



 **Searchability**™

**Award Winning Tech Digital Recruitment**



# Introducing Searchability



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.

As one of the **fastest growing** recruitment companies in the UK, Searchability was one of the first agencies to truly adopt social media as a platform to recruit, helping companies from start-ups to global brands to grow their tech teams. Over the years we have also developed a number of **innovative products** and solutions inhouse across other areas of the recruitment sector, allowing us to deliver the best possible service for our clients.

As well as helping clients with their immediate hiring needs, we have also launched a number of exciting sub-brands over the last few years, including our award-winning employer brand agency JobHoller, our scale-up subscription Scalability and our multi-sector recruitment agency Hirecracker!

We have also expanded into the USA with new headquarters in Austin, Texas, as well as Europe in Amsterdam, NL, and our most recent located in Sydney, Australia.

Visit [Searchability.com](https://searchability.com) or read on to learn more.





# Our 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.

Joining the Searchability team could also mean joining one of our exciting sub-brands!



## Holler

From Strategy, to campaign planning and technology, we help companies attract & engage 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.



# Our Locations

We have combined proven recruitment solutions with marketing, digital engagement and a strong presence across local tech communities to connect tech talent with companies across the UK, Europe , USA and soon to be Australia!



## **Chester, UK**

Our main HQ is based in the historic City of Chester, United Kingdom



## **Amsterdam, NL**

We launched our European operations in 2020, with Headquarters in Schipol, Amsterdam



## **Austin, TX**

Our USA office is located in the bustling heart of Austin



## **Sydney, AUS**

Our newest hub opened in 2023 in Sydney, Australia





# Our Key Journey Milestones



**MAY 2012**

Searchability opens its doors in the Wirral, UK



**DECEMBER 2012**

Moved to our Chester City Centre HQ



**MARCH 2013**

Won the Onrec Award for "Best Newcomer"



**FEBRUARY 2016**

Launched JobHoller



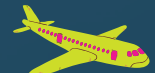
**AUGUST 2016**

Launched our famous #FirstFriday



**SEPTEMBER 2016**

Started our sponsorship of Tranmere Rovers FC



**MAY 2017**

Hit our first holiday target taking the whole company to Mallorca



**SEPTEMBER 2019**

Hit the 50 employee mark at Searchability



**JANUARY 2020**

Launched Searchability's wellness programme: Feel Sound



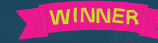
**FEBRUARY 2020**

Named "Best Small Company to Work for UK" by The Sunday Times Top 100



**MARCH 2020**

Open doors to Searchability's new Chester HQ



**MAY 2021**

Named "Best Small Company to Work for UK" by The Sunday Times Top 100 for the second year



**SEPTEMBER 2021**

Launched our Searchability Campus



**OCTOBER 2021**

Won the Global Recruiter "Best Employer Brand" award



**NOVEMBER 2021**

Launched Scalability



**FEBRUARY 2022**

National Security & Defence team move to Manchester



**MARCH 2022**

Martin Blythe was accredited as a Top Leader within UK Work Forces at Best Companies



**APRIL 2022**

Our first Pilot Episode of The Holler Pod Podcast



**MAY 2022**

Our 10th Birthday!



**AUGUST 2022**

Started our sponsorship of Women's Tranmere Rovers FC



**DECEMBER 2022**

Chris Hopley becomes a Director after 10 years with Searchability



# Our Core Value: *Be Sound*

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"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."












Every decision that is made at Searchability and every action we take is driven by this value. All of our employees live to the value of "being sound", and as a result we are helping to change those "not so nice" perceptions people have of recruitment consultants, one sound action at a time!



"To be part of team Searchability you have to be sound. This value is a really big part of who we are, and whether it's a conscious thought or just an engrained moral compass that guides our behaviours, it is helping us become not only a fantastic company to work for but also a company that is delivering a five star service for our clients and candidates too." - **Martin Blythe, Founder**



# Perks & Benefits

-  Top of the line personal iPhone & Surface Pro
-  Award Winning Training Academy – The Campus (Gradability)
-  Social Events #FirstFridays – Holidays abroad, Chester Race Days, Sponsored Football Games, and much more!
-  Feel Sound Hours (take an extra 16–24 hours paid annual leave per year (based upon FTE) to book off at any time to help you “Feel Sound”).
-  Wellness Activities #ThirdThursday – Finance Management, Nutritional Advice, Massages, Puppy Therapy and much more!
-  Life Insurance
-  Medicash Healthcare Scheme – Giving you access to a wide variety of private services from dental care, counselling, alternative therapies, gym discounts and much more!
-  Flexi-Hours – Work core hours of either 07:30–16:30 / 08:30–17:30 / 09:30–18:30 to help fit around your home life.
-  Games Area and Break Out Zone – Our stunning offices include a bar area with pool table, ping pong table and meet-up lounge with PlayStation so you can relax on your breaks with your colleagues.
-  Unparalleled Career Opportunities – easy to aspire and achieve through our company wide matrix.
-  Incredible Office Space – Our views across Chester racecourse, The River Dee & the Cheshire Plains from our penthouse offices at the top of the Impressive HQ building in Chester with subsidised City Centre parking.



# Salary Matrix

At Searchability we believe in rewarding our employees with fair commission rates and basic salary for their excellent service and incredibly hard work in securing deals. We created a salary matrix to motivate our teams to be the best they can possibly be in their role, ultimately progressing them to the next level:





# Employee Testimonials



"Everyone wants the best for each other. People are happy to offer a lending hand wherever they can and everyone is approachable, no matter how long they have been here or their status within the company!"

**James Gambino, Contracts Manager**



"Since joining Searchability I have become more confident and financially stable, the rewards you get from hard work are like no other company I've been a part of before. Searchability gives you the platform and support to be a better you!"

**Evan Morgan, Senior Consultant**



"I love the autonomy at Searchability – it's down to me to schedule my plan for the day, and it's different every single day. It's a supportive environment where new ideas are always welcomed and I genuinely love the people I work alongside every day!"

**Gabbi Trotter, Lead Consultant**



"Searchability have provided me with opportunities for training & development since my first day. It makes such a difference to work for a company that cares and wants to help their employees grow within their roles."

**Chloe Jephson, Senior Employer Brand & Marketing Executive**



"My favourite thing about Searchability is the people and the atmosphere! Being my first role in recruitment coming from a telesales background, the people here are amazing at supporting and welcoming each other whilst always holding the ethos of being 'sound'."

**Cameron Hand, Recruitment Consultant**



"Searchability is a wonderful place to work, all the employees are always happy to help, we are all like a big family. Searchability have provided me with the training and resources to grow a team in Finance which has been my goal since beginning my career in Finance."

**Erica Davis, Finance Manager**



# Sectors We Specialise In

Our multi-award winning recruitment strategies cover a wide variety of both permanent and control roles across tech & digital sectors in Australia, UK, Europe & USA.

<b>SOFTWARE ENGINEERING</b> Examples of roles we have filled <ul style="list-style-type: none"><li>✔ Software Engineer</li><li>✔ Python Developer</li><li>✔ Java Developer</li></ul>	<b>WEB DEVELOPMENT</b> Examples of roles we have filled <ul style="list-style-type: none"><li>✔ Front End Developer</li><li>✔ PHP Developer</li><li>✔ Drupal Developer</li></ul>	<b>SOFTWARE TESTING</b> Examples of roles we have filled <ul style="list-style-type: none"><li>✔ Test Analysts</li><li>✔ Automation Test Engineers</li><li>✔ Performance Testers</li></ul>	<b>STRATEGY &amp; MANAGEMENT</b> Examples of roles we have filled <ul style="list-style-type: none"><li>✔ Technical Project Manager</li><li>✔ Software Development Manager</li><li>✔ Scrum Master</li></ul>
<b>BIG DATA &amp; ANALYTICS</b> Examples of roles we have filled <ul style="list-style-type: none"><li>✔ Data &amp; Insight Analyst</li><li>✔ SQL Developers</li><li>✔ Machine Learning Engineers</li></ul>	<b>IT SUPPORT &amp; INFRASTRUCTURE</b> Examples of roles we have filled <ul style="list-style-type: none"><li>✔ Network Engineer</li><li>✔ Integration Specialists</li><li>✔ Service Delivery Managers</li></ul>	<b>DEVOPS &amp; CLOUD</b> Examples of roles we have filled <ul style="list-style-type: none"><li>✔ Azure Platform Engineer</li><li>✔ Cloud Architect</li><li>✔ Site Reliability Engineer</li></ul>	<b>ACQUISITION MARKETING</b> Examples of roles we have filled <ul style="list-style-type: none"><li>✔ PPC Executive</li><li>✔ SEO Manager</li><li>✔ Digital Acquisition Manager</li></ul>
<b>DIGITAL MARKETING</b> Examples of roles we have filled <ul style="list-style-type: none"><li>✔ Social Media Executives</li><li>✔ Digital Marketing Managers</li><li>✔ Head of Client Services</li></ul>	<b>DESIGN &amp; CREATIVE</b> Examples of roles we have filled <ul style="list-style-type: none"><li>✔ Graphic Designers</li><li>✔ UI Consultants</li><li>✔ Video Animation Designers</li></ul>	<b>NATIONAL SECURITY &amp; DEFENCE</b> Examples of roles we have filled <ul style="list-style-type: none"><li>✔ Cyber Security Engineers</li><li>✔ Configuration Analysts</li><li>✔ Technical Authors</li></ul>	<b>CYBER SECURITY</b> Examples of roles we have filled <ul style="list-style-type: none"><li>✔ Penetration Tester</li><li>✔ Cyber Security Developer</li><li>✔ Ethical Hacker</li></ul>





# Powered By Great People

We employ over 90 amazing employees who are all genuinely passionate about their roles – from Recruitment to Marketing to Business Operations! All of our staff stay connected both inside and outside of work, giving you new friendships that last a lifetime.



You'll find all of the Searchability team at: [www.searchability.com/about-us/the-team](http://www.searchability.com/about-us/the-team)



# Trusted By Our Clients



*"Searchability source heavily through Social Media through platforms that I'd never heard of, they have also sourced candidates through tech community meet-ups that they have sponsored. I would highly recommend Searchability to anybody looking to fill their IT / Digital requirements"*

**iVendi**



*"Extrinsica Global have a requirement for candidates at the top of their game, often with skillsets that are extremely hard to come by. Working with Searchability, we have a recruiter that intimately understands our business, our requirements and those candidates that fit."*

**Extrinsica Global**



*"Searchability out-perform the other agency on our PSL and in short they get the job done, they are able to ramp up recruitment activity at the drop of a hat (being a digital agency this can happen a lot). There is a lot of dedication here, all of this without a reduction of candidate quality."*

**MMT Digital**



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

**Lockheed Martin**





# Snapshot of Brands We Recruit Tech Talent For

The logo for bet365, featuring the text "bet365" in a bold, sans-serif font. "bet" is in green and "365" is in yellow with a green outline.The logo for sky, featuring the word "sky" in a lowercase, sans-serif font. Each letter is a different color: 's' is purple, 'k' is blue, and 'y' is green.The logo for bjss, featuring the text "bjss" in a lowercase, sans-serif font. The 'b' is blue and the 'jss' is black.The logo for wren KITCHENS, featuring the word "wren" in a green, lowercase, sans-serif font, with "KITCHENS" in a smaller, black, uppercase, sans-serif font below it.The logo for Tripadvisor, featuring a green circular icon with a white owl-like shape above the word "Tripadvisor" in a black, sans-serif font.The logo for Northrop Grumman, featuring the words "NORTHROP" and "GRUMMAN" in a blue, uppercase, sans-serif font, stacked vertically.The logo for Jaguar Land Rover, featuring the Jaguar leaping cat logo above the word "JAGUAR" in a black, uppercase, sans-serif font, and the "LAND-ROVER" logo in a green oval with white text below it.The logo for team +0+e, featuring the word "team" in a red, lowercase, script font, and "+0+e" in a red, lowercase, sans-serif font below it.



# Award-Winning Recruitment

**NEWCOMER OF THE YEAR – 2013**



**BEST USE OF MOBILE – 2016**

**BEST USE OF MOBILE – 2017**

**BEST USE OF ONLINE RECRUITMENT – 2017**

**NEWCOMER OF THE YEAR (JOBHOLLER) – 2017**

**BEST USE OF MOBILE – 2018**

**PERSONALITY OF THE YEAR – 2018**

**THE TECHNICAL INNOVATION AWARD – 2019**

**CREATIVE ONLINE MARKETING AWARD – 2020**



**BEST TECH DIGITAL TEAM – 2016**

**BEST TECH DIGITAL TEAM – 2017**

**CREATIVE ONLINE MARKETING – 2018**

**MARKETING STAR OF THE YEAR – 2018**

**BEST EMPLOYER BRAND – 2021**



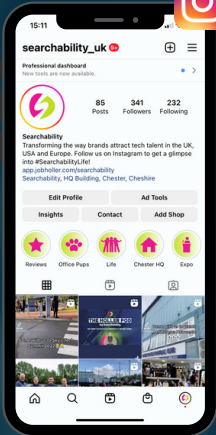
**BEST SMALL COMPANY TO WORK FOR IN THE UK – 2020**

**BEST SMALL COMPANY TO WORK FOR IN THE UK – 2021**

**BEST SMALL COMPANY TO WORK FOR IN THE UK – 2022**

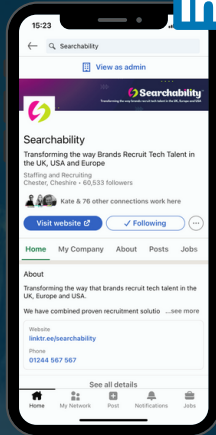


# Follow us On Social Media



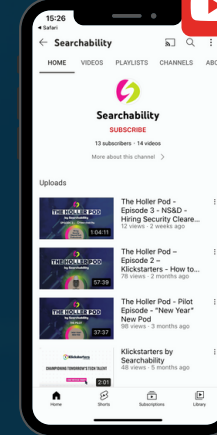
## Instagram

Using Instagram we showcase what we are currently up to in the world of tech to showing how why Searchability is a great place to work. Here we show our employees visiting EXPO's, featuring at recruitment fairs and our social events.



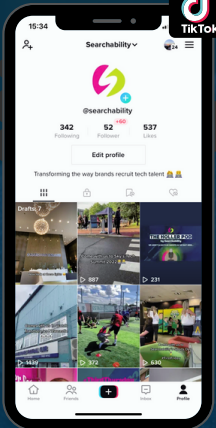
## LinkedIn

LinkedIn allows us to promote our corporate brand. By sharing insights and market knowledge of the tech market. We also create interactive job adverts to promote the roles we are currently working on.



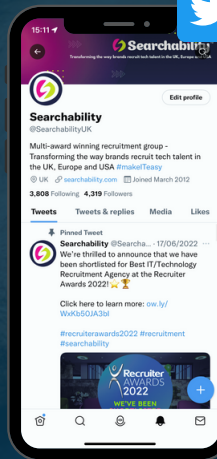
## YouTube

YouTube is a way to showcase our Q&A's with Recruiters, What is currently happening in the market and our Recruitment Podcast The Holler Pod.



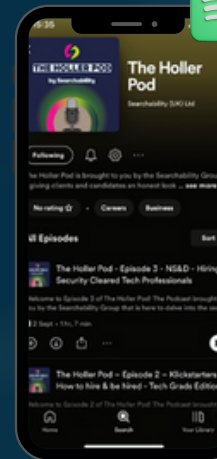
## TikTok

TikTok is a way we showcase our Employer Brand. At Searchability we have a social event that allows different teams to collaborate every first friday of the month - known as #FirstFriday. We also have wellbeing #ThirdThursday.



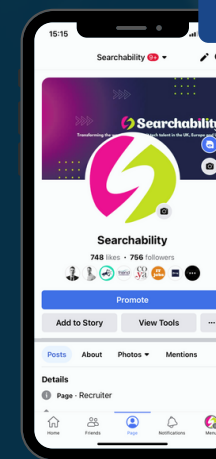
## Twitter

Our Twitter profiles allow us to connect with the tech meetups we support, sponsor and attend. We also use this to communicate with candidates about the latest trends in the market.



## Podcast

Our podcast called - The Holler Pod giving clients and candidates an honest look into the world of recruitment, with insights and from industry experts from the Searchability Group and our clients.



## Facebook

Facebook is a way for us to communicate with other pages and showcase our live roles we are currently hiring for.





# Sponsoring Tranmere Rovers FC

Searchability are proud sponsors of Tranmere Rovers Men's Football Club! Working in Tech Recruitment, we also noticed the lack of women in the Tech industry, which is due to a number of reasons, and being an organisation that believes in equal opportunities, we took the chance to also sponsor the women's team, as we know this is another industry lacking female representation!



*"When I discovered Tranmere Rovers Ladies were looking for a front of shirt sponsor for the 22/23 season I jumped at the chance! Not only have Searchability enjoyed a very successful relationship with the men's team as back of shirt sponsors for the past 5 years but we have also been championing local girls football teams over the last 3 years via our sister company Hirecracker - this felt like the perfect fit and one we are all very excited about!"*

*The surge of interest in ladies football across the Wirral & UK has been unprecedented in recent years which culminated in the fantastic achievement by our Lionesses this summer – what a fantastic advert for the ladies game and what superb inspiration for girls of all ages to take up the sport. I wish everyone at Tranmere Rovers Ladies every success for the forthcoming season and we're all very much looking forward to supporting and cheering you on here at The Searchability Group!" – Martin Blythe, Founder*



# #ThirdThursday

We introduced #ThirdThursday as a way to deliver a little piece of wellness to our employees on the third Thursday of every month. We know that wellness means something different to everyone, which is why every #ThirdThursday has a new focus covering a variety of areas including:

- Personal Finance
- Life Coaching
- Mindfulness
- Yoga and Pilates
- Nutrition
- Emotional Intelligence
- Resilience
- Massage days
- Mental health first aid
- Relaxation techniques
- Sleep therapy
- Hypnotherapy
- EFT (Emotional Freedom Technique)
- More Financial Wellbeing
- Meditation and More





# #FirstFriday

From Fancy Dress Charity Bake Sales and Alton Towers to Sports Day and Chester Races – we have a lot of fun here at Searchability. We love to give back to our employees with a fun and exciting day once a month, where we can put the phones and laptops away and chill out with some fantastic activities – whether it's in the office or out and about!

## Activities in the past have included:

- Fancy Dress Charity Bake Sale
- Alton Towers Trip
- Sports Day at Goals Chester
- Breakout Rooms
- Chill Day with Lunch & Bevs
- Chester Races
- Pub Crawl
- Chinese New Year
- Employee Appreciation Day
- Christmas Party
- 90's Lady Diana Boat Trip
- Disco Inferno Party
- World Cup Theme Party



Races Day



Alton Towers



Sports Day



Breakout Rooms



Istanbul BBQ



Fancy Dress





# Giving Back to The Community

We have held various fun events over the years to raise money for charities in the local community. We encourage our employees to take part in all events, giving them the opportunity to choose our charity if they have one that is close to their heart.





# Holidays Abroad

Our recruitment teams work hard to hit their targets each month, so what better way to reward them with an all inclusive holiday abroad together? (on top of their commission of course!) But don't worry, we don't forget about those who aren't recruiters - we always try to include some of our operations team on these holidays, as they're a vital part of us being able to do what we do best!



**Portugal**



**Magaluf**



**Palma**



**Tenerife**



# Our Pawfessionals

Did you know we're a dog-friendly office? We love to see our teams bring in their pups to join us every now and then, for a hard day of recruiting for treats (as long as there isn't going to be any accidents on our carpets!)



**Cooper**

*Toy Durability Analyst*



**Blue**

*Chief Hair Distribution Officer*



**Lola**

*Head of Canine Culture*



**Louis**

*Petwork Technician*



**Pippin**

*Barketing Executive*



**Pablo**

*Puplick Relations Apprentice*







# Searchability™

*We're always on the hunt for the best recruitment talent to join our ever-growing Searchability team. If you consider yourself a "sound" person and you have experience in recruitment, within any industry sectors, then get in touch today!*



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