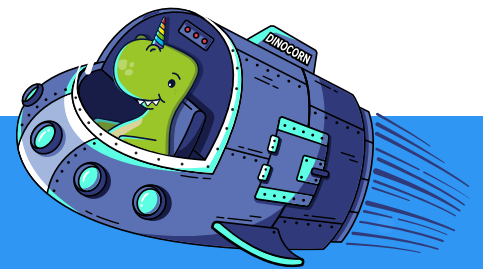


Case Study

How OfferZen supported leading tech company **Derivco** with fast-paced growth and global scale





Introduction

If you are scaling at pace but don't have a reliable way to find talent, the speed of your growth can be hard hit. This was the challenge [Derivco](#) faced, as a 25+ year old leading dev tech house with an ambitious growth plan that required a stream of high-end tech teams locally and globally.

[Derivco](#) is a software development house holding a global leading position in the iGaming space, having invented many of the systems that the industry is based on.

This case study will unpack how OfferZen helped them scale their team in South Africa, hiring over 45 developers to date and saving substantial agency fees to boot.

Addressing Derivco's hiring needs:

Here's how OfferZen helped Derivco in their mission to build a world-class tech team:

- 1 Simplified sourcing of developers
- 2 Saving hiring time
- 3 A cost-effective hiring plan

1 Simplified sourcing of developers

As part of their ongoing growth plans and invention focus, the team at Derivco are constantly on the lookout for the best of class tech experts to join the business across South Africa, and globally — and needed a reliable method of sourcing talent.

However, finding volume and the right level is always challenging, and partnering with OfferZen has added an extra element to the current recruitment strategy:

“We want to be as innovative as we can be in the market, since technical talent is a premium — you need to approach sourcing from many angles using many methods and platforms to identify talent of this caliber, and OfferZen gives us this outlet,” says James Martin, Talent Acquisition Lead.



“Using OfferZen’s wider candidate pool has added extreme value to our sourcing strategy, especially for connecting with tech talent we had not previously engaged with. It’s given us a steady stream of technical candidates, making it easy to keep in close contact with each candidate and provide timely feedback.”

Talia Inerjit
Talent Acquisition Administrator

2 Saving hiring time

When your business is 2000+ people in size with many stakeholders in the hiring team, any time you can save in the process quickly adds up. The team was able to speed things up in several ways on OfferZen:

Active job-seekers:

Developers are checked for job-seeking intent before they join the platform and it's made clear on their profiles what they're looking for in their next role:

"OfferZen helped achieve a commitment upfront in the hiring process," says Talia. "The platform's detailed candidate profiles also significantly reduce sourcing time, ensuring we can focus our efforts on candidates that match our requirements."



"We found the response times a lot quicker than some other platforms. The candidates have put themselves out there and are actively looking for work."

Megan Fitzell
Senior Talent Acquisition Specialist



Efficient communication:

The team found it easy to communicate with one another and candidates:



“Everything is centralised and you don’t have to take it out of the platform. There is also great visibility within the team, other stakeholders can easily see communication and there’s no duplication of communication. If somebody from the team goes on leave, we’re also able to pick up things in their absence and not let candidates wait,”

Talia Inerjit
Talent Acquisition Administrator

Given that the team had 300 vacancies across the globe at one point, having this centralised platform for sourcing where multiple users could be added fit in well with their sprint strategy for recruitment, according to James. “It was a massive aid when we had a high volume of roles.”

Other features that saved the team significant time:

- ✓ The option to save their job searches and easily adapt them
- ✓ Weekly alerts for candidates that match their roles
- ✓ The side chat feature to ping other team members was simple and intuitive to use
- ✓ Visibility on whether candidates are in a process with other companies, to judge how fast they need to move with any given candidate

3 A cost-effective hiring plan

To make their hires, Derivco used an [Unlimited](#) hiring plan where they could hire as many developers as they needed at a fixed cost. With this plan, they saved approximately R3m compared to traditional recruitment agency fees.



“We avoid recruitment agencies as much as we can because they carry so much cost. With OfferZen’s subscription model, the value is that we have an agreed price for a year. We could have a huge spike in hiring needs, and we could use OfferZen as we need to find and engage those people. It’s a nimble and cost-effective type of model for our hiring volumes.”

James Martin
Talent Acquisition Lead

Want to start saving on hiring costs?

On an OfferZen subscription, you can make unlimited developer hires and avoid paying individual, varying hiring fees for every hire.



4 The results



45+ hires made to date



82% of interviews accepted



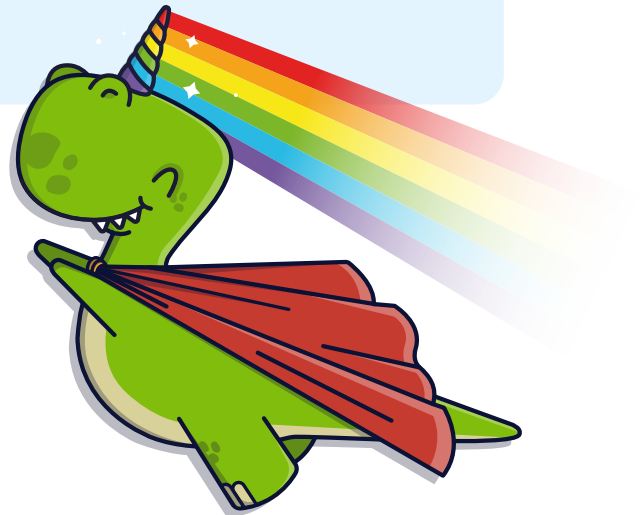
Circa R3m saved in recruitment fees

Besides saving on hiring costs, Derivco has hired over 45 technical experts on OfferZen.



“We’re a long-standing tech company, traditionally based in South Africa and stretching into more and more markets. OfferZen has been great for our growth, especially in South Africa. The partnership has helped us raise our employer brand as well as stay agile when it comes to looking for the talent that we need.”

James Martin
Talent Acquisition Lead



What devs on the team have to say

The developers they've hired also speak to finding a great fit as part of the team:



“Working on the latest and greatest technologies, building and maintaining software for online gaming with clearly defined products and projects really excites me.”

Siphesihle Dube
Software Developer



“Derivco’s commitment to demanding success, excellence and resilience is unmatched and always urges me to be a better version of myself daily. I thrive on the fast pace and constant evolving environment.”

Kalreen Govender
Software Developer

When engaging with Derivco on OfferZen, the interview process was also a pleasant experience:



“With Derivco, there was always someone on the other end of the line to help guide the process. It gave me a good idea about the company’s culture, what kind of people they valued, and the sheer scale of the challenges they deal with is what really got me excited.”

Giovann Adonis
Software Engineering Manager

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About Derivco

Derivco is a global tech company and invention house, with deep roots in the iGaming sector. Founded over 25 years ago, Derivco pioneered the category and has over 2000 global experts based across Australasia, Southern Africa, Europe, and North America. Derivco's teams around the world are behind the leading technology infrastructure, payment processing and management platforms for some of the world's biggest iGaming brands.

OFFER ZEN

OfferZen is the leading talent marketplace for companies to hire software developers. Companies on OfferZen access and reach out to curated, actively job-seeking developers across South Africa and beyond. Candidates on OfferZen are vetted for intent to change jobs and respond to interview requests within 48 hours, resulting in an average of 25 days to hire.

