

A night cityscape with a digital network overlay. The background shows a city skyline at night, with numerous skyscrapers illuminated. Overlaid on the city is a complex network of glowing lines and dots in shades of blue, purple, and pink, representing data connections and digital infrastructure. The lines are thin and connect various points across the city, creating a sense of connectivity and data flow.

# Data Driven Solutions

FIND OUT MORE!

Imagine if you were presented with candidates who not only had the right skills for your role but also the values and work ethic you desired.

At Vivid Technology our  
ethos is quality over  
quantity. We know your  
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**Our mission is to become the preferred supplier of recruitment services to niche high-growth technology companies across the USA.**

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## OUR STORY

Relationships feed into every aspect of Vivid Technology's company culture and how we treat our people, partners and candidates. In 2017, Vivid Technology was established by three friends; Stephen May, Ben Hall and Ben Amos.

## BRINGING THE RIGHT PEOPLE TOGETHER

Vivid Technology was created with two visions. Firstly, to create a worldwide network of highly skilled talent. Secondly, to build a company that breaks away from old school recruitment ethos. We believe the best way to stay true to our vision is by forming genuine relationships that set us apart. Our consultants take the time to understand client and candidate needs and are dedicated to supporting you throughout the recruitment process.

- We don't work with everyone. We actively choose to partner with stealth mode start-ups, mid-size enterprises and companies entering an accelerated growth phase. We know this is where we make an **impact and add value**.
- We simplify the recruitment process for you by taking complete accountability for delivering the best candidates in the market, **not just the best available candidates**. We map the entire market and attracting candidates who may not even be actively looking for a new role.
- Our ethos is **quality over quantity**. We know your time is valuable, we won't waste it with unsuitable profiles.

# What Makes Us Different?

# HOW WE WORK

Imagine if you were presented with candidates who not only had the right skills for your role but also the values and work ethic you desired.

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## We Listen



Listening to your needs and pain points means we gain a deeper understanding of your specific requirements, culture, and goals.

## We Represent



We act as an extension of your business. This allows us to represent you how you wish to be seen within the market.



## We Communicate



We thrive on achieving results and solving your recruitment challenges with the highest quality talent.

## We Deliver



Your dedicated team will work with you throughout the entire process, updating you at every stage.





# OUR SERVICES

## → Contingency Search

Using our existing networks and database of candidates, we will find you the best possible talent for your needs. Contingency search is usually the first part of a recruitment engagement to quickly find candidates who are often already considering new challenges or actively looking for a new role.

## → Retained Search

Retained search is often used for multiple hires, team-builds, time-sensitive hiring needs, or executive-level hires. We look to simplify the recruitment process by taking complete accountability for quickly delivering a shortlist of the best talent in the market.

Retaining our services allows us to prioritise your needs, fully map the market and attract active and passive candidates who are not on your radar – no stone is left unturned when finding you the perfect new team member(s).

# THE DATA EVOLUTION



Our teams are experts in recruiting top talent in Data. From Cloud, SaaS to Big Data and AI we've got you covered.

Whichever industry you work in, or whatever your interests, you will almost certainly have come across a story about how 'data' is changing the face of our world.

At Vivid Technology we have not only seen but supported the continuous evolution of Data-Driven software vendors. Working hard to connect companies in this space with top talent across Sales, Pre-Sales, Professional Services, Marketing and Leadership functions.

We understand the whole Data-Ecosystem, from Data Warehousing, Data Lakes, Data Management, Data Quality, Governance, Integration, Virtualisation, Fabric, Connectivity, Orchestration through to Analytics, Visualisations, AI and Data Science - we've seen it all!

# Technology Specialisms

Cloud | SaaS | PaaS | Big Data | Data-Ecosystem | Data Warehousing | Data Lakes | Data Management | Data Quality | Governance | Integration | Virtualisation | Fabric | Integrity | Connectivity | Orchestration | Analytics | Data Visualisations | AI | Data Science | IoT | Machine Learning | In-Memory Analytics | Streaming | Actionable Intelligence | RPA

## Roles We Recruit For

**Management:** C-Suite, VP, Director, Heads Of, Management

**Commercial:** Sales (Direct/Channel/Alliances), Marketing, Pre-Sales, Solution Architecture, Evangelists, Professional Services, Consulting

**Technical:** Data Science, Data Engineering, Software Engineering / Development



# Diversity

*"Diversity within a company is a must-have. We make sure we hire the right professionals for your company, from diverse backgrounds"*



*32% of our technical placements in 2021 were women*



*In 2021 there was 24% of women in technical roles*

## → Candidate Selection Process

Our selection process is inclusive. We make sure all our consultants have unconscious bias training, craft inclusive job descriptions and use inclusive language.

## → Building Relationships

We get to know our candidates asking what challenges they have or have previously had in the workplace, so we can understand their core motivations.

## → Equal Representation

We encourage all the companies we work with to have equal representation alongside having a diverse group of individuals who continuously evaluate the selection process.

# Ben Amos

## Director & Technology Recruitment Specialist



I have a decades worth of experience and contacts in the Data-Driven solution space and have been supporting vendors in this field connect with top talent across EMEA, APAC and North America.

I am passionate about uncovering hard to find talent across Sales, Pre-Sales, Professional Services and Marketing. I think one of the most important aspects of recruitment is taking the time to understand culture and specific (often technical) requirements of companies which helps solve the most common recruitment pain points - the results...

- A reduction in the time to hire
- An increase in the quality of candidates presented
- Lowering the cost associated with having vacancies open for a long time

If these are outcomes you are looking to achieve from a trusted Recruitment Partner, then let's connect and have a conversation about how I may be able to support.



**GET IN TOUCH ON 0207 186 1684**

**BEN.A@VIVIDTECHNOLOGY.IO**

## Vice President, Data Analytics Vendor



Ben is an excellent recruiter to work with. One challenge I have faced in the past are when recruiters do not take the time to fully understand the specific needs of a role and simply bring a slew of resumes that are either unqualified or not appropriate for the available opening. Ben did a terrific job of taking the time to really understand what my needs were and then found candidates that really matched what I was after.

Additionally, I could always count on Ben for prompt and clear communication which is vital to staffing new roles.

I highly recommend Ben!

## Head of People, Big Data Vendor



Ben was one of the most professional external recruiters I have ever worked with. Not only would he provide relevant candidate profiles and had great industry knowledge in tech space, but unlike the other external recruiters he would put the clients needs first. He wouldn't try to convince us about candidate's profiles he wasn't 100% sure on. That made his a great business partner, advisor and someone I could rely on no matter how hard the criteria for the role were.

His expertise in the industry is exceptional and his humble and client-orientated approach is really hard to find these days. If I had a role that I would struggle to hire for, I would not think twice to approach Ben.

Thank you for all the hard work and help over the number of years we have worked together!

# Drive Positive Change.



**Diversity:** We believe in building inclusive workplaces, providing a fair working environment and leveraging diversity as a source for innovation.



**Giving back:** We want to create a lasting effect within the community, so as a team we commit to choosing a charity every year and taking part in a number of events to help raise money for them.



**Environmental Sustainability:** At Vivid Technology, we have committed to planting 20 trees a month and offsetting every employee's carbon footprint. On top of this, we will also plant a tree for every placement we make.

# Vivid Technology

[WWW.VIVIDTECHNOLOGY.IO](http://WWW.VIVIDTECHNOLOGY.IO)

