

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 overall color scheme is dark blue, creating a high-tech, scientific feel.

# TECTIVO

– Case Study

# Company Background

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## Payments - Gateway

- Tectivo recently worked with a London based payment processing / gateway business with around 50 staff. The business is scaling quickly and had a requirement to expand its sales function.
- The business has a solid reputation and product but has lacked market presence to attract game changing talent.



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# Challenges Faced By Client

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Our client had the requirement to hire a hunter Business Development Manager that could sell into the travel sector.

They had been trying to recruit this role directly for 6 months, using both internal resources and external agencies.

The CCO was keen to find someone that could hit the ground running and as such needed at least 3-5 years experience in a similar gateway business.

They had identified candidates with solid sales experience, but the lack of sector knowledge ultimately stopped them making a hire.

They needed someone based close to London who could commute into the office 3 days per work.

Our client asked us to go to market and target other payment gateway providers to find candidates.

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# What Did We Do?

- We held a briefing with our client and discussed the challenges they had faced trying to hire this role previously.
- We used our database of companies to compile a 60-person target list of sales candidates from a range of payment processing companies.
- We then made approach calls to candidates introducing the role and business.
- Many of the candidates we spoke to appreciated our direct telephone approach, commenting that most recruiters relied on LinkedIn messages and emails, which they often overlooked.



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- Our approach stage was successful, and although we only identified two candidates for the shortlist. Both had backgrounds in payment processing and had successfully hit their sales quotas in each of the proceeding years.
- The client was delighted with the outcome and the fact they had a choice of candidates that perfectly matched their requirements.
- In total the process from initial briefing and sign-off meeting, to offer stage took 3 weeks.
- Our client was delighted with the speed and quality of our work and commented that it was worth using a search business for a role they had found so difficult to fill.

## The Outcome

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