

An abstract graphic on the left side of the slide, featuring a complex network of glowing blue hexagons and lines, resembling a molecular structure or a digital network. The hexagons are interconnected, with some nodes highlighted by bright blue light. The background is a dark blue gradient.

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– Case Study

Company Background

Payments – Payment Orchestration

- Tectivo recently worked with a UK based Payment Orchestrator. The business provides unified payment infrastructure and has been growing rapidly over the last few years.
- They have been hugely successful providing merchants the opportunity to build customised payment stacks, rather than working with multiple PSPs.



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Challenges Faced By Client



Our client had the requirement to hire a Head of Partnerships that would manage their global partner network and a small team of Partner Managers.

The company had advertised the role on their website and LinkedIn and whilst they had a good number of applications, they didn't feel like any were perfectly matched.

Whilst they were tempted to make an offer to one of the candidates from their applications.

They asked Tectivo to undertake a search across similar payment orchestration companies and PSPs in the UK, to understand the partnership market.

They needed somebody that could elevate their partner relationships to the next level and provide a strategic vision for the team.

This was a really important hire in commercialising their partnership arm.

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What Did We Do?

- We held a briefing with our client and took a detailed job description. Since we had worked with this client previously we had a good understanding of the key selling points.
- We mapped the payment industry including similar orchestrators, PSPs, and Fintechs. We then identified candidates that we felt were working in strategic roles and had management responsibility.
- Our approach stage involved making headhunt calls to relevant candidates and pitching them this game changing opportunity.
- The opportunity was well received with candidates feeling like our client's proposition was market leading.



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- In total we reached out to 75 people that we felt could be a strong fit for this role. We narrowed down the interested candidates to a shortlist of 4.
- Our client was delighted with the variety of the shortlist we provided them. Having an interview process with a range of candidates from different backgrounds allowed them an opportunity to zone in on the type of partnerships they wanted to focus on.
- They made a successful offer to a candidate that was not actively looking. The candidate commented that they wouldn't have considered the role without our approach.

The Outcome

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