

An abstract graphic on the left side of the slide, featuring a complex network of glowing blue hexagons and lines, resembling a molecular or network structure. The background is a dark blue gradient.

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– Case Study

Company Background

Banking Technology

- Tectivo recently worked with a European based Banking Technology client that specializes in providing white label banking technology.
- The business has around 200 employees and has been scaling rapidly across Europe over the last few years.



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Challenges Faced By Client



Our client came to us with the requirement of hiring an API Developer as a replacement for somebody that had left to a competitor.

The company typically recruits using their in-house teams but decided they wanted to use a search firm to replace this role and also target competitor firms.

They were looking for someone from one of 10 specific companies, that shared similarities with their banking tech stack.

They provided us with the companies and asked us to target as many relevant people from them as we could.

Our client was flexible on location and salary and just wanted to find someone that could seamlessly fit into the business.

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What Did We Do?

- We used the 10 companies that our client provided us and built a target list using internet and telephone-based research.
- We knew it would be difficult to get hold of these candidates on the phone, so utilised a number of techniques including voicenotes to try and start conversations
- Our approach stage relied on the selling points of the company and the growth of the business.
- It was a difficult role to shortlist but we managed to find some excellent candidates.



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- We were able to shortlist 2 candidates from the companies they wanted and a further wildcard candidate from a company we felt was also a close match.
- Our client carried out it's interview process with all 3 candidates and was delighted with the results of our search.
- In the end they decided to make two offers, including to one of the wildcard candidates.
- They were delighted with the speed and thoroughness of the search and our ability to think outside the box in identifying a second candidate.

The Outcome

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