

# Ryan Hammond

Director - Technology Training Recruitment



FIND offer full-stack recruitment for companies in the training & education sector. We provide staffing solutions across sales, delivery, management, and shared services.

I have 7+ years experience helping companies grow their technology training teams across the Commercial, Apprenticeships & Hire-Train-Deploy sectors.

Our team specialise in recruiting Trainers, Coaches & Mentors across Data, Software Engineering, Cloud, IT & Networking, Cyber Security, Project Management & Business Analysis.

## Areas we cover

- Data & Analytics
- Software Engineering
- Cloud
- IT & Networking
- Cyber Security
- Project Management
- Business Analysis

## Roles we recruit for

- Coaches & Mentors
- Trainers & Instructors
- Lecturers
- Training & Delivery Managers
- IQA's & Quality Managers
- Instructional Designers
- Content Developers

## FIND also recruit within

- Senior & Executive
- Non-technical training & coaching
- eLearning
- Shared Services
- HR & Finance
- Employability

## Clients we've supported



# What our clients say about us

## Veronika Pickford – Internal Recruitment @ QA Ltd

“Working with Ryan at Find has been pivotal to our success in securing some of our highly skilled Technical Specialist trainers within Software development, Data and Machine Learning, Network Engineering and Cyber security. Ryan is extremely knowledgeable of the sector, has a great knowledge of the technical requirements of our vacancies and the candidate market, having the ability to advise us on market trends, salary benchmarking and many other factors and most importantly matching us with the right candidates.

Working with Find has been a true partnership and we have trust in Ryan and the team to represent us on the market, having a great understanding of our organisational culture and our brand resulted in finding us some fantastic candidates who are aligned to our business.

I would very much recommend using Find as a supplier to source candidates within the IT and Technology sector”

## Cassandra Macdonald – Dean @ BPP School of Tech

“We have recently had multiple recruitment needs in Data and have worked with a number of recruiters. I couldn't recommend Ryan highly enough. He took the time to really understand our needs and build up a constructive working relationship. He was respectful of our time, emailing to ask when is good to speak rather than calling unannounced (which unfortunately seems to be common practice). He sent us candidates of exceptionally good quality and understood and accepted the decisions we made without trying to pressurise us to reconsider (again common practice). He is very easy to get along with, friendly and professional and I enjoyed working with him. I wouldn't hesitate to work with him again and recommend him to colleagues”

## Jon-Paul Rimmington – COO @ Estio

“I have had a long standing relationship with Ryan & Jack, most recently in the digital/IT space where their knowledge is superb. Throughout I have been extremely impressed with their market knowledge and ability to sell our brand when recruiting for us both in our core recruitment areas and specialist niche requirements.

They take the time to fully understand our business and only present the candidates who would fit into our culture, thus ensuring a consistent calibre of applicants who not only join our business but make an almost immediate positive impact.

Communication is pivotal to ensure a joined up partnership and this is always at the forefront with both us as a client and the candidates ensuring a smooth and effective recruitment solution for us.

If recruiting externally I'm confident in saying that my first point of call is Ryan/Jack”

# What our clients say about us

## Marco Canonico – Recruitment Manager @ QA Ltd

“We have had a large number of roles worked successfully, from sales to delivery, looking at a number a variety of skills/experience which have led to us making a high volume of placements through Ryan. Ryan has continuously proven that he understands our sector for all the roles he has worked including some very niche technical skill-sets including Business Analysis and Data Analysis training, to name a few.

His understanding of our brand & culture has been an integral part of the relationship that he has have built with us. Knowing our brand/culture is imperative for us as an organisation when hiring new employees. My experience as a customer has been extremely positive – they always follow process and work with the hiring managers and the recruitment team as if they are an extension of our business”

## Jo Wilson – Head of Academy @ FDM

“I contacted Ryan having struggled to fill a vacant role I had for an Information Security Trainer; my existing internal and external recruitment channels/ agencies had all proven fruitless. Information Security is a niche area and the role required a candidate who had current, substantial (5years+) commercial experience and an aptitude for training creation, development and delivery. Following a comprehensive discussion with Ryan about the role and the company/ culture at FDM Group, he was able to source me a number of high calibre candidates within a week. I was delighted that he was able to find people with the right mixture of commercial and training experience and/ or aptitude in such a short time frame. To me, this demonstrated his understanding of both the role, the candidate market and my priorities as a manager in FDM. My main focus was an individual with credible commercial experience and a desire to train and coach others in their specialist area (rather than a textbook trainer). The quality of candidates was such that following preliminary interviews with 4 of Ryan’s candidates, I found it extremely difficult to narrow the pool down further; ultimately I interviewed 2 candidates in person and appointed one of them successfully to the role. I found Ryan to be highly professional, he was reliable and responsive to all communication from me and was able to answer all of my questions (including contract negotiation) in a timely fashion. Based on my experience of working with Ryan, I would certainly recommend them to contacts, indeed, I have already done so.