

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

InsurTech

- Tectivo recently worked with a UK based InsurTech with around 50 staff. They provide a cloud-based InsurTech platform to a range of brokers and reinsurers.
- The business has a good reputation and has grown steadily due to it's easy to use product. They recently embarked on a European expansion, opening an office in France.



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Challenges Faced By Client



Our client had the requirement to hire an EU Business Development Manager that could sell the reinsurtech platform into clients in Europe.

They wanted our help to source this role, as they were not sure whether to hire somebody in the UK.

The BDM needed to have experience working in either an InsurTech or insurance company selling into brokers.

The candidate needed to speak fluent English and French.

Our client also wanted to understand the market intelligence around some of their European competitors.

We went to market and build a target list of insurance and InsurTech companies in the UK and Europe.

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What Did We Do?

- We held a briefing with our client and discussed a detailed plan for how we would attract candidates to the role, especially if they were based outside of the UK and were unaware of our client.
- We used our database of companies and online research to find over 100 relevant companies, and a list of 150 candidates that may have been suitable.
- We then made approach calls to candidates introducing the role and business and trying to either qualify them for the role or gain key market intelligence.
- We were able to produce some key reports for our client including salary surveys and competitor organisational data.



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- Regarding the search we were able to identify two candidates. One worked in the UK for an InsurTech competitor but had good knowledge of French. The other was based in France and was fluent in English.
- The client was happy with the quality of shortlist and all the industry data we were able to provide.
- They made a successful offer to the candidate based in the UK and they recently started their new role.
- In total, this search took 4 weeks from initial briefing and sign off, to acceptance of offer.

The Outcome

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