



aquarium
AQINSURE.TECH

In partnership with **WÜNDER_TALENT**

Aquarium helps insurance companies and brands deploy innovative digital insurance products quickly and effectively.

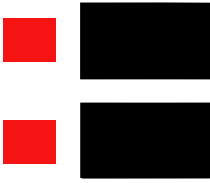
The Challenge Sink or swim

Aquarium were looking to scale up their engineering hires by 50%, focusing on the notoriously tricky DevOps and Software Engineer roles where there's a high talent bar but a limited candidate pool. As if that wasn't a big enough task, they needed to attract people to work in their head office, inconveniently located outside the city centre with limited public transport options. Another sinker.

Consequently, when it came to hiring specialised roles at volume and pace, there was an over-reliance on expensive external agency spend and no established pipeline to flush out talent.

Aquarium's ambitious growth plans were trading water. Without processes in place for their own teams to hire for these roles, there was no obvious solution for how they could start to bring their tech hires in-house and reduce costs in the timeline required. Until they got in touch with WÜNDER_TALENT that is. It was time to start making waves.

Ready to level up? **Get in touch**



The Solution A water-tight process

First things first. Defining and establishing a slick process for tech hiring was the key. Under a Talent Partner arrangement, WÜNDER_TALENT began to develop the process for hiring managers and candidates to both upskill and partner with Aquarium's internal talent teams.

With a strong focus on process, interview training and candidate experience, we quickly established a more formal headhunting approach with immediate success. We also trained the in-house team to ensure sustainable results from the partnership and provided up-to-date documentation along with a crystal clear blueprint for best practice hiring.

The Result A flowing talent pipeline

Aquarium saved £48,000 vs. the traditional agency models they'd favoured previously and WÜNDER_TALENT was able to make 12 excellent hires across their engineering team over the five month project period.

And there's more to follow. Our partnership will now continue for hires across other areas of the business including Marketing, HR and Product. A win-win for everyone.

Happy words from our client...

"We have been dealing with WÜNDER_TALENT now for just under a year. The two directors came down to see us and took the time to fully understand not only our business, but exactly the type of people we were looking for. For me, it's easy finding people with the right skills, but much less so finding people with the right behaviours, attitude, and work ethic, which is what WÜNDER_TALENT manage to find us, each and every time. This is clearly one of their USPs."

WÜNDER TALENT

Ready to level up? Get in touch and we'll introduce you to a whole new world of fantastic people to propel your business forward.

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