

# Technology Recruiter



## About Us

Established in 2019, as a fully remote business from inception. Oakland Search has thrived during the pandemic and is looking to grow our team. We source great software engineers to work for even better companies. We focus on bridging the gap between executive search and contingency recruitment in the technology markets. We don't use job boards, we headhunt and have a dedicated research function that supports this effort.

Our client base ranges from stealth tech start-ups and scale-ups to data-driven trading firms. Business development has been organic, through word of mouth and referrals. It gives us time to focus on doing what we do best - sourcing the best technologists in the market. Our high signal, low noise approach, and ability to source the best engineers fast have been referred to as our USP by our clients.

As founders, we have a decade of technology recruitment experience each and remain 100% hands-on and plan to keep it this way for the foreseeable future. We have created a collaborative environment in which we share knowledge and value all opinions. The team works with, not against each other.

We are looking to hire a permanent recruiter to deliver to our growing number of start-up/scale-up tech clients in the UK.

## Why Oakland Search

We have a mature environment and are looking for recruiters that will thrive given this freedom to perform. As hands-on founders, we don't micro-manage, we instil trust into the team to take ownership of their areas and have the resources and experience to help you reach your potential. We look to hire talented recruiters that can plug into our existing client base and deliver, we can help develop you by providing resources and opportunities not seen in traditional recruitment organisations. On the tech side of our business, 75% of our work is exclusive or retained (or both). This gives you the confidence to focus on candidate generation rather than hunting for new business.

We have a commission structure that reaches 50% with an annual desk fee. We back people to deliver over time, rather than create immediate pressure to generate revenue. We believe in our methods and their ability to create repeatable success.

## Focus Area: Technology Clients, Start-ups/Scale-ups

Frontend, Fullstack, Backend engineers (JavaScript/React/TypeScript/Node.js/Python/ Java/Go)  
SRE/ DevOps Python/Kubernetes/ CI/CD/Docker/Terraform  
Engineering Managers/Head of Engineering/VP of Engineering/CTO  
Salary Brackets: £60k-£200k

## Requirements:

- 1-5 years commercial experience in the tech recruitment market
- Experience working remotely and in office environments
- Strong/proven ability to build relationships (candidate focused)
- Ideally worked with start-ups/scale-ups in the past
- Self-motivated and eager to improve