Venturi Effect

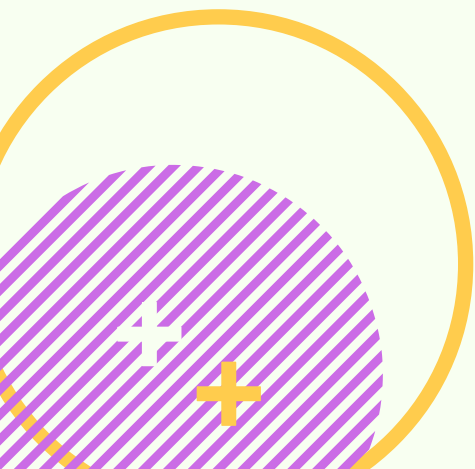## END-TO-END HIRING SERVICES

venturi
"Putting People First"

Tech Hiring Has Changed

The modern hiring manager is called upon to do much more than just find talent, and the talent itself is much harder to attract and retain.

The 'Venturi Effect' provides unparalleled levels of support to the modern hiring manager at every step of the hiring process and at no extra cost.

Our Solution

PRE-HIRE

The job market has evolved. The best talent is always looking for the next opportunity, but our approach hasn't changed. To attract this new candidate, we have nurtured a content-led community. To help our clients engage with them, we deliver on-demand hiring insights.

AGILE RECRUITMENT

The increased demand from candidates doesn't stop when you're engaged with them. Every stage of the recruitment process needs to be faster and more transparent so we've adopted Agile recruitment methodologies. This allows for iterative improvements on CV delivery, more consistent support and reduced downtime.

POST HIRE

The best talent is demanding more from employers, so the best recruitment partners should be providing more hiring support to those organisations at both ends of the talent acquisition lifecycle.

Pre-Hire

The Venturi Effect recruitment process starts much earlier than the service of a normal agency. The pre-hiring stage is vital to get right. We do this by providing on-demand hiring insights and analytics to make more informed hiring decisions, and helping our clients gain traction through the Venturi's Voice community.

Whilst we utilise this platform to build relationships with candidates, Venturi's Voice also provides organisations a chance to align themselves with the interests of prospective talent. Over years of nurturing, we have built an organic community that attracts, excites and engages technical talent, which our clients can leverage throughout the hiring process.
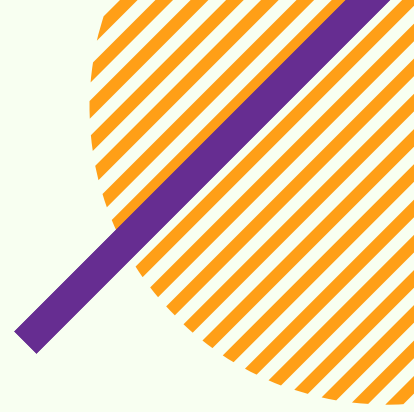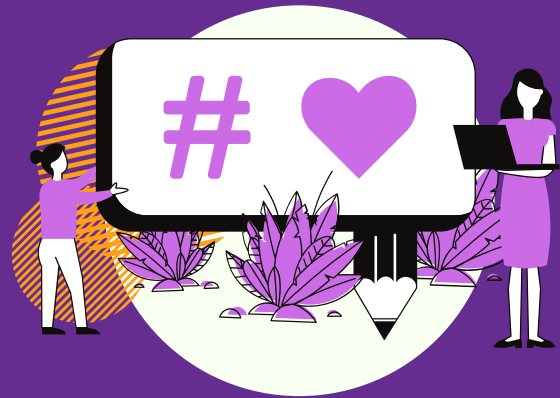
The Venturi Community
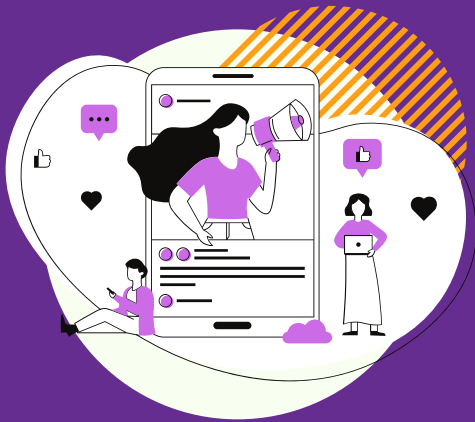
PODCAST

Interviews and thought leadership from more than 200 industry leaders in technology and staffing.

BLOG/NEWSLETTER

Entertaining and educational content offering actionable insights on technical recruiting, delivered dynamically.

EVENTS

A buzzing slack community, AMA's, roundtable discussions and meetups. We're fully integrated into the tech community.

THOUGHT LEADERSHIP

Every month we're sitting down with founders to discuss their approach to leadership. The Venturi Founder's Club is attracting attention from top talent all around the world.

Agile Recruitment

CONSTANT FEEDBACK LOOPS

All of Venturi's recruiters have been trained in Agile and Scrum methodologies. We work under these methodologies both internally and also when recruiting for our clients.

Being in constant feedback loops with our hiring managers is very important, along with making fast, iterative changes based on updated requirements and working in an open and transparent fashion.

Our Agile Recruitment Process

ANALYSE

Analysis of the current tech market including competitor analysis, salary / rate benchmarking and supply and demand ratios.

EVALUATE

Agreeing next steps for the follow up with onsite meeting, post placement reviews and agree customer success plan for future roles.

DESIGN

Discuss project scope and create project hiring plan and terms, service level and exclusivity agreements.

MONITOR

Provide feedback, regular updates and progress reports.

IMPLEMENT

Full end to end sourcing process, video/telephone interviews with suitable candidates. Secure placement with the candidate(s) before the desired start date.

DEVELOP

Develop resourcing strategy resourcing strategy including specific content-led marketing across various channels.

Post-Hire

CONTINUED SUPPORT

In true Agile fashion, when the placement is made, the Venturi Effect doesn't stop.

Our Customer Success offering works in close partnership with our clients by supporting at both ends of the talent acquisition lifecycle, from advice about on-boarding to retention of talent to diversity and inclusion strategies.

This builds a deeper understanding of the business, which allows us to tailor our services around our client's needs and the support funnel keeps cycling.

Post-Hire Support
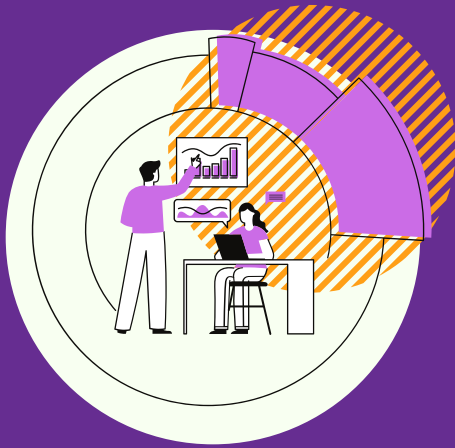
INTEL REPORTS

We can deliver tailored candidate and market insights to jump-start a search for top technical talent.

SALARY BENCHMARKING

We can deliver salary reports that will help show you where you stand in comparison with your competitors.

COMPETITOR ANALYSIS

We can provide insight into growth patterns, market trends, businesses that are restructuring and competitors that are gaining market share quicker than you.

TrustPilot

We work to Agile methodologies and transparency is one of the core values of Agile. We're a business that relies on customers that value quality and our transparent customer reviews are extremely important to us. It's a win-win. Our reviews help new candidates and clients make a more informed decision and help us build a better business.

Read our reviews

Venturi is rated Excellent
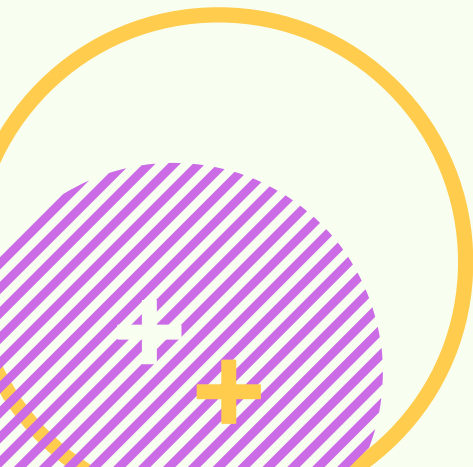
Based on 311 reviews

★★★★★

★ Trustpilot

"Great responses to and feedback to each stage of the process from being initially contacted in regards to the Job opportunity. Very friendly and good communication by all the people I spoke with from Venturi."

★★★★★ by Gobi Sittampalam

Rated 9.5 / 10 | 311 reviews

★ Trustpilot

Our Specialist Functions

We recruit for jr level right up to C-level. Typically, our requirements are for; Mid - Senior technical talent, in the following areas:

+ Software Development

+ BI/Data

+ UX/UI & Creative Design

+ Devops & Infrastructure

+ Product Management

+ Business Analysis

Our Locations

UK

The best technical talent in both the North and South of the UK.

GERMANY

Technical Talent from Germany and European Countries

USA

Our team across the pond is connecting top tier talent with pioneering development teams.