



AG TALENT

CLIENT CASE STUDIES

The roles others couldn't fill.

Six searches in detail, across software, data, engineering leadership and beyond. Most of these briefs were ones that direct adverts, months of internal effort or rival agencies had already failed to close.

50+

HIRES DELIVERED

48h

FASTEST TIME TO OFFER

27d

AVERAGE TIME TO HIRE

97%

PASSED PROBATION

HOW I WORK

Fewer searches, run properly.

I place software engineers, engineering managers and CTOs for founders and technical leaders across the UK, Europe and the US. I cap the number of live searches on purpose. It is the only way each one gets real market mapping, personal outreach and candidates managed all the way to a signed offer.

The six searches in this document are a selection rather than the full list. They are here because each one had already been tried another way: direct adverts, months of internal effort, or in three cases other agencies who could not close it.

FOCUS

Software, data and engineering leadership

MARKETS

UK, Europe and the US

ENGAGEMENT

Exclusive and retained search

- ✓ A shortlist of three to five pre-screened people, with written profiles rather than a CV dump
- ✓ Structured first interviews, so you only meet the few worth your time
- ✓ The offer managed through to a signed start date, including counter offers
- ✓ Specialist depth in Elixir, Ember and the stacks a generic agency cannot read

CASE STUDY 01 · HOSPITALITY TECHNOLOGY, ELIXIR

Six engineers, five searches, two years.

THE PROBLEM

They tried to hire their first Elixir engineer directly. Two weeks of effort produced nothing usable, because the developers applying had Elixir on a CV without meaningful production exposure.

THE OUTCOME

Six engineers placed across five searches, none abandoned, averaging 27 days from brief to offer, on an exclusive partnership that has run for two years.

CLIENT

Hospitality Technology Scaleup

STACK

Elixir, TypeScript, Angular, ClickHouse

ENGAGEMENT

Exclusive, ongoing since May 2024

6

Engineers placed

5/5

Searches filled

27d

Average brief to offer

2yr

Exclusive partnership

"I had the pleasure of working with Arj to find candidates for a specialised back-end Elixir position. Arj demonstrated exceptional skills in quickly identifying and presenting over 10 highly qualified candidates, 2 of whom we successfully hired. Throughout the process, Arj was incredibly communicative and responsive, available anytime and any day."

Founder and COO

Hospitality Technology Company

CASE STUDY 02 · HENRY SCHEIN ONE, ENGINEERING LEADERSHIP

Five hires in eleven months, three of them leaders.

THE PROBLEM

Leadership briefs that needed genuinely hands on engineers who had also built and improved teams, plus two Senior Frontend roles in Ember, where the right people were never going to be found on LinkedIn or a job board.

THE OUTCOME

Five hires in eleven months. Three Engineering Team Leads in C#, JavaScript and Ruby, two Senior Frontend Developers in Ember, and a relationship that is still active.

CLIENT

Henry Schein One

LOCATIONS

United Kingdom and Europe

ENGAGEMENT

Repeat, ongoing since Nov 2024

5

Engineers placed

3

Leadership hires

2

Ember hires

Live

Relationship still active

"He was exceptionally diligent in the intake, helping clarify competency-based profiles, and built a targeted pipeline quickly. He consistently surfaced high-calibre candidates, ran thoughtful shortlists, and kept us engaged with the candidate through the process."

Pablo Dejuan

Engineering Manager, Henry Schein One

"Ember.js is a niche skill and we had set a very high bar for competency. He quickly grasped our requirements and sourced strong candidates, not just from the UK but internationally. The engineers we hired through him have been excellent additions to my team."

Tanmaya Kulkarni

Technology Leader, Henry Schein One

CASE STUDY 03 · WORKFLOW AUTOMATION, ELIXIR AND REACT

Two engineers turned down other offers to join.

THE PROBLEM

Two roles agreed on a Wednesday, both needing engineers who could take ownership from day one. Elixir is a small pool already, and this search was limited to commuting distance of a German office.

THE OUTCOME

Both roles filled on the first search. The frontend engineer in 19 days, the Elixir engineer in 29, and both candidates turned down other offers to join.

CLIENT

Workflow Automation SaaS

LOCATION

Germany, on site

ENGAGEMENT

Two concurrent searches, Feb 2026

2/2

Roles filled first search

19d

Fastest time to offer

29d

Elixir hire, hard geography

2/2

Rejected other offers

"What impressed me the most is how deeply he understands both the technical side of the software development market, especially within the Elixir community, and the business side of building strong teams. He was able to accurately assess my skills, understand my profile, and identify why I would be a great match for the company."

Placed Elixir Engineer

Workflow Automation SaaS, February 2026

CASE STUDY 04 · INSURANCE AND FINTECH, TRANSFORMATION

Six months, three agencies, no hire. Filled in one month.

THE PROBLEM

A senior Transformation Programme Manager role in London had been open for six months. Three agencies had worked it and none of them had made the hire.

THE OUTCOME

One conversation reframed what the role actually needed. The right fit came out of the first handful of profiles, and the role was filled within a month.

CLIENT

Global Insurance and Fintech Group

LOCATION

London

ENGAGEMENT

Permanent, Jan 2026

6mo

Open before AG Talent

3

Agencies before, no hire

1mo

Brief to filled

1st

Handful produced the hire

"It was a challenging role to fill for a number of reasons, including the rare mix of technical skills and personal attributes we were looking for. Arj's approach was different from the start, identifying the nuances that had been tripping us up with previous unsuccessful candidates. Arj found the right fit in his first handful of profiles."

Change and Transformation Leader

Global Insurance and Fintech Group

CASE STUDY 05 · HEALTHTECH, AI

AI engineers where three agencies had failed.

THE PROBLEM

Two AI Software Engineers were needed, one permanent and one on contract. Three other agencies had already been engaged and not one of their candidates could get through the technical test.

THE OUTCOME

Every profile submitted had shipped in a startup and worked hands on with LLMs. All ten reached first interview, and both roles were filled in 29 days.

CLIENT

Stealth Startup, UK based

STACK

Python, LLMs, Vue, C#, AWS

ENGAGEMENT

Permanent and contract

2

Roles

10

Profiles submitted

10

First interviews

29d

Time to hire

"Arj's ability to provide a pipeline of high quality candidates was particularly impressive, reflecting a thorough vetting process. Unlike many other agencies we engaged with during our search for both a contractor and a full time hire, it was ultimately Arj's candidates who met our criteria and were chosen for the positions."

Founder

Stealth Healthtech Startup

CASE STUDY 06 · ENTERPRISE IT

A hard to fill support role, secured before a competitor could.

THE PROBLEM

A multinational SaaS provider had been struggling to hire an IT Support Analyst in Basingstoke. The role needed first and second line experience plus someone happy to be on site five days a week, and that combination narrowed the field for every route they tried.

THE OUTCOME

Seven profiles submitted, six first interviews, and their preferred candidate secured quickly before a competitor could move on him. Filled in 42 days.

CLIENT

Multinational SaaS Provider

LOCATION

Basingstoke, on site

ENGAGEMENT

Permanent, exclusive

7

Profiles submitted

6

First interviews

1

Analyst hired

42d

Time to hire

"We had struggled to find good candidates from other sources but Arjun was able to provide two good candidates within a short period of having him engaged. He also helped us to secure our preferred candidate in a timely manner to avoid us losing him to competitors."

Head of Enterprise IT

Multinational SaaS Provider

Hiring something similar?

[Book a Call](#)

Tell me what you are trying to hire and I will tell you honestly whether I can help, and what it will take.

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