

1.

"6 months later, our candidate was promoted to Director of Engineering"

We worked with one of USA's largest and most reputable debt settlement companies in finding a Senior Salesforce Developer.



OBJECTIVES

Due to our client's expanding customer base they needed to prioritise upscaling their CRM system with some top-level Salesforce talent. Being that the owner of National Debt Relief was previously a Salesforce Developer he understood their main area of focus to start would be hiring a Senior Developer.

The prospect would analyse complex systems, troubleshoot, and isolate systems, utilize thorough understanding of application development, project lifecycle, and methodologies and that have the ability work under tight deadlines and handle multiple detail-oriented tasks. The prospect would also be responsible for Salesforce administration, release management and deployment as well as management of Salesforce.com sandboxes, including their integrations.



SOLUTION

Due to the role relying heavily on coding, we knew we had to find a strong, specialist Developer that had a long-lasting love & passion for coding.

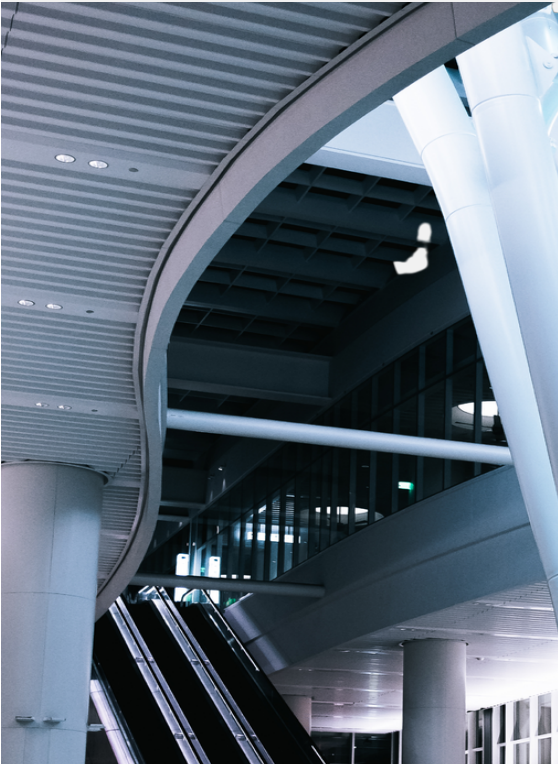
We approached our established talent pool and focussed on reaching out to the relevant profiles that were based in Central & Eastern Northern America. After dialog with a connection via LinkedIn we had already had a relationship with, we found a "made-to-measure" candidate.

The candidate was a habituated Sr. Salesforce Developer with 5+ years of very broad experience due to working at various Salesforce Partners, with exposure to many different domains and Salesforce Clouds who was no stranger to large implementations who also held a Salesforce Platform Developer II certification to match.

AT A GLANCE

CHALLENGES

- The client needed to fill the role within an accelerated timescale
- The ideal individual would need at least 5 years experience
- The role relied heavily on coding so the ideal individual would have to mirror a high level of passion for that area of the role.



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BENEFITS OF NDR USING OLIVER PARKS

1.

Our already established network of salesforce developers and our candidate communities meant we could immediately reach out talent, as well as generate a wealth of referrals. This gave us access to a candidate pool that nobody else would.

2.

Our candidate had the perfect background which meant he immediately hit the ground running and was promoted within 6 months of being at the company.

3.

Onboarding and forward support. We don't just stop at placement, we are here for candidate support at every stage of their placement. They were upscaling their CRM system which meant we could provide further support.

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"The candidate we sourced was not only a great technical fit, but his values were very much in line with the business"

From a small business into a recognised global brand, Urban Electric needed a Senior SFCC Technical Resource to join their newly established ecommerce team.

OBJECTIVES

Since the late 90s Urban Electric have grown from a small company selling niche gaslights to a globally recognised brand retailing an incredibly stylish range of home lighting whilst keeping their bench-made, hand-finished, artisan feel. Amazingly, they had achieved this growth without any eCommerce presence, purely through instore and direct selling, excellent marketing and growing reputation from a quality product portfolio. However inevitably the desire to thrive further and the opportunity that lies within the uncharted waters of eCommerce came knocking.

In early 2021 the decision was made to launch a cutting edge eCommerce store on the sleek SFCC platform to realise/unlock their eCommerce potential. After partnering with a leading SFCC SI for the development of the site, a need for a quality Senior SFCC technical resource arose to take the technical retains of implementation, deliver highly complex functionality and tailor the instance to their needs.



SOLUTION

After specialising in the SFCC market for 5 years we were able to reach out to our vast network SFCC technical resources and leverage our existing candidate relationships to reach out to 3-4 senior SFCC developers in the relevant states and were able to source a quality Senior SFCC Developer with extensive experience on both the end user and agency side. The 10+ years' experience with Demandware/SFCC working on gave them deep and wide ranging technical expertise a very much "not my first rodeo" feel to the Urban Electric SFCC situation.

Aside from a technical fit, a cultural fit was equally important as Urban Electric take pride in their mission of having a dynamic, progressive, caring culture and laidback but professional - a mantra to which they are true to their word. The candidate we sourced not only had deep SFCC technical experience making him a great technical fit, but his values were very much in line with Urban Electrics

AT A GLANCE

THE CHALLENGE

- The SFCC market is an aggressive, candidate driven, niche market but the real challenge that presented itself here/with Urban Electric was finding a candidate located within the 5 states that they could hire in, with the level of seniority that they were looking for, at the price point assigned.



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BENEFITS OF URBAN ELECTRIC USING OLIVER PARKS

1.

We had already been specialists in SFCC for 5 years, therefore we were able to reach out to our vast network and leverage our candidate relationships immediately, particularly for referrals,

2.

Both the candidate and client hit it off from the first interview making them an excellent culture fit too

3.

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3.

"We went to our network and found the perfect candidate, in record time."

Founded 14 years ago, GOLO has grown to be to be a very successful competitive industry leader within the weight loss and wellness vertical. With their sales mainly coming from their website, the company has a huge eCommerce footprint that accommodates their constantly growing product portfolio.

OBJECTIVES

When launching a new product that they believed had the potential to boom revenue exponentially, a need for a Senior Frontend Shopify Developer was identified to take technical ownership of their eCommerce footprint whilst leading a team of 5 junior/ mid-level developers.



SOLUTION

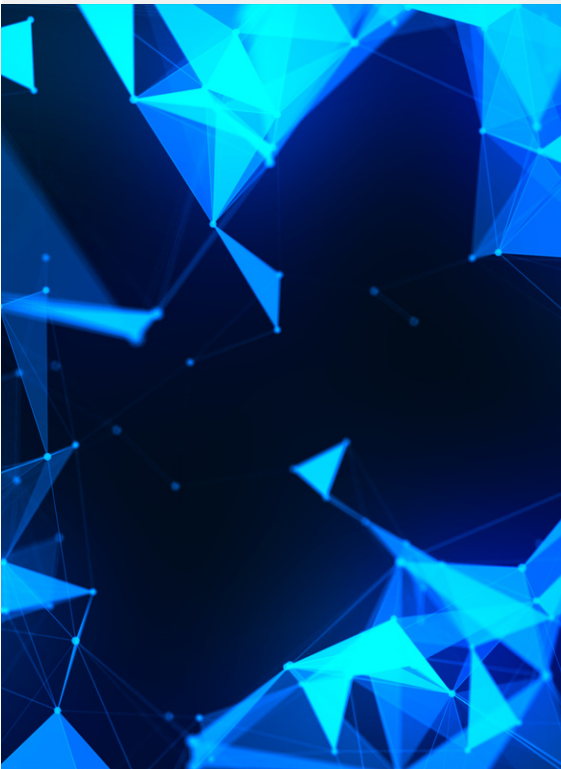
Oliver Parks suggested opening the search to neighbouring states and changing the role to remote with monthly travel requirements. They firstly approached their candidates that they already had relationships with, and after identified a candidate that was a great fit for the position and the company.

The candidate was a Frontend Developer at a digital eCommerce agency with 3+ years' experience with Shopify and experience working on projects for similar companies in the health & wellness industry. He was looking for a new opportunity at a merchant that could offer a change in pace and progression into a Senior role. Culture was important to him in a new role, so he was happy with travelling on site to meet the team and planned different team building activities for his visits.

AT A GLANCE

THE CHALLENGE

- The client originally wanted a candidate that could travel on-site for the position. With their office located in Delaware, it was challenging to find Senior Shopify talent nearby that had the development and managerial experience needed for the position.



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BENEFITS OF GOLO USING OLIVER PARKS

1.

Our consultants are market specialists, meaning we have a dedicated Shopify team that have spent years perfecting their relationships with candidates and clients.

2.

We placed the candidate in a record time with the business as we reached out to our existing relationships.

3.

Onboarding and forward support. We don't just stop at placement, we are here for candidate support at every stage of their placement. They were upscaling their CRM system which meant we could provide further support.

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