Background

In 1999, Global Relay developed one of the first cloud computing services. The innovative email archiving service addressed the growing need for corporate email management. Since then, the world has changed rapidly. Organisations have adopted new methods of communication, data volumes have risen exponentially, and regulatory and corporate governance requirements for recordkeeping and supervision have become increasingly strict. Through it all, Global Relay have continued to innovate to help their customers manage, control, and profit from their data.
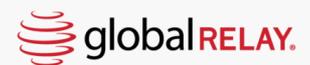
Since spring 2019, Robert Walters has been a preferred recruitment partner of Global Relay following a referral to a business lead looking to support the London business growth. After discussions with the Global Relay HR leads on fine tuning the business requirements and timescales, Robert Walters, specifically the Technology Engineering team, were challenged to source professionals with detailed, Java centric, Open-Source Tech Stack (to work across a Vertx, Java/ Core Java and React based platform with Containerised and Microservice based architecture

Approach

Whilst delving into the overall Global Relay technology team, Robert Walters' Engineering team developed a strong understanding of talent required to be successful at Global Relay and how to deliver and execute the search quickly and strategically. Using our internal candidate sourcing resources and expert market knowledge, the team were well positioned to fulfil Global Relay's hiring requirements.

Since late 2019 Robert Walters has successfully onboarded multiple hires across Development, Automation Testing (SDET), DevOps, Solution Architecture, Voice/ Cisco Architecture and Product Management at varying levels of seniority, including talent who run teams/ pods for Global Relay as well as deep SME's.

Solution

The Robert Walters Technology team is split into areas of specialist focus, meaning each consultant is an expert within their discipline, having a deep understanding of each role they recruit and therefore provide unrivalled technology recruitment services upon each assignment.

Across the multiple assignments, a similar approach was taken. The Robert Walters team targeted the hard-to-find, in-demand professionals through strategic market mapping, targeted headhunting and database networking.

Client case study:
Global Relay

The account management team are able to tap into their existing network of technology candidates registered on the Robert Walters database, as well as engage with prospective candidates at regular meet-ups and technology networking events. This proactive approach allowed the technology team to reach a diverse network of technology jobseekers and passive candidates that would not necessarily apply for the roles directly. To encourage diversity of applications, Robert Walters applies in-house technology, Adify, to analyse Global Relay's job adverts and flag advert structure or language that would disproportionally appeal to male candidates. Adopting measures such as CV anonymisation eliminated any bias during the selection process.

Results

Following an extensive headhunting and sourcing approach, Robert Walters successfully placed a NED and Global CTO. Since the initial assignment, Robert Walters has successfully recruited a total of 90 permanent placements, with 230 candidates reaching first interview stage.

"Robert Walters has been one of our preferred recruitment vendors since the spring of 2019. Global Relay works with only a few selected recruitment agencies and our relationship with Robert Walters has been positive, and we are pleased with the level of service we receive.

We have appreciated the ability to work with the same Account Manager for the entirety of our working relationship with Robert Walters. The team are professional, responsive and continue to grasp and understand our changing needs, company culture, and are dedicated to providing candidates that align well with that. Robert Walters has been able to provide a good quality and quantity of candidates, as well as share realistic insights and upcoming challenges regarding the market. They are also diligent and timely in providing post-interview feedback from candidates and keep us up to date with candidates' progress.

We have recently undergone a significant recruitment effort to scale our business and Robert Walters has helped contribute towards that. They have filled roles across our development and product teams including Software Developers and Development Engineers in Test (SDET's), as well as Technical Product Managers.

They have been able to deliver across the board when it comes to our needs in a demanding recruitment timeframe.

Global Relay is happy to offer this letter of recommendation for the services provided by Robert Walters."

- Joyce Hung, VP of HR at Global Relay Communications Inc.