



REKIEL MOSS
PRINCIPAL CONSULTANT

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



SPECIALIST KNOWLEDGE AREAS:

**SOFTWARE ENGINEERING, PRODUCT, UX/UI,
MOBILE, DEVOPS, CLOUD**

TYPICAL ROLE FOCUS:

**CTO, VP, DIRECTOR, HEAD OF ENGINEERING,
DEV MANAGERS, TECH LEADS, SOFTWARE
ENGINEERS**

**BUILDING
ENGINEERING
TEAMS IN THE
UK & EUROPE**



CASE STUDY

KRYSTEN STEWART SENIOR TALENT PARTNER

Rekiel is the epitome of what any company would want in a recruitment partner. He is genuine, trustworthy, honest, kind, and a pleasure to interact with. He has an ability to gather requirements for a position and quickly supply high quality candidates that are spot-on for Moonpig, both from a skills and culture perspective. I can see he cares for candidates and looks out for their best interests, whilst also balancing that with care for the company he represents.

Rekiel sources candidates for a variety of roles for us -- ranging from Software Engineer to Senior Engineering Manager. Considering the market has been very volatile for the last few years, Rekiel also offers some advice and insight into trends in the market so that we can remain competitive (whether that be around salary details, interview process structure, etc.). Whenever we need help building our workforce, I have 100% faith that Rekiel is going to deliver for us and that is the kind of partner we want.

I trust Rekiel wholeheartedly and he is the only recruiter I can say I enjoy working with. He feels like an extension of our company as opposed to an external agency. I cannot recommend Rekiel highly enough :)

ROLES PLACED

- DIRECTOR OF ENGINEERING
- HEAD OF ENGINEERING
- SENIOR DATA ENGINEERING MANAGER
- ENGINEERING MANAGERS
- JUNIOR > PRINCIPAL BACKEND & FRONTEND ENGINEERS
 - .NET | REACT | NODEJS | TYPESCRIPT | AWS
- JUNIOR > PRINCIPAL PRODUCT MANAGERS
- JUNIOR > PRINCIPAL MOBILE ENGINEERS
 - IOS AND ANDROID
- PLATFORM ENGINEER
- DESIGN SYSTEM DESIGNER

CV SENT TO HIRE RATIO = 3 : 1

AVERAGE TIME TO HIRE = 14 DAYS

BUILT OUT THEIR NEW MCR TECH HUB WITH 30+ HIRES IN 3 YEARS

SUPPORTED THEIR LONDON AND NETHERLANDS HQS
WITH 20+ HIRES IN 3 YEARS



| ENGINEERING

CASE STUDY

KEVIN EVANS CTO

In the last year or so we've hired over 20 technical roles – developers, QAs, Tech Ops – and also a Senior Director of Development and Director of IT Operations through Rekiel and his 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 Rekiel's latest hiring of a Senior Director of Software Engineering on an exclusive basis.

ROLES PLACED

- SENIOR VP ENGINEERING
- GLOBAL DIRECTOR OF IT OPERATIONS
- GLOBAL IT SUPPORT MANAGER
- JUNIOR > PRINCIPAL SOFTWARE ENGINEERS
 - .NET | REACT | AZURE
- JUNIOR > SENIOR TEST AUTOMATION ENGINEERS
- DBA ENGINEERS
- 1ST LINE, 2ND LINE, 3RD LINE SUPPORT

CV SENT TO HIRE RATIO = 2 : 1

AVERAGE TIME TO HIRE = 10 DAYS

RECRUITED 30+ HIRES ACROSS THE UK & USA IN 1 YEAR



ENGINEERING

CASE STUDY

ARWEL GRIFFITHS HEAD OF ENGINEERING

I've had the pleasure of working with Rekiel for around a year now and can wholeheartedly recommend him.

He's really helped us grow BrightHR's R&D team by finding us great candidates in what has often been a tricky market to navigate. Rekiel really made the effort to get into the nuance of what type of candidates that I wanted to see and helped match great candidates to those needs. As a result of this I know when he introduces a candidate we're not going to be wasting each other's time.

It's been great having a partner like Rekiel who has really helped foster a trusting relationship and I know I can rely on when I need to find the right candidate.

ROLES PLACED

- SOLUTIONS ARCHITECT
- ENGINEERING MANAGER
- JUNIOR > PRINCIPAL SOFTWARE ENGINEERS
 - .NET | REACT | AZURE
- JUNIOR > PRINCIPAL BUSINESS ANALYSTS
- DELIVERY LEAD
- JUNIOR > SENIOR TEST AUTOMATION ENGINEERS
- DBA ENGINEERS

CV SENT TO HIRE RATIO = 3 : 1

AVERAGE TIME TO HIRE = 10 DAYS

RECRUITED 15+ HIRES ACROSS THE UK IN 1 YEAR



ENGINEERING



CASE STUDY

KEITH MITCHELL VP Engineering

Rekiel is a pleasure to work with and has successfully helped me source excellent technical talent to enable us to grow at a rapid rate.

He understands our domain, product, culture deeply and sources individuals that will thrive within our environment.

He has helped us secure both permanent and contractor engineers in a timely fashion and has also helped us secure all levels right up to and including experienced departments heads.

No hesitation in recommending Rekiel.

He's decent!

ROLES PLACED

- HEAD OF MOBILE
- ENGINEERING MANAGERS
- JUNIOR > PRINCIPAL BACKEND & FRONTEND ENGINEERS
 - .NET | ANGULAR | AZURE
- JUNIOR > PRINCIPAL MOBILE ENGINEERS
 - IOS AND ANDROID
- JUNIOR > SENIOR TEST AUTOMATION ENGINEERS
- CONTRACT SOFTWARE ENGINEERS

CV SENT TO HIRE RATIO = 3 : 1

AVERAGE TIME TO HIRE = 11 DAYS

HELPED SCALE THEIR MCR TECH HUB WITH 20+ HIRES IN 1 YEAR



CASE STUDY

KEITH WILLIAMS DIRECTOR OF ENGINEERING

I have had the pleasure of working closely with Rekiel during which time he consistently demonstrated exceptional skills and dedication in the field of recruitment.

He has consistently delivered high-quality candidates within tight timelines, showcasing a strong work ethic and an unwavering commitment to exceeding client expectations.

One of Rekiel's standout qualities is his exceptional communication skills. He excels at building and maintaining strong relationships with both clients and candidates, fostering an atmosphere of trust and collaboration. This attribute not only enhances the recruitment process but also contributes significantly to the overall success of the team and the organisation.

ROLES PLACED

- **PRINCIPAL SOFTWARE ENGINEER**
- **LEAD SOFTWARE ENGINEER**
- **MID-LEVEL SOFTWARE ENGINEERS**
- **JUNIOR SOFTWARE ENGINEERS**
 - **.NET | ANGULAR | AZURE**
- **SENIOR AUTOMATION ENGINEERS**

CV SENT TO HIRE RATIO = 3 : 1

AVERAGE TIME TO HIRE = 10 DAYS

HELPED SCALE 2 NEW TECH TEAMS ACROSS THE UK



| **ENGINEERING**

CASE STUDY

EMMA MCLAUGHLIN SENIOR RECRUITMENT MANAGER

MRJ have been one of our key recruitment partners in Manchester for the last 3 years.

Jody, Rekiel and Cam have been key in helping us grow our new technology hub, through providing hard to find candidates along with strong market intel.

We ask all new hires for feedback on the consultants who represented them, and we have never had a bad word said against anyone at MRJ. Candidates see them as more of a partner during their search and always reference their honesty and knowledge of the market.

You can be confident that candidates sent through MRJ are committed to the process, understand your role and company and have had expectations set in regards to budget and working arrangements.

ROLES PLACED

- AZURE CLOUD APPLICATION ARCHITECT
- JUNIOR > PRINCIPAL SOFTWARE ENGINEERS
 - .NET | REACT | AZURE
- JUNIOR > SENIOR AUTOMATION ENGINEERS
- BUSINESS ANALYSTS
- CONTRACT SOFTWARE ENGINEERS

CV SENT TO HIRE RATIO = 3 : 1

AVERAGE TIME TO HIRE = 14 DAYS

HELPED SCALE THEIR MCR AND LDN HUBS WITH 60+ HIRES
IN 3 YEARS



ENGINEERING

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

- **DIRECTOR OF ENGINEERING**
- **DIRECTOR OF PRODUCT**
- **ENGINEERING MANAGER**
- **JUNIOR > PRINCIPAL DEVOPS ENGINEERS**
- **JUNIOR > PRINCIPAL BACKEND AND FRONTEND ENGINEERS**
 - **.JAVA | .NET | REACT | TYPESCRIPT | AWS**
- **JUNIOR > SENIOR AUTOMATION ENGINEERS**
- **PRODUCT MANAGERS / OWNERS**

CV SENT TO HIRE RATIO = 2 : 1

AVERAGE TIME TO HIRE = 7 DAYS

HELPED SCALE THEIR MCR AND COPENHAGEN TECH HUBS
WITH 120+ HIRES IN 3 YEARS

