



# JACOB ROSS

TALENT SOLUTIONS

# CLIENT CASE STUDY

Marianne Brits-Strodl, Operations Director, BI:PROCSI

## 1. BACKGROUND

Tell me a little about the history/background of the business.

The Analytics Academy was founded in January 2019 and within its first month secured its first client. Throughout 2019 we partnered with Looker, Matillion, Snowflake, Zepi, Collibra and Fivetran and increased our team size by over 200%. By January 2020 we achieved record revenue and have successfully delivered multiple complex transformation projects to FTSE100 customers on a global scale. In 2020 we became a Zadara partner and tripled our client base. We also extended our product offering to include Data Science and Managed Services. In January 2021 we became BI:PROCSI

**What are some of the challenges you have in terms of recruiting and retaining staff?**

Recruiting - finding candidates technically strong enough that can also fit into our fast-paced start-up environment.

**What areas/roles do you find most difficult to recruit?**

Data Warehousing; specifically Snowflake.

**What has been your experience of working with recruitment companies, both positive and downsides?**

Positive - gives me my time back

Downside - time going into reviewing candidates from other recruitment companies who don't have the same industry knowledge as Jacob Ross.

**What's important to you about the recruitment company you work with?**

Consistency.

**Before you decided to work with Jacob Ross Talent, what were the 3 most frustrating issues you were dealing with from recruitment perspective?**

Lack of -

- Quality
- Urgency
- Consistency

## 2. ACTIONS / BEHAVIOURS

**What specifically happened when you decided to engage the services of Jacob Ross?**

Jacob Ross has consistently delivered a high standard in all areas below:

- Taking a brief
- Keeping me up to date regularly and with helpful market insight and intelligence
- Quality of CVs and candidates interviewed
- How prepared candidates are ahead of interview
- Understanding of our culture @ BI:PROCSI

We are looking for individuals with both technical knowledge and business awareness, who are keen to learn, ready for a challenge that values positive thinking and has a strong work ethic. Our team is highly motivated, high-energy self-starters that are solving very complex client problems while having fun along the way. Jacob Ross understand this and is very effective at ensuring candidates selected match our requirements.

**What were the top 3 features/benefits you appreciated most when working with Jacob Ross, what was the impact of these?**

- Honesty
- Drive
- Expertise in hiring within Data and Business Intelligence

## 3. RESULTS

**What makes these results so important to BI:PROCSI?**

As a start-up reputation and credibility is key. To maintain the reputation of being experts in our field, it's important to continue hiring the best. Ryan and Jacob Ross Talent Solutions have helped us consistently and added real value.

**Would you recommend Jacob Ross for Data/BI hiring and if so Why?**

'As a fast-growing company, recruitment is high on our list of priorities, and we are extremely selective about whom we work with. During the past few months, Ryan has proven to be someone that I can trust, a bona fide recruiter that distinguishes himself from others in similar positions by being genuinely passionate about his work and his continuous tenacity to ensure he delivers to the (very high) standard our organisation has set for him. He has an extensive network of professionals within Data and goes the extra mile to make sure he understands our requirements, but very importantly, our culture. He has presented several great candidates to us and I would highly recommend him as a talent partner'