to someone who willingly does something positive for somebody else, asked or not, although usually unexpected. Alternatively, "sound" can be used as an adjective to describe a genuine, nice person.

CLIENTS WE SUPPORT

We support thousands of clients, from innovative start-ups to global names in technology with a variety of hiring needs.
Here's a snapshot of some of the brands we recruit for:

bet365   Iceland   AutoTrader   LLOYDS BANKING GROUP   LIV GOLF

BAE SYSTEMS   NORTHROP GRUMMAN   JLR   Capgemini   UK Tote Group

TECH COMMUNITY

Searchability

We're passionate about giving back to the tech digital community, which is why we host and sponsor multiple MeetUps and events across the UK.

We have partnered with brands including Iceland and BJSS to pull together branded events and MeetUps to help build brand awareness and boost candidate attraction for their tech teams.

If you're interested in hosting an event, speaking at an upcoming Searchability MeetUp or simply finding a tech community to join within your tech team please get in touch!

Join our MeetUp Community ›

RECOSYSTEM

At the core of our business is our proprietary recruitment eco-system, or the RECOsystem as we like to call it. We believe it is the first of its kind, and the only recruitment solution you need to futureproof your success in the tech industry.

Our RECOsystem has solutions no matter where you are on the hiring and job search journey. Working across the globe our Searchability RECOsystem connects the best candidates and companies in the world, with services spanning the following hiring touchpoints:

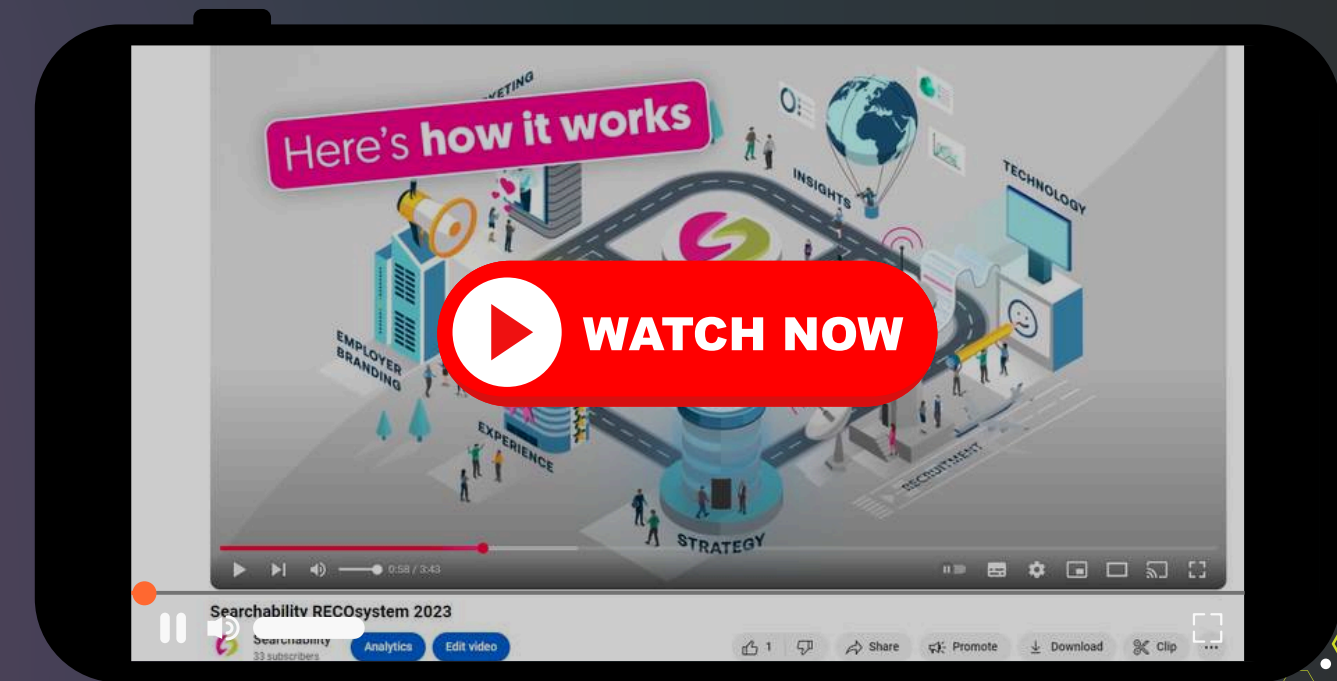**Recruitment**   **Employer Branding**   **Marketing**   **Experience**

Insights   **Strategy**   **Technology**

Here's **how it works**

▶ WATCH NOW

SUB BRANDS

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.

Click on any of our brand icons below to learn more.

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.

HIRECRACKER

Hirecracker offers a bold and brand focused approach to recruitment across multiple industry sectors.

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.

EMPLOYER BRANDING

POWERED BY Holler™

A strong employer brand will dramatically impact your ability to attract, engage, and retain the best people for your organisation, which is why have employer branding experts working in-house via Holler, offering a range of strategic services to help you discover, shape, and promote yours. Services include:

- Employer Brand Audit, Strategy and Launch
- EVP Discovery & Employer Brand Architecture
- Employee Engagement Survey and Data Analysis
- Employee Advocacy Activation and Workshops
- Social Media Content Creation
- Personal Brand Workshops and Support
- Podcast Production
- JobHoller ATS and Careers Hub Technology
- + Much More

CERTIFIED EMPLOYER BRAND LEADERS

WORLD EMPLOYER BRAND DAY SPEAKERS

WINNERS OF BEST EMPLOYER BRAND

Learn more at Holler.global

CLIENT TESTIMONIALS

Searchability

Missoma

Searchability have been great to work with from start to finish, they **understood our brand right away** and were able to provide candidates that not only fit the brief but our team.

Iceland

Searchability have been fantastic at helping us with our IT recruitment. They have been **great at finding candidates that match our skillset** and are brilliant additions to our IT Squads.

MMT

They **out-perform every other agency on our PSL** and they are able to ramp up recruitment activity at the drop of a hat. There is a lot of dedication here, all of this without a reduction of candidate quality.

Lockheed Martin

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

Capgemini

Searchability are **always responsive, have a high attention to detail and are keen to drive opportunities for process improvement**. They rise to the daily challenges of our role and candidate sourcing with brilliant communication, positivity, and teamwork. I look forward to the continued relationship.

iVendi

As well as recruitment we've also partnered with Searchability for podcasts, on-site employee advocacy workshops and even a **full employer brand strategic audit** too. I'd highly recommend them as a recruitment partner that **adds long term value** to their people strategy.

#1 RATED ON TRUSTPILOT ★★★★★
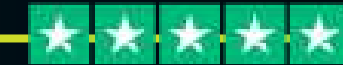
Searchability

At Searchability, we're proud to be **No.1 for tech recruitment agencies on Trustpilot**, a position earned thanks to the incredible feedback from both our clients and candidates. Their reviews tell a story of trust, quality, and genuine care – values we hold close in every partnership we build. Here's a few recent reviews from my candidates:

★★★★★

"I recently had the pleasure of working with Ryan, and I couldn't be more impressed with his professionalism and efficiency. From start to finish, Ryan conducted himself with exceptional swiftness and was always readily avaliable to address any questions. His dedication provided me with a great sense of security throughout the entire recruitment process. I cannot recommend him highly enough."

★★★★★

"Dan Massey was nothing short of superb in his guidance, support and attention to detail… even fielding my concerns whilst on his holiday! He made me feel confident that the company I was being placed at was right for me, and I felt a high level of support from application right through to walking through the door of my new job on the first day."

★★★★★

"Within 3 weeks of engaging with Searchability, I had an interview at a great company, with an offer from said company within 24 hours of the interview, and I started work the following week. It's nearly 6 months later now, and I'm absolutely loving this new role. It's been challenging adapting to a hybrid role in a new city, but that smooth start was a huge help to making things work, and Searchability were THE reason it went so smoothly."

We're rated excellent from 850+ reviews! Check out more <u>here</u>.

GLOBAL PRESENCE

UK
Chester

USA
Austin

Australia
Sydney

Middle East
Dubai

Searchability has grown to serve clients and candidates on a global scale, with offices in the UK, USA and Australia. Most recently, we expanded our presence with a new office in Dubai, bringing our tech recruitment expertise to one of the world's fastest-growing tech hubs.

Our international footprint allows us to stay close to the evolving needs of tech industries around the world, giving our clients access to talent across regions while providing local insights and support. Whether you're a candidate looking for new horizons or a company ready to tap into global talent pools, we're here to connect you to opportunities worldwide.

DE&I CONSULTANCY

We're passionate about helping companies create a diverse and inclusive workforce. This starts from day one of a recruiter joining Searchability, where they are enrolled onto in-depth DE&I training including: Understanding identity, 2010 protected characteristics, reducing bias, inclusive recruitment, client DE&I support, positive action and technology to support DE&I objectives.

CLIENT SUPPORT

We can support your DE&I objectives with unbiased and inclusive hiring strategies and recruitment processes. This can include gender bias decoder of adverts, anonymising candidate details to reduce unconscious bias, targeted marketing to drive visibility to underrepresented talent and more.

WOMEN IN TECH ADVOCACY

We're huge advocates of increasing gender parity in the tech industry. We support this through the use of gender bias decoding tools, supporting women in tech focused events and advising our clients on ways they can increase hiring success for female tech candidates too.

EMPLOYER BRANDING

In addition to recruitment support to attract diverse talent through Searchability, there are a number of employer branding services clients can access through our sister brand Holler to support their objectives, including DE&I strategy, culture and employer brand audit, DE&I insighta, content creation and candidate experience mapping.

Learn more about our DE&I consultancy here

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DATA DRIVEN HIRING

Data driven hiring is baked into our approach at Searchability. Every recruitment challenge, client outreach and candidate engagement is backed up with live insights to maximise hiring success, and reduce process bias too.

Salary benchmarking for every vacancy
With transparent advice to help you attract the right talent

Research into Talent Competitors
Understanding which companies are employing these candidates right now

Candidate Motivations to move
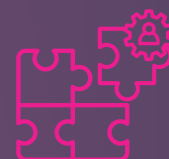Delving into the EVP's that count for a candidate to make a move

Talent Market Location Data
We can market map hidden gem locations for the talent you need

Hiring / Attrition Data
Understanding when companies need support, and when employees may be considering a move

Fastest growing skillsets and job roles
Ensuring our recruiters have the expertise and tools to find in-demand talent

Candidate source tracking
We track ROI of all platforms to ensure we invest into the ones that perform best

CRM Reporting and AI tools
Utilising Mercury, OneUp Sales and Searchability.AI to make intuitive hiring decisions

CASE STUDY CAPGEMINI

223 CANDIDATES PLACED
Between 2021 – 2025

EXAMPLE OF ROLES PLACED:

- Automation Test Engineer
- Azure Data Solution Architect
- BI Developer
- Business Analyst
- Business Change Consultant
- Business Change Manager
- Cloud Architect
- Communication Manager
- Data Engineer
- Data Science Engineer
- DevOps Engineer
- Front End Developer
- Full Stack Developer
- Interaction Designer
- JavaScript Developer

- Junior Project Manager
- .NET Developer
- Performance Analyst
- Platform Engineer
- PMO
- Programme Manager
- Project Manager
- QA Lead
- Scala Developer
- Scrum Master
- Service Designer
- Software Developer
- Tech Lead
- User Researcher
- Wintel Engineer

47 CONTRACT PLACEMENTS

176 PERM PLACEMENTS

Capgemini — WOMEN IN TECH

DE&I SUPPORT TO CREATE A DIVERSE & INCLUSIVE WORKFORCE & ATTRACT MORE WOMEN IN TECH

- ✓ Defined **objectives** & set **metrics and KPI's** to track success
- ✓ Candidate selection **purely on merit** - and provided hiring managers support to **interview without bias**
- ✓ **Targeted recruitment marketing** with female representation to **boost awareness and engagement** from female tech candidates
- ✓ **Flexible hiring process** to accommodate for both neurodiverse candidates and candidates with family commitments
- ✓ Paired female candidates with **female interviewers**

In this time we placed **107 candidates** within Capgemini with female percentage increasing as follows:

Year 1 = 26%
Year 2 = 28%
Year 3 = 32%

Oct 21- Oct 23

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OUR ACHIEVEMENTS

Over the years we've picked up numerous awards and accolades for our work at Searchability – here's a snapshot of some of our awards and achievements in the last 12+ years!

#2 Best Small Company to Work For
2020-2023

50 Fastest Growing Firms (North of England)
2023

Technical Innovation Award
2024

Global Recruiter Keynote Speaker
2022

Best Employer Brand Award
2021

Ministry of Testing Ambassador
2018-2025

World Employer Branding Day Keynote Speaker
2019-2021

Best Tech Digital Recruitment Team
2016, 2017

HOW WE **PARTNER**

1 Introduce Account Manager & Key Specialists

Central point of contact to manage vacancy activity, with key specialists in place for each area of IT and Digital that will be working directly on your roles.

2 Immerse into your employer brand & process

Every specialist working on your roles will be fully immersed into your brand, your EVP, and how you work in order to attract, engage and on board the right tech talent.

3 Vacancy briefing

Access to the relevant hiring managers for briefing calls with our specialists is essential to success.

4 Data insights

We research the talent market extensively, helping to target our hiring strategy in the right places, and ensure we can offer key advice to assist your internal teams too.

5 Network outreach

We'll search for relevant candidates via our exclusive candidate network at Searchability, across our CRM and social following.

6 Targeted advertising

Premium advertising across LinkedIn, job boards, and targeted paid social to work in the background to attract talent actively looking, and engage pur passive candidates that we will source directly.

7 Headhunt candidates

Our consultants go above and beyond, using a raft of tools to assist their search, to headhunt the exact talent you are looking for. Many of which have already engaged with the Searchability brand in the past 12 months.

8 Qualify & engage

Our expert recruiters and resourcers are working around the clock to speak to candidates, qualify them for relevancy and engage them for your opportunities with the full sell of your proposition as an employer.

9 Submit relevant CV's

We pride ourselves on delivering quality candidates, that we are confident are relevant for your roles, saving you time in your hiring process.

10 Feedback / Interview

Our account manager and consultants will liaise directly top gather feedback to either refine our search, or manage the next steps around interviews.

11 Closing candidates

We'll ensure a high offer to acceptance rate, closing our candidates on your behalf with the offer.

12 Candidate care

Our dedicated candidate care team will manage all steps between accepting the offer and their first day, safeguarding your hire and driving positive advocacy for both Searchability and your company.

Searchability®

Transforming the way brands recruit tech talent across the globe

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