

An abstract graphic on the left side of the slide, featuring a complex network of glowing blue lines and hexagonal shapes, resembling a molecular structure or a digital network. The lines and shapes are interconnected, with some points glowing more brightly than others. The overall color scheme is a deep blue, matching the background.

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– Case Study

Company Background

Payments - EPOS

- Tectivo recently worked with a European based In-Person Payment provider with over 250 staff.
- The business provides a range of solutions including POS, Unattended and Android payment services. They work with a host of global financial institutions, PSPs, ISVs and direct merchants.



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Challenges Faced By Client



Our client had the requirement to hire a Senior Developer that could work on the development of their Payment Terminals.

The company had been using a specialist IT recruiter but had found that most candidates provided by them lacked knowledge of POS systems.

The CTO was eager to add somebody with experience working on similar POS devices for at least 5 year. Another big factor was somebody that understood the security aspects of the POS devices.

Ideally the Software Developer would have knowledge of Java, Python and Android.

They needed someone based in the UK, who could commute 3 days per week into the office. This had made things more challenging for the client with most Developers preferring a remote contract.

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What Did We Do?

- We held a briefing with our client and took a detailed job description. For us it was important to identify motivating factors for why a Developer would move.
- We used our database and internet research to compile a 50-person target list of developers from companies that we knew provided in-person payments.
- We then made approach calls to candidates introducing the role and business and crucially tapping into motivating factors.
- It was a challenging role to fill, with many Developers being put off by the hybrid element.



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- Our thorough and methodical research proved successful though. We were able to identify 3 candidates with relevant experience. Two of the candidates came from POS providers and the third was a consultant with experience working with POS clients.
- Our client commented that it was rare for them to get experienced developers with relevant product knowledge that would be open to commuting to the office.
- In the end they made a business decision to hire an extra role and hired 2 of the 3 candidates we provided.

The Outcome

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