

**BEN OLDROYD**  
**SENIOR CONSULTANT**

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**WE'RE PROUD TO WORK WITH SOME OF THE  
UK'S BEST EMPLOYEES**



**TYPICAL ROLE FOCUS:**

**GOLANG ENGINEERS, FRONT END ENGINEERS,  
LEAD ENGINEERS, TECHNICAL LEADS,  
ENGINEERING MANAGERS, HEAD OF  
DEVELOPMENT**

**BUILDING DEV  
TEAMS IN THE  
UK**

**N BROWN**



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**DEVELOPERS**

## ROLES PLACED

- Software Engineers (Golang)
  - Software Engineers (Erlang)
  - Software Engineers (.Net)
  - Front End Engineers
  - Technical Leads
  - Engineering Managers
- HELPED BUILD OUT THE CORE SYSTEMS & SITE SERVICES TEAMS

CV SENT TO HIRE RATIO = 3 : 1

AVERAGE TIME TO HIRE = 12 DAYS



DEVELOPERS

## CASE STUDY

### JOHN CROSBY COO

“We launched our new tech hub in Manchester in September 2020 to bring together all our brands under one roof.

Key to our recruitment & growth plan was to find a true partner who were experts in the local market and were recommended to the team at MRJ.

We could not be happier with the results so far. Since day one, the team have embedded themselves into AWAZE, rewriting all our specs, creating a brand message and immersing themselves in the challenge.

We could not be happier with the successful hires we have been made to date and have no doubt that we made the right choice as we continue our growth into 2023.”



## ROLES PLACED

- Software Engineers (Golang)
- Senior Engineers (Golang)
- Front End Engineers (Node & React)
- Senior Front End Engineers (Node & React)
- Software Engineers (.Net)
- Senior Software Engineers (.Net)

CV SENT TO HIRE RATIO = 3 : 1

AVERAGE TIME TO HIRE = 7 DAYS

**KEVIN EVANS**  
**CTO**

In the last year or so we've hired over 20 technical roles – developers and QAs – and also a senior Director of Development and Director of IT Operations through the team at MRJ and have been delighted with the extent to which they've learned about us as a company, found candidates who fit into our ethos and work environment (and, importantly, budget!) and worked with us to fill some really challenging roles often on short notice.

It's a significant mark of success that we've interviewed almost all the candidates we were presented, and have hired almost all the candidates we've interviewed – a success that is only further epitomised by their latest hiring of a Director of Software Engineering on an exclusive basis.

**MIC STREETER**  
**DIRECTOR OF TECH**

Over the past 12 months we've trusted Ben & MRJ to build out our testing teams here in Manchester; he's been able to build the teams from Manual mid-level testers all the way up to hiring 2 brilliant Test Leads in our respective squads.

The more recent hire of Mikayla Slade was the one that really impressed us - we were looking for someone to come in and really lead our tteams; Mikayla knew MRJ from the early days and having a recruiter

**ACTIVEOPS**

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**ROLES PLACED**

- Software Engineers
- Front End Engineers
- Senior Engineers FE & BE)

CV SENT TO HIRE RATIO = 2 : 1

AVERAGE TIME TO HIRE = 8 DAYS

**ROLES PLACED**

- Software Engineers
- Front End Engineers
- Senior Engineers (FE & BE)
- Lead Engineers (FE & BE)

CV SENT TO HIRE RATIO = 4 : 1

AVERAGE TIME TO HIRE = 12 DAYS

**N BROWN**  
**GROUP PLC**

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