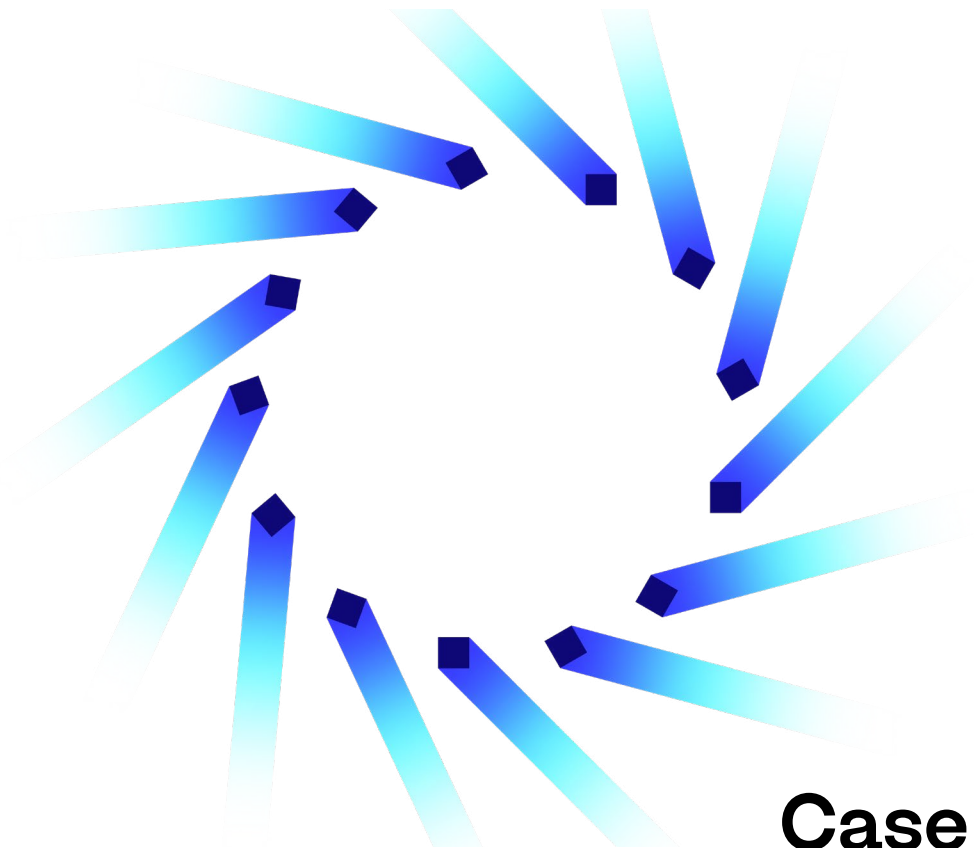




CONEXUS

Third Bridge▲

Conexus Growth Partners: scaling niche software development tech teams against critical timescales



Case Study

The Client



Third Bridge▲

Third Bridge provides integrated research solutions for the world's top investors and business leaders. Their mission is to help investors make sense of the deluge of data and information they're faced with.

Combining access to unbiased human insights content with unique investor-led content and a global expert network service, they are the only company that provides a premium holistic research offering for financial analysis on where to invest.

Conexus' partnership with Third Bridge began after they reached out directly with the urgent need to fulfil 15 software engineer roles.

The Partnership

Conexus Growth Partners

When Third Bridge approached Conexus with a high volume of roles, we established that the best solution for their hiring needs was our Conexus Growth Partners offering.

Conexus Growth Partners simplifies client's growth with fully bespoke, tailored talent strategies that streamline and supercharge their hiring.

Designed for the changing world that we operate in, the hiring can accelerate or fluctuate at a moment's notice. Conexus' agile solution ensures a proactive approach to talent management in an always evolving landscape.



Fully Embedded Consultant

Becoming a Conexus Growth Partner meant that Third Bridge had an embedded consultant in their team who was able to understand their business effectively. They ensured the service was flexing with the business' needs with a fixed price to avoid spiralling costs.

Growth Partners meant their Conexus account manager became a continuation of the Third Bridge HR team. The Conexus consultant had a dedicated Third Bridge email address, was given enhanced employer branding on their LinkedIn profile, and Conexus had access to Third Bridge's communication channels such as Slack and Google accounts. As a result, Third Bridge also gained access to our recruitment softwares including LinkedIn Talent Solutions.



Skillsets Required

Software Engineers

- Fullstack
- Node
- React
- AWS
- BE
- Clojure
- Python
- Data
- FE

Software Senior Engineers

- Frontend
- Clojure

Senior Engineers

- PHP
- Node
- Node.js
- Fullstack
- BE
- Clojure
- Devops

Engineers

- Devops
- Frontend

QA Engineers

- Junior – Mid

Conexus Growth Partners Delivered:

70 CVs sent

61 candidates interviewed

12 roles filled in **2** months

3 additional roles filled in **3** weeks

Challenges

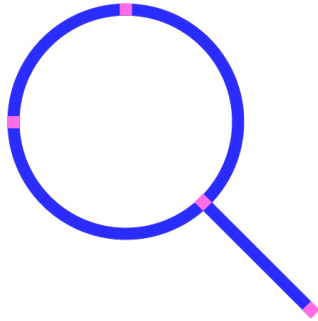


Recruiting talented software engineers with niche technical skillsets was a critical challenge, and for Third Bridge, this was heightened due to the fact they were recruiting in the competitive London market.

One such skillset was Clojure, a very specialist functional programming language, gaining popularity in the industry due to its unique features and ability to handle complex tasks.

We also needed to pull on experts in areas such as PHP, Node, Fullstack, Python, and more.

The Search for Niche Engineers



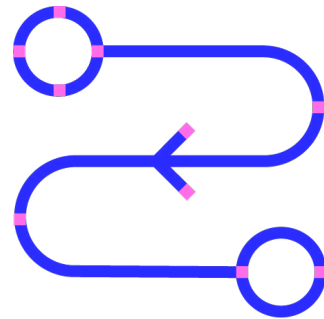
Third Bridge had a very specific requirement. They needed Software Engineers with expert knowledge of different software, including Clojure.

This immediately made for a candidate short market. For a start, there's approximately only 25K people worldwide with Clojure experience, and Conexus could only target UK-based talent, ideally already based in London.

A Post Covid World

The employment market has been an unstable one in recent years following the global pandemic. Salary expectations have soared, especially within the London tech scene.

Careful negotiation was required so that both client and candidate expectations were being met.

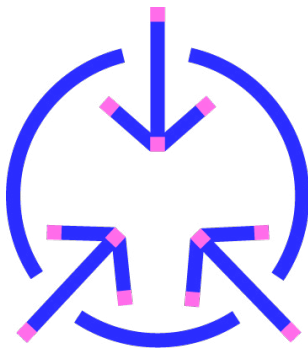


Recruiting in a Competitive City

Like all busy cities, London has an incredibly fast-paced jobs market, especially in the technology sector.

Before Conexus came onboard, Third Bridge were finding that previous candidates would have already accepted another role by the time their interview process had ended.

They were missing out on some of the best talent due to a protracted process.



How we tackled it

Experts in Our Field

Conexus heavily invest in talent & headhunting software. Conexus have a partnership with LinkedIn which gives us access to their full suite of services on LinkedIn Talent Solutions.

We use LinkedIn Talent Solutions to headhunt and reach out to passive candidates across niche specialisms. We were able to use this to identify Software Engineers and Developers with specialisms in Clojure, PHP, AWS, Node and more.

Conexus also have access to specialist job boards for Digital Transformation, and on behalf of Third Bridge we advertised our roles on Clojure specific websites which helped us to identify actively searching candidates.



Fully embedded into the HR team

Third Bridge's Conexus Account Managers were fully immersed within their HR team to ensure the easy flow of communication.



Conexus conducted monthly office visits to Third Bridge's London HQ and worked on the placements as full working days on-site. Their Conexus Account Manager, would use these office days to present back recruitment updates to the HR team.



Our team were also fully integrated into Third Bridge's internal Slack and HR comms channels. We had access to shared documents across their Google account, and Third Bridge had access to Conexus' LinkedIn Talent Solutions. When conducting our Post Placement Care processes to ensure candidates were settling in successfully, our consultants were able to contact and communicate with placed candidates on the Third Bridge Slack channels, ensuring all expectations were being met on both the client and candidate side.



Streamlining Third Bridge's recruitment process

To ensure Third Bridge were no longer missing out on talent, we decided to revamp the interview process. It needed to become streamlined so that the best candidates could be brought on faster. Their original process lasted two stages, with two interviews lasting 1.5 hours.

Conexus split this into two 45-minute slots, with both interviews back to back. It involved a cultural fit interview, a break in between, and mid-interview feedback. If successful, the candidate would proceed to the technical interview following a ten-minute break, where upon they'd be offered further feedback, and if all successful, an offer would be made within 24 hours.

The entire interview process had a much more flexible approach, allowing breaks in between, and candidates were entering the process knowing they had full transparency and would know the outcome within 24 hours.

Third Bridge on working with Conexus:



"Before working with Conexus we were utilising multiple recruitment providers on a contingent basis with varying results. We approached Conexus to discuss our challenges and to explore if there was a better way of working.

From the outset, Conexus' approach differed from what we had been accustomed to from recruitment companies. They prioritised meetings with key stakeholders, they took time to deep dive our pain points and they asked questions before presenting solutions. Through this process, we were able to consider a new way of working and were intrigued at the benefits of a Conexus Growth Partners partnership.

This new operating model meant that while we committed exclusively to one provider, they provided a dedicated resource that operated as an extension of our internal team.

We provided Conexus with a challenging brief and they operated above and beyond our expectations achieving 100% the SLA's and placement volumes that were promised at the outset.

Conexus operate as a true consultancy and the project management approach they take adds inherent value to business critical hiring needs. "

Global Head of HR Business Partnering

For more information on Conexus' services and our Growth Partners solution, find more information here:

Growth Partners



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