RYAN FISHWICK

Senior Consultant MRJ | UK & EU

WE'RE PROUD TO WORK WITH SOME OF EUROPES BEST EMPLOYERS

Money Super Market

zappi

awaze

crowdcube

moonpig

MATILLION

bet365

ao

cinch

N BROWN

EVRi

Scaling Product & Engineering teams across the UK & EU

TYPICAL ROLES: DIRECTOR OF PRODUCT, HEAD OF PRODUCT, PRODUCT OWNER, PRODUCT MANAGER, PRINCIPAL PRODUCT, SOFTWARE ENGINEERS, ENGINEERING MANAGERS.

SaaS

aws

JS

ETL

data

Java

Google Cloud

MRJ

awaze

JOHN CROSBY
COO

"We launched our new tech hub in Manchester in September 2020 to bring together all our brands under one roof.

Key to our recruitment & growth plan was to find a true partner who were experts in the local market and were recommended to the team at MRJ.

We could not be happier with the results so far. Since day one, the team have embedded themselves into AWAZE, rewriting all our specs, creating a brand message and immersing themselves in the challenge.

We could not be happier with the successful hires we have been made to date and have no doubt that we made the right choice as we continue our growth into 2023."

COPENHAGEN SNAPSHOT

Over the last 12 months we have successfully hired:

- **DIRECTOR OF ENGINEERING**
- **ENGINEERING MANAGER**
- **SENIOR SOFTWARE ENGINEER**
- **SOFTWARE ENGINEER**
- **QA ENGINEER**
- **PRODUCT MANAGER**
- **AWS CLOUD ENGINEER**
- **DATA ANALYST**
- **REVENUE MANAGER**

CV SENT TO HIRE RATIO = 3 : 1
AVERAGE TIME TO HIRE = 14 DAYS
28 HIRES OVER 12 MONTHS
PERM & CONTRACT

ROLES PLACED (UK)

- **PRODUCT DIRECTOR**
- **LEAD PRODUCT MANAGER**
- **PRODUCT MANAGER (SEARCH)**
- **PRODUCT MANAGER (CHECKOUT)**
- **PRODUCT MANAGER (PRICING)**
- **PRODUCT MANAGER (CORE RESERVATIONS)**
- **PRODUCT MANAGER (POST BOOKING)**
- **PRODUCT MANAGER (GUEST EXP)**
- **SOFTWARE E**

PLUS MULTIPLE ENGINEERING, UX & REVENUE ROLES ACROSS MANCHESTER & DENMARK

CV SENT TO HIRE RATIO = 3 : 1

AVERAGE TIME TO HIRE = 14 DAYS

103 HIRES IN 2 YEARS

PERM & CONTRACT

BUILD OUT OF BRAND NEW TECH HUB (UK & EU)

MATILLION

**DAN CAMPBELL
SENIOR TALENT PARTNER
(TECHNOLOGY & PRODUCT)**

Ryan is a pleasure to work with and has successfully helped me source excellent Product and Technical talent to enable us to grow at a rapid rate.

He understands our domain, product, culture deeply and sources individuals that will thrive within our environment.

**ABBIE MURPHY
TA MANAGER**

I've worked with MRJ since they first started recruiting for us back in 2019. We wouldn't be where we are without MRJ.

They've helped us secure both permanent and contractor talent in a timely fashion and have also helped us secure all levels right up to director level.

Absolutely no hesitation in recommending the MRJ Team.

ROLES PLACED (UK, IRELAND & MADRID)

- **DIRECTOR OF PRODUCT**
- **GROUP PRODUCT MANAGER**
- **GROUP PRODUCT OWNER**
- **PRODUCT MANAGER (MID & SENIOR)**
- **PRODUCT OWNER (MID & SENIOR)**
- **DIRECTOR OF UX**
- **DIRECTOR OF IT**
- **SOFTWARE ENGINEER** (Mid, Senior & Principal) - Java | JavaScript | React | Go
- **SOFTWARE ARCHITECT**
- **ENGINEERING MANAGERS**
- **MOBILE ENGINEERS** (IOS AND ANDROID)
- **UX DESIGNERS** (Mid, Senior & Lead)
- **SRE | AUTOMATION ENGINEER**

CV SENT TO HIRE RATIO = 2 : 1
AVERAGE TIME TO HIRE = 10 DAYS
RECRUITED OVER 70 HIRES IN 2.5 YEARS
PERM & CONTRACT
UK, IRELAND & MADRID

CASE STUDY

IMRAN PATEL
SENIOR TALENT PARTNER
(TECHNOLOGY & PRODUCT)

MRJ was an exceptional recruitment partner. They played a huge part in scaling out our Manchester & London product engineering hub. Year on year MRJ provided support across all of our Product & Engineering vacancies, with string delivery on the more senior roles.

I was particularly impressed with the focus MRJ put in to ensuring we had a diverse pipeline and strong market insight, backed by real data. MRJ is passionate about the candidate experience which makes them a great business partner and can be trusted to be an extension of your brand.

MRJ is one of the best recruitment businesses I have ever partnered with. I whole heartedly can not recommend MRJ enough to any business that is going through a digital transformation.

Money Super Market

ROLES PLACED (UK & EU)

- **HEAD OF PRODUCT**
- **SENIOR PRODUCT MANAGER**
- **PRODUCT MANAGER**
- **PRODUCT OWNER**
- **SOTWARE ENGINEER** (Mid, Senior & Principal) - Java | JavaScript | VueJS
- **ENGINEERING MANAGERS**
- **MOBILE ENGINEERS** (IOS AND ANDROID)
- **UX DESIGNERS** (Mid, Senior & Lead)
- **QA (Mid, Senior & Lead)**
- **DEVOPS | SRE**

CV SENT TO HIRE RATIO = 3 : 1
AVERAGE TIME TO HIRE = 7-18 DAYS
RECRUITED OVER 120 HIRES IN 4 YEARS
PERM & CONTRACT
BUILD OUT OF BRAND NEW TECH HUB (UK & EU)

CANDIDATE EXPERIECE

CLAIRE SCHMIDT (SENIOR PRODUCT OWNER)

Been an absolute pleasure dealing with Ryan in helping me secure my next role.
Fantastic communication throughout the process, friendly, professional and most of all such a positive person
who gave me renewed belief in myself to find the perfect role for me!
Can't recommend highly enough.
Thank you Ryan.

KATIE PIRAS (PRODUCT MANAGER)

Couldn't have asked for anything more. Ryan was professional, courteous and engaged all
the way through the process. These guys are definitely the best recruiters I've ever worked
with!

STEVE MCDERMOTT (M&A PRODUCT MANAGER)

Can only put positive comments here.....Ryan has been fantastic guiding me through the
process from start to finish helping me gain my new position. Some recruiters are only in it
for themselves, however Ryan and the team are there to make sure it's right for you. Great
team and thanks again Ryan !

JACK WALDEN (TABLEAU CONSULTANT)

I would 100% recommend Ryan and MRJ Recruitment when either looking for a new role or looking to hire. Their
professional, always contactable, to-the-point approach is something you don't often find in the world of
recruitment.
Ryan was a great professional and extremely supportive throughout the process, calming any nerves I had around
each interview stage and providing all the information I asked for as soon as I requested
These guys have great turnaround times and they know the current state of play like the back of their hands.
Definitely go with Ryan and MRJ