Follow us for regular market reports and insights

Q4 ‘23 | MARKET UPDATE

Discover valuable insights and in-depth information on the current employment landscape in the UK. Maxwell Bond’s latest market update report provides a comprehensive overview of the challenges facing employers and the availability of top-tier candidates. Gain a competitive edge in your hiring strategy by staying informed about the latest trends and market dynamics.

EMPLOYMENT IN THE UK

Unemployment Rate
Vacancy Increases
Job Offerings & Salaries

HIRING CHALLENGES

Enduring Vacancies
Time to Hire Lengthening
Intensified Competition

CANDIDATE AVAILABILITY

Digital Skills Gap
Barriers to Entry
Impact on Hiring Managers

MARKET OVERVIEW

The technology landscape continues to evolve and become more integral to business performance. We are seeing a year-on-year increase in technology focused C-suite and leadership positions including emerging roles such as **Business Information Security Officers (BISO)** and Fractional CTO's. In a recent report by The Chartered Institute for IT, both cyber security and cloud technologies have emerged as the central pillars of business priorities. Other priorities included business process automation, Agile methods, big data, IT governance, AI, compliance, the as-a-service model (for example, SaaS, PaaS, IaaS), mobile/apps, the internet of things and 5G, all of which are becoming essential to the fabric of modern business. Legislation, such as GDPR has also created new roles and a higher demand for skills in AWS, Python, Hadoop, Spark, Cloudera, MongoDB, Hive, Tableau, and Java.

The tech industry in the UK is thriving, with key metropolitan areas like London, Manchester, Birmingham, and Bristol employing over 662,350 tech workers, making up about one-third of the national tech workforce, according to CompTIA. In fact, London, Leeds, and Edinburgh boast the highest concentration of net tech employment as a percentage of their overall employment base.

The UK's tech prowess is undeniable, having achieved a $1 trillion valuation recently, becoming only the third country to hit this milestone, following the US and China. Rishi Sunak has expressed his ambition for the UK to become a "tech and science superpower by 2030" as reported by The Times. The UK tech ecosystem's value is projected to reach a staggering $2.6 trillion if we maintain the momentum built over the last decade, as predicted by Tech Nation.

In this dynamic environment, Maxwell Bond is your trusted talent partner. Whether you're a tech professional seeking your next career move or a company looking for top-tier talent, we're here to navigate the tech landscape with you.

Join us in shaping the future of tech – **contact Maxwell Bond today**.

EMPLOYMENT IN THE UK

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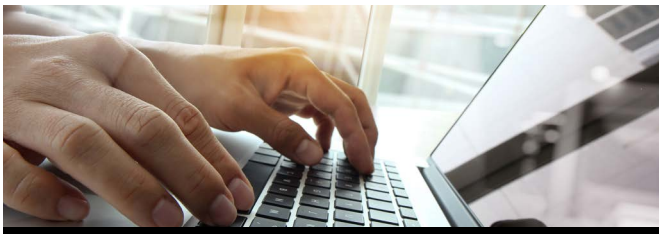

HIRING CHALLENGES

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HOW WE CAN HELP

Talent Partnership
Recruitment Marketing Suite
Trusted Tech Communtiy

EMPLOYMENT IN THE UK

Navigating the UK Employment Landscape in September 2023

The UK employment market has been navigating choppy waters this year, with the cost-of-living crisis, inflation, strikes and the war in Ukraine still impacting the economy. While headlines report the rise in unemployment, we are still seeing job vacancies arise at a faster rate than before; in the UK currently, there are around 1 million roles available according to Statista.

A Dip in the Employment Rate

The Office for National Statistics (ONS) reports that the UK employment rate stood at 75.5% in the May to July 2023 period, marking a 0.5 percentage point decrease from February to April 2023. This quarterly drop in employment is notable, with a particular impact felt among full-time self-employed workers. It's a reminder of the dynamic nature of the job market, where shifts in employment can be driven by various factors.

An Appetite for Hiring

In the face of these fluctuations, UK businesses remain resilient. According to the Entrepreneur's Forum, a staggering 79% of companies are actively advertising job vacancies. What's even more striking is that 19% of these businesses have 10 or more open positions, while a robust 4% have 50 or more vacancies.

"79% of companies are actively advertising job vacancies"

"19% of these businesses have 10 or more open positions"

"4% have 50 or more vacancies"

This appetite for hiring underscores the determination of UK enterprises to power through challenges and invest in their future.

Vacancies on the Rise

A look at the broader picture reveals an interesting trend. Despite the economic upheavals of recent years, the number of vacancies in the UK remains remarkably high. In fact, data shows that vacancies are still 18% higher than the peak observed in the two decades before the pandemic. This surge in available roles suggests that the job market is far from stagnation; instead, it's undergoing transformation.

In this evolving landscape, job seekers and employers alike are tasked with adapting to new conditions and expectations. The labour market is in a state of flux, with remote work, digital skills, and adaptability becoming paramount. Businesses are seizing opportunities to scale and diversify, and job seekers are exploring roles that align with their evolving career aspirations.

As we traverse the currents of the UK employment market, it's clear that challenges persist, but so too do opportunities. Whether you're an employer looking to bolster your workforce or an individual seeking your next career move, the key lies in adaptability and staying informed.

At Maxwell Bond, we're committed to helping both job seekers and businesses navigate these uncharted waters. Our expertise in tech and digital recruitment equips us to identify the right talent and roles for a rapidly evolving job market.

Contact us today to explore how we can help you ride the waves of change in the UK employment landscape.

HIRING CHALLENGES

The Protracted Path to Hiring: Challenges in Today's Job Market

In an era defined by rapid changes, hiring times in the UK have reached unprecedented levels, posing significant challenges for both employers and job seekers. Recent data sheds light on the lengthening process of bringing new talent on board, underlining the pressing need for innovative recruitment strategies.

Lengthy Delays in the Hiring Process

According to global research conducted by the Josh Bersin Company, time-to-hire rates have soared to record levels. The average period to appoint individuals has extended from 43 days a year ago to 44 days today. This trend signifies a notable slowdown in hiring efficiency, despite companies' efforts to attract fresh talent.

Hiring Managers Grappling with Prolonged Delays

According to CIPD's latest Labour Market Outlook, 44% of employers surveyed said they have "hard-to-fill" vacancies and are struggling with extended hiring timelines.

In response to these lengthy delays, many organisations are exploring alternative, albeit more costly, avenues to expedite their recruitment processes.

Escalating Time Allocation to Recruitment

Research also highlights a substantial shift in the allocation of managerial time. Today, it is reported that nearly one third of a manager's work hours are dedicated to recruitment, representing a twofold increase compared to the pre-pandemic period. This surge underscores the considerable burden that protracted hiring processes place on organisational resources.

Overextended Vacancy Durations

A concerning statistic revealed by CIPD was that in the next six months, 27% of all employers anticipate significant problems in filling vacancies, and a further 36% anticipate minor problems, with the average time to extend a job offer currently standing at 67 days.

These extended vacancy durations create operational inefficiencies and can hinder productivity, posing significant challenges for businesses.

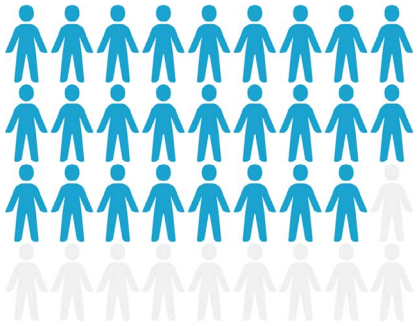
"27% of employers anticipate significant problems filling vacancies"

"36% of employers anticipate minor problems filling vacancies"

Intensified Competition for Top Talent

The Entrepreneur's Forum reports that 72% of employers feel that identifying the best talent for their organisations has become notably more challenging than before the pandemic.

"72% of employers feel that finding talent is more challenging than before the pandemic"



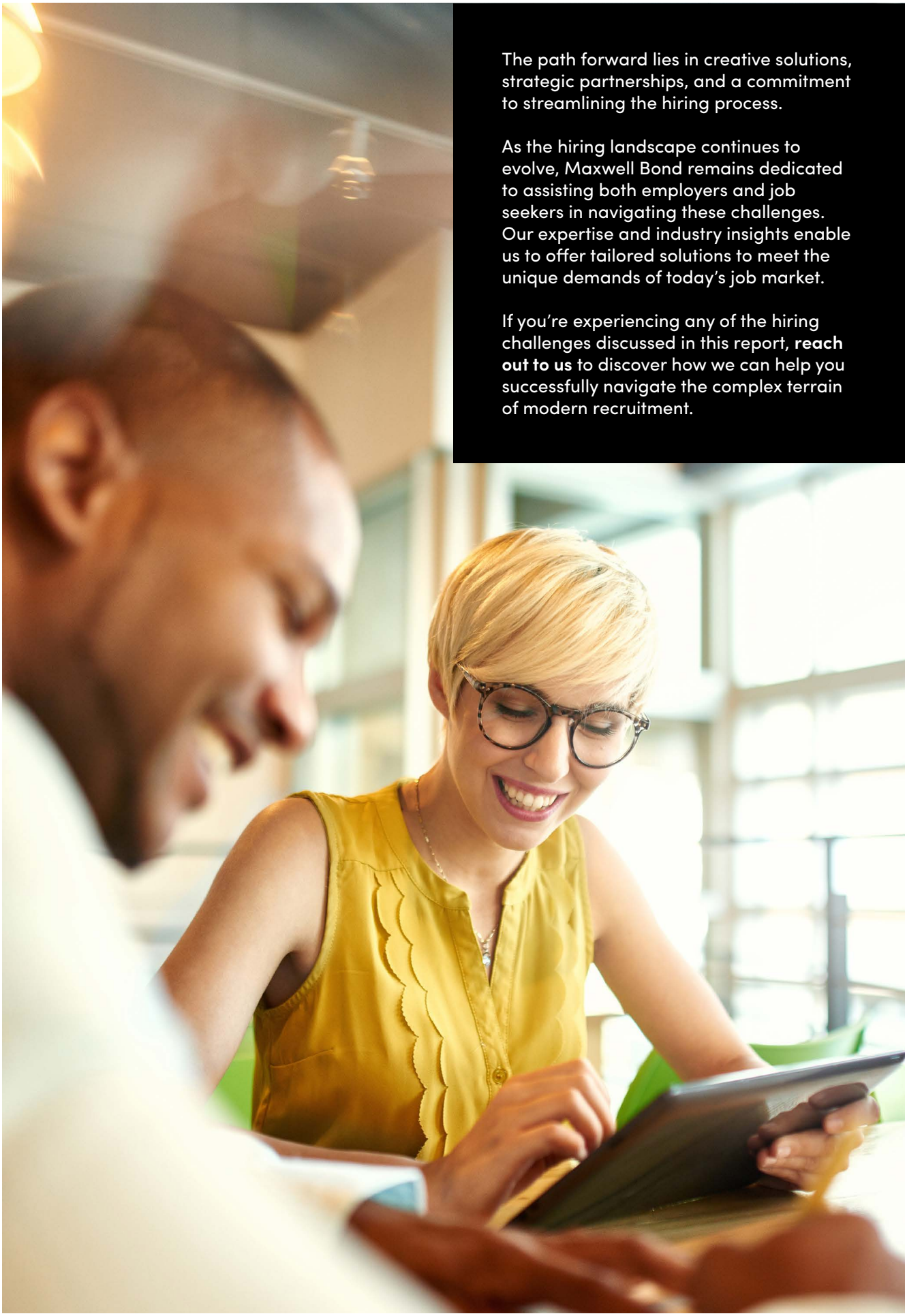
A further 25% report no change in this regard, while only 3% find hiring easier. This heightened competition for top-tier professionals contributes to prolonged hiring times.

Enduring Vacancies: A Growing Concern

It is no surprise that businesses are grappling with prolonged workforce gaps. Data from Howden Employee Benefits & Wellbeing shows that 36% of employees anticipate that job positions will remain vacant for 3 to 6 months, further underscoring the urgency of addressing this issue.

Navigating the Evolving Hiring Landscape

In a job market marked by extended hiring timelines and fierce competition for talent, organisations must embrace innovative recruitment strategies. Strategies that not only identify but also swiftly onboard the best-fit candidates are crucial.



The path forward lies in creative solutions, strategic partnerships, and a commitment to streamlining the hiring process.

As the hiring landscape continues to evolve, Maxwell Bond remains dedicated to assisting both employers and job seekers in navigating these challenges. Our expertise and industry insights enable us to offer tailored solutions to meet the unique demands of today's job market.

If you're experiencing any of the hiring challenges discussed in this report, **reach out to us** to discover how we can help you successfully navigate the complex terrain of modern recruitment.

CANDIDATE AVAILABILITY

Bridging the Talent Chasm: The Growing Candidate Shortage in the UK

The technology sector is riding a wave of rapid innovation and digital transformation. Yet, beneath this seemingly limitless sea of opportunities lies a significant challenge - a widening shortage of skilled candidates. Recent data and trends underscore the critical need to address this pressing issue in the UK's tech landscape.

The Digital Skills Imperative

The UK's technological advancements have undeniably opened doors to an array of opportunities. However, the tech sector's staggering growth has brought to the fore an urgent concern - the scarcity of skilled professionals. As reported by Prospects, bridging this digital skills gap is essential to ensure the sector's continued success.

Struggle for Small Tech Firms

Smaller tech companies face a unique predicament in the UK. They find themselves competing for talent within a limited pool of candidates, battling against tech giants like Google and Amazon.

This intense competition, coupled with a scarcity of qualified graduates and rising inflation, has driven salaries upwards, making it challenging for smaller firms to match compensation packages, reports the Financial Times.

Rapid Digitisation's Role

The digital skills gap is not solely the result of tech start-up growth. Rapid digitisation in non-tech sectors has also fuelled this talent scarcity.

Companies across industries increasingly require staff with digital competencies to develop websites, analyse data, and navigate the digital landscape. As the Financial Times notes, this trend is further aggravating the skills deficit.

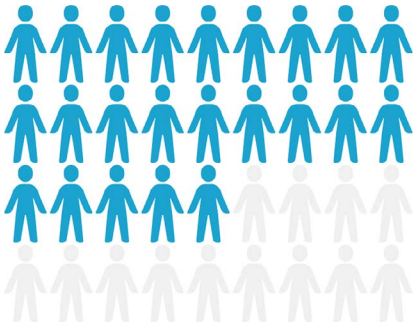
A Push for Talent

Efforts to encourage talent to join the tech industry have intensified. Over the past year, more than two million vacancies opened in the sector, according to Tech Nation. Despite this influx of opportunities, a significant portion of tech jobs remains unfilled, further exacerbating the talent shortage.

Essential Tech Skills

Tech Nation's survey, conducted in partnership with YouGov, reveals that 64% of tech employees believe their technology skills are vital for job security.

"64% of tech employees believe their technology skills are vital for job security"



This sentiment underscores the centrality of tech proficiency in today's job market.

Small Businesses' Concerns

Small businesses within the UK's technology sector express significant concerns. The Department for Education's survey found that 46% of these companies rank a lack of skilled staff and hiring difficulties as their top two concerns for the year.

"46% of companies rank lack of skilled staff and hiring difficulties as one of their top two concerns for 2023"

This highlights the need for innovative solutions to attract and retain talent.

External Agencies to the Rescue

Recognising the gravity of the situation, 25% of companies have resorted to external agencies to find qualified staff, reports the Entrepreneur's Forum. This approach reflects a growing reliance on specialised recruiters to address the talent shortage.

"25% of companies have turned to external agencies to find staff"

Worries Over Tax Reforms

The Chancellor's recent announcements regarding research and development tax credits have raised concerns among UK start-ups. The proposed reforms, aimed at reducing tax credits for companies allocating less than 40% of their costs to research and development, could potentially leave smaller tech firms with reduced resources for hiring and training.

A Global Digital Skills Challenge

The digital skills gap is not unique to the UK. Internationally, Big Tech salaries have skyrocketed, with about a third of the American workforce lacking essential digital skills, according to the OECD. This global challenge emphasises the need for proactive solutions to equip the workforce with vital digital competencies.

The UK's tech industry thrives amidst a whirlwind of innovation, but the widening talent chasm threatens to impede progress. Addressing the digital skills gap through innovative strategies, investments in education, and enhanced recruitment efforts is imperative. As the industry evolves, so too must the methods for attracting and retaining skilled professionals, ensuring the continued growth and prosperity of the UK's tech landscape.

Contact the Manchester team.
Contact the London team.

Facing candidate shortages in the US tech industry? Connect with our new Boston office today for expert solutions and access to top-tier talent. We're here to help you thrive in this competitive landscape.

Contact the Boston team.

OFFERS & COMPENSATION

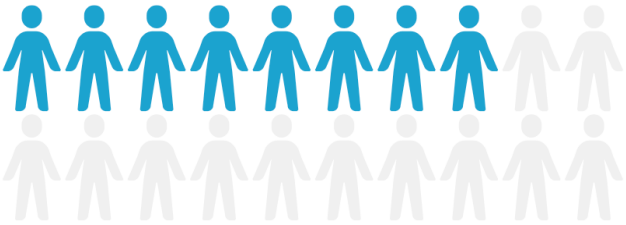
The Power of Compensation: How Job Offers and Salaries Impact Hiring Success

In today's fiercely competitive job market, attracting top talent isn't just about the position itself; it's about the full package. Recent data underscores the crucial role that job offers and salaries play in the hiring process, revealing intriguing insights into candidates' decision-making and the changing landscape of compensation.

Turning Down Offers

One remarkable finding from our research is that nearly half of candidates decline job offers even after being selected (Career Plug). This statistic suggests that the recruitment process doesn't end with an offer letter. Rather, it is the culmination of a series of steps, including salary negotiations and the presentation of comprehensive benefits.

The Compensation Factor



"40% of employers have enhanced pay and benefits packages to attract talent"

The Entrepreneur's Forum reports that 40% of respondents have enhanced their pay and benefits packages, recognising the significance of competitive compensation. In the current job market, where skilled professionals have their pick of opportunities, offering an attractive compensation package is essential.

"IT professionals saw an 11.1% increase in their average weekly earnings"

"Earnings in the IT sector were 74.1% higher than the average wage in other sectors"

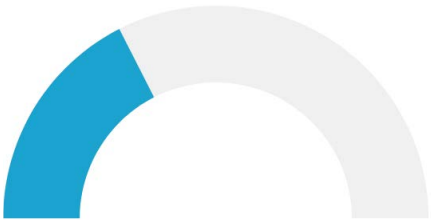
According to the latest reports from the Centre for Economics and Business Research, IT professionals saw a substantial 11.1% increase in their average weekly earnings, surpassing the overall wage growth of 8.2% across all UK industries. Notably, earnings in the IT sector were an impressive 74.1% higher than the average wages in other sectors.

Salary Surge

The Office for National Statistics (ONS) reveals that in May to July 2023, there was an annual growth in regular pay (excluding bonuses) of 7.8%. This figure is not only significant; it also marks the highest regular annual growth rate since comparable records began in 2001. The substantial growth in salaries is a testament to the evolving dynamics of the job market.

Tech Salaries: The Premium Difference

Tech Nation's data is particularly eye-catching: tech salaries in the UK are nearly 80% higher, averaging at £62,000, compared to salaries for non-tech positions, which stood at £35,000 for 2022. This significant pay gap reflects the tech sector's recognition of the value it places on its skilled professionals.



"The average annual salary for non-tech positions in 2022 was £35,000"

"The average annual salary for tech positions in 2022 was £62,000"

Salary Snapshot

The average Software Developer salary in the UK is £46,391

The average Product Manager salary in the UK is £63,769

The average Cyber Security Manager salary in the UK is £71,084

The average DevOps Manager salary in the UK is £84,053

The average IT Infrastructure Manager salary in the UK is £61,615

The average UX Design Manager salary in the UK is £59,953

The above information is all taken from Glassdoor, and correct as of September 2023.

Explore Maxwell Bond's website to access comprehensive salary surveys featuring detailed salary bands for both permanent and contract positions within the dynamic UK tech landscape.

The Implications

These statistics collectively illustrate that the job market has evolved into a candidate-centric landscape. Professionals have more choices than ever before, and they're discerning about the offers they accept. As salaries continue to rise, candidates are increasingly looking for comprehensive compensation packages that include competitive pay, benefits, and career growth opportunities.

Adapting to the Changing Landscape

In light of these trends, companies must adapt their recruitment strategies to remain competitive. This involves not only offering competitive salaries but also clearly communicating the full spectrum of benefits, career development prospects, and work-life balance that they provide.

In today's job market, securing top talent is about more than just selecting the right candidate; it's about winning them over with a compelling job offer. As salaries rise and candidates become more selective, companies must craft comprehensive and appealing compensation packages that address the evolving needs and expectations of skilled professionals. In this candidate-centric era, offering the right package can be the key to attracting and retaining the best talent.

Looking for the salary range for a specific role? Check out our salary surveys here.

HOW CAN WE HELP?

About Maxwell Bond

At Maxwell Bond, we are not just another recruitment agency; we are your strategic partner in tech talent acquisition. With a focus on key sectors in Software, Cyber Security, Cloud and DevOps, Infrastructure, Data, Product and Project, and Digital Marketing, we've established ourselves as the specialist tech recruitment partner of choice for pioneering businesses across the UK.

Driving Technological and Business Growth

Our mission is to drive both technological and business growth through exceptional talent acquisition in these tech specialisms. We believe that in today's rapidly evolving tech landscape, having the right people on your team is paramount. We help visionary companies find these exceptional individuals who can make a real difference.

Core Values: Honesty, Integrity, Transparency

What sets us apart is our unwavering commitment to core values: honesty, integrity, and transparency. We know that building lasting relationships with our clients and candidates is built on trust. Our promise is to always be forthright, ethical, and clear in all our interactions.

Empowering Candidates and Companies

Our specialist teams are dedicated to delivering exceptional candidates to pioneering companies. These companies are not just following industry trends; they're setting their own paths to success. We understand that effective and efficient talent acquisition is crucial to their journey, and we're here to guide them every step of the way.

People Matter Most

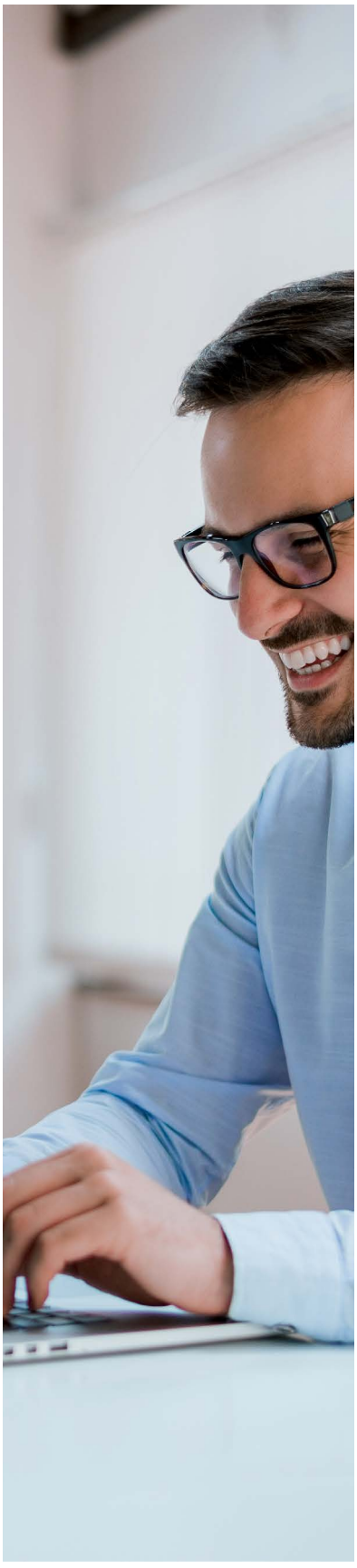
In everything we do, we place people at the forefront. We firmly believe that people work with people and tend to stick with those they like and trust. This philosophy extends to our relationships with our employees, candidates, and clients. We understand that lasting partnerships are built on genuine care and respect.

Consistently Doing "The Right Thing"

Doing "the right thing" is not just a tagline for us; it's a way of life at Maxwell Bond. We are committed to ethical practices, fairness, and social responsibility. Our dedication to these principles underpins our approach to business and our interactions with all stakeholders.

In choosing Maxwell Bond as your tech recruitment partner, you're not just gaining access to a pool of exceptional talent or a network of pioneering companies. You're becoming a part of a community that values people, ethics, and excellence. Together, we can achieve remarkable things in the dynamic world of technology.

Go to the website for more information or to get in touch.



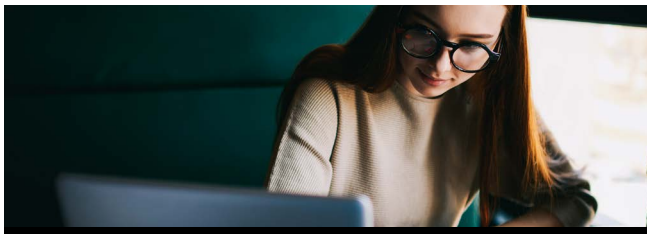
HOW CAN WE HELP?

Our Resources

In addition to our tech and digital recruitment solutions, Maxwell Bond can also support you with:

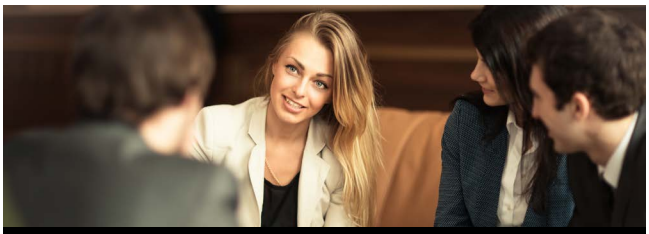
MARKET REPORTS & SALARY GUIDES

Browse all of our latest salary guides for benchmarking information or market expertise.



IN-HOUSE IR35 LEGAL SPECIALIST

Find out more about IR35 and how we can assist you with your compliance requirements in the UK and US.



RECRUITMENT MARKETING SUITE

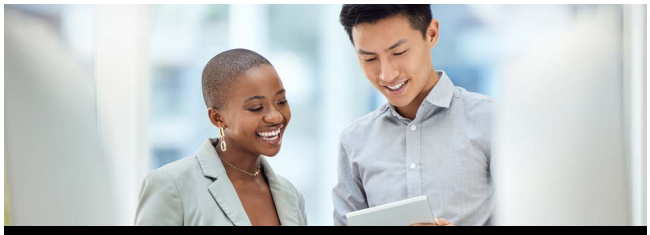
Our team of Recruitment Marketing Specialists have more than 30 years of experince and are on hand to help.

EVENTS & ROUNDTABLES

Join our growing community of tech leaders as we delve into the latest topical discussions.

ON-SITE REVIEW MEETINGS

Nothing better than an in-person chat? Our Account Managers will come to you on-site for review meetings.



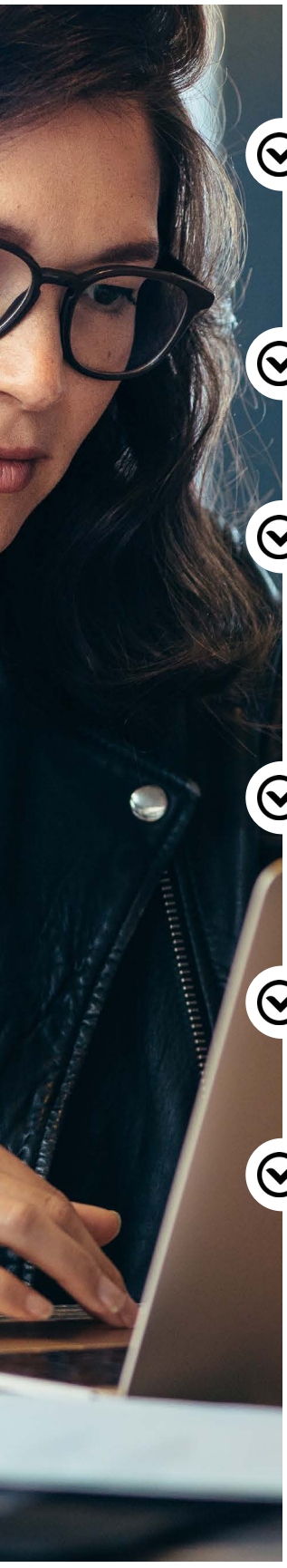
HIRING PROCESS CONSULTANCY

A dedicated consultant to oversee your hiring process, end-to-end, and provide valueable feedback and advice.

Read on for more information on our services and value-add resources.

OUR SERVICES

Talent Partnerships



Revolutionise your tech talent acquisition with Maxwell Bond's cutting-edge TaaS (Talent as a Service) solution. In today's rapidly evolving tech landscape, staying ahead requires more than just talent; it demands a strategic approach. That's where we come in.

Your Dedicated Tech Talent Partner

With Maxwell Bond TaaS, you gain a dedicated tech talent partner committed to understanding your unique needs. We don't just fill roles; we help you shape your tech workforce for the future. Whether you're scaling up, diversifying, or navigating a digital transformation, we've got you covered.

Seamless Scalability

Our TaaS solution offers unparalleled scalability. Say goodbye to the challenges of rapidly expanding your tech team. With our vast network of top tech professionals, we can swiftly scale your workforce up or down, adapting to your evolving requirements.

Access to Elite Tech Talent

Maxwell Bond TaaS unlocks a world of opportunity by connecting you with our extensive network and database of elite tech talent. We meticulously vet candidates, not only ensuring they meet your technical requirements but also aligning them seamlessly with your company culture and vision. Our commitment to quality shines through in every hire we make, ensuring that you get the best talent from our expansive and carefully curated pool of tech professionals.

Reduced Recruitment Overhead

Forget the administrative hassles of recruitment. Maxwell Bond TaaS streamlines the entire process, from candidate sourcing and screening to onboarding. This means reduced time and cost spent on recruitment, allowing you to focus on what you do best.

Data-Driven Insights

Our TaaS solution leverages data analytics to provide actionable insights into your tech talent strategy. We help you make informed decisions, optimize your workforce, and stay ahead of the competition.

Unwavering Support

When you partner with Maxwell Bond, you're not just gaining a dedicated support system; you're tapping into our profound industry knowledge and market expertise. Our seasoned team is always ready to assist you, whether you need to pivot your tech strategy, address unforeseen challenges, or explore new opportunities. We bring a wealth of experience to the table, ensuring that you have a trusted advisor by your side every step of the way.

Elevate Your Tech Talent Acquisition

Maxwell Bond TaaS is not just a service; it's a transformational partnership. Elevate your tech talent acquisition game and embark on a journey of growth and innovation. Contact us today to learn how our TaaS solution can drive your tech success story.

OUR SERVICES

Don't just take our word for it, here's what some of our clients have to say.

★★★★★

I've worked with Maxwell Bond for a while now and I can honestly say when it comes to sourcing needs for my team, they would be one of the first people I go to. They just get it in a way most recruiters don't. They understand the kind of culture you need to build a great team and are really good at spotting that in other people. They have a fantastic network of people around the North West and seem to know almost everyone. Maxwell Bond is not like the perception most people have of recruiters, they are people I trust and have a lot of time for. They'll say if they don't think they can do something, rather than doing something badly to earn a quick buck.

For Cinch, Maxwell Bond brought in some fantastic people who have all now gone on to do bigger and better things. Their input was really important to it's success and I don't think we would have so easily found the calibre of people we did without their help. They were definitely an important ingredient in building a successful team.

cinch

Jaz Chana
Technology Director

★★★★★

I have known Steven for years and cannot recommend him enough. Usually I'm sceptical about recruiters but Steven is so honest, transparent and helpful that it's impossible not to work with him.

interact

Daniel Wardin
Director of Technology

Exclusive partnership with Interact to grow and improve their leadership and senior tech team over the past 4 years.

★★★★★

We turned to the Maxwell Bond team in October 2021 for support with our product owner recruitment and its consultants have been fantastic in helping to deliver a significant increase in the number and quality of candidates approaching Apadmi directly. Maxwell Bond is our go-to technology and product recruitment partner helping to optimise our employer brand and reach by creating brilliant supporting content in the shape of podcasts and video to showcase all that Apadmi has to offer prospective candidates.

We're very happy with the work done through a period of rapid growth. Its expertise and professionalism means we wouldn't hesitate to recommend Maxwell Bond.

APADMI

Claire Sidney
Head of Talent

★★★★★

Maxwell Bond consistently deliver exceptional tech talent across the business to support our rapid growth plans. Their people-first approach really helps them feel like an extension of our brand. Wouldn't hesitate to recommend.

wakelet

Jamil Khalil
CEO & Founder

Worked exclusively with Wakelet for 4 years as their official talent partner, helping them grow by 200% during COVID-19. Since engaging with us as a tech partner, we've doubled external hiring and retention.

Go to our website to delve into a wealth of enlightening case studies and inspiring testimonials that showcase the transformative impact of Maxwell Bond's services.

OUR SERVICES

Recruitment Marketing Suite

Unlock the full potential of your tech recruitment with Maxwell Bond's Recruitment Marketing Suite, our latest outsourced staffing solution. In today's competitive talent landscape, it's not enough to just post job listings and hope for the best. With our Recruitment Marketing Suite, you get a powerful suite of tools and services designed to supercharge your tech talent acquisition efforts.

Enhance Your Employer Brand

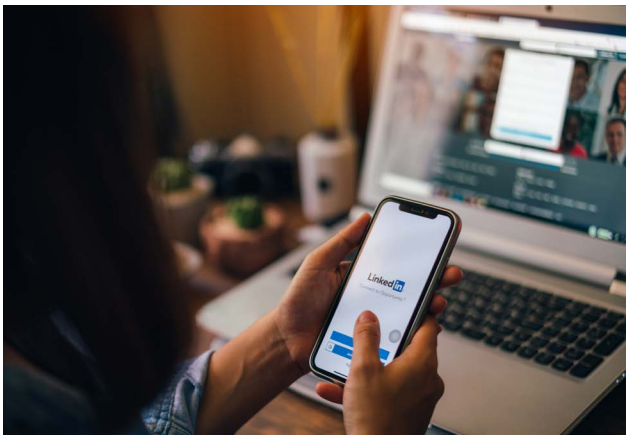
Maxwell Bond's Recruitment Marketing Suite isn't just about finding candidates; it's about showcasing your company as a tech employer of choice. Our creative team provides expert employee branding support to boost brand awareness, reach, and candidate attraction. You'll stand out in a crowded market.

Maximise Your Reach

With Recruitment Marketing Suite, your jobs will be front and centre. Your vacancies will be prominently advertised on Maxwell Bond's high-traffic website, including a dedicated, bespoke landing page that garners a staggering 30,000+ views a month. Your opportunities won't go unnoticed.

Cutting-Edge Candidate Generation

We leave no stone unturned when it comes to candidate generation. Our digital marketing strategies, including podcasts, video, email marketing, and social campaigns, ensure you reach tech talent where they are. It's about being where the talent is.



Access Top Tech Talent

With Maxwell Bond's Recruitment Marketing Suite, you get access to premium job boards, Recruiter LinkedIn, advertising, headhunting, and CV searches as standard. We cast a wide net to find the best talent for your tech roles.

Exclusive Speaking Opportunities

As a Recruitment Marketing partner, you'll enjoy priority access to speaking slots at our Trusted Tech Talks Events, advertised to over 2,500 tech community members. Showcase your expertise and connect with tech professionals.

Optimise the Candidate Journey

Our commitment doesn't end with finding candidates; it extends to improving the candidate journey. We offer hiring process reviews, service reviews, and dedicated consultancy to ensure candidates have a seamless experience with your company.

Elevate Your Tech Recruitment

Maxwell Bond's Recruitment Marketing Suite is your path to tech recruitment excellence. It's not just a service; it's a strategic partnership to help you attract, engage, and hire top tech talent. Elevate your tech talent acquisition game with Maxwell Bond's Recruitment Marketing Suite. Contact us today to start your journey to recruitment success.

OUR SERVICES

LinkedIn's Case Study

How Maxwell Bond utilised LinkedIn to increase brand awareness, challenge traditional industry perceptions and establish itself as the recruiter of choice

"A recruitment consultancy that puts people first"

Maxwell Bond, the award-winning tech, and digital recruitment specialist, was founded by Steven Jagger in 2016, and was established because of a deep desire to create a recruitment consultancy that puts people first. Steven wanted to challenge the traditional, often negative perceptions of the recruitment industry and to position Maxwell Bond as a recruiter of choice, by increasing its visibility and using intelligent marketing to challenge the status quo. This involved a focus on reputational marketing and letting their people, clients, and candidates speak for them, to build a strong reputation for doing the right thing. Utilising their partnership with LinkedIn and their key successes with the platform, Maxwell Bond now upskill their own clients, providing strategy advice and content support to help them build their employer brand.

"Delivering value, demonstrating knowledge and providing key market insight"

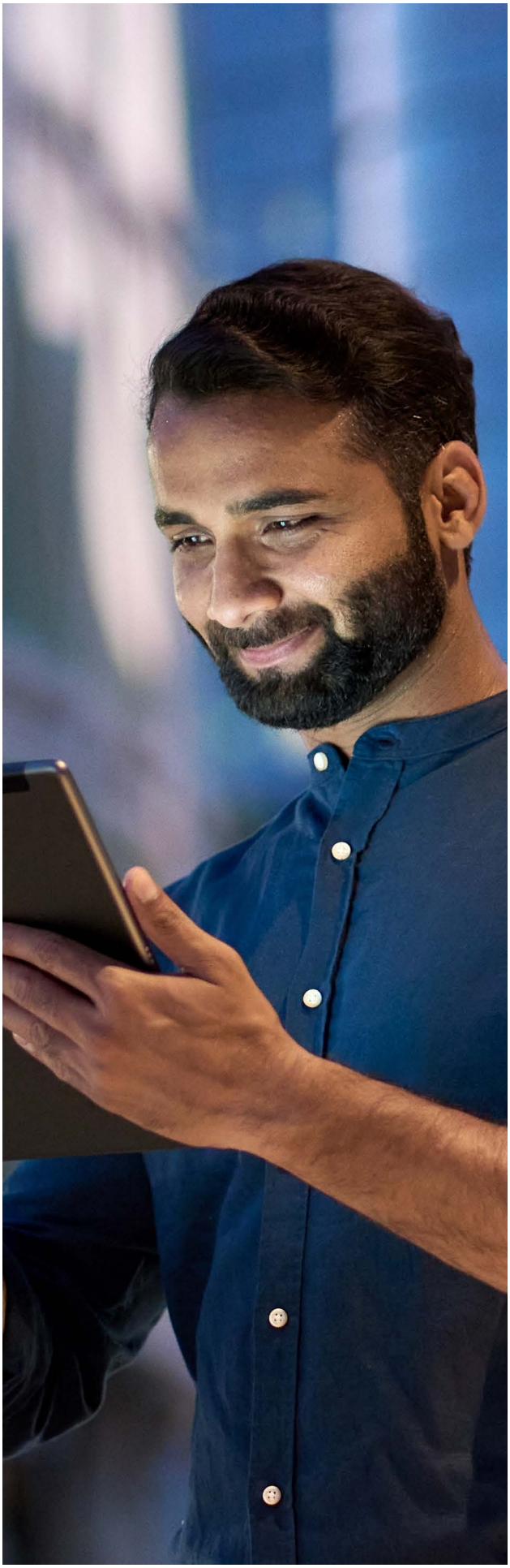
It was time to add more to their value proposition:

- Maxwell Bond leveraged the latest in RecTech.
- Consultants used real-time data to explain the recruitment landscape to clients.
- Team members are empowered to use tools to their full potential, positioning the business as an expert.
- Tangible results are then shared with the team, demonstrating the value of marketing insight.

"LinkedIn's Fastest Growing Recruitment Brand 2021"

- Grow brand awareness: Increased total followers in 2020 by 460%, followed by a further increase of 178%
- Position Maxwell Bond as the recruiter of choice: Jobs and Life Pages views increased by 1,508%
- Increase engagement with talent pool: Number of Consultant InMail's accepted increased by 2,360%

Download LinkedIn's Case Study



OUR SERVICES

Trused Tech Leaders

Events are a key way to network, build relationships and share knowledge. Our Trusted Tech Talks offer valuable insights and business opportunities, to create a thriving community open to all. As community builders we strive to add value to our community and network through our Trusted Tech Talks, providing workshops, presentations, and events across Software Development, Business Analysis, Product, Programme, Project, Business Change & Transformation, Cloud & DevOps, and Cyber Security.

Join our Trusted Tech Leaders community and unlock a world of networking, insights, and opportunities in the tech industry. Don't miss out — be part of the future of tech leadership!

CONTACT US

Get in Touch

At Maxwell Bond, we're your top choice for tech and digital recruitment solutions across the UK. Whether you're a client seeking exclusive talent partnerships, expert marketing consultancy, or legally supported IR35 compliance, or a candidate in pursuit of your dream role in fields like software, cybersecurity, cloud, development, and more, we've got you covered. Our dedicated account managers are ready to tailor solutions that match your unique needs. Contact us today to embark on a journey of innovation, partnership, and success.

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