

Newcastle recruitment startup launches services to support early years tech talent

An award winning Newcastle startup is disrupting the recruitment market in moves to support early years tech talent.

Tech recruitment specialist Haystack, based in Gosforth, uses advanced matching technology to help more companies and tech workers hire smartly and find their ideal roles.

The firm, winner of the newcomer of the year award at the North East Business Awards 2021, raised more than £1m in seed funding a year ago to develop its platform, which provides a platform for people to make informed decisions on their tech careers.

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Now the growing business is supporting those who are just starting out on their tech career, by making roles with less than one year's experience required, completely free to post for companies.

Mike Davies, COO and co-founder of Haystack said: "At one stage or another, we've all been there. Trying to get your first break in your career – with little or no experience.

"We want to make tech roles more accessible and easier to discover, by allowing companies to post roles that require less than 12 months experience, completely free forever on Haystack."

Haystack's careers and insights marketplace is especially focussed on providing opportunities for those in engineering, data and design.

The platform, which now supports tens of thousands of techies in the UK, matches roles with users based on their interests, values and tech stack to ensure employers aren't provided with unsuitable candidates – and that users also aren't shown unsuitable opportunities.

Haystack also eliminates the need for often expensive tech recruiters, ultimately saving on resources internally.

Since securing the seed funding in March 2021 the company has attracted a growing list of clients, including tech giants like EPAM, Sage, cinch and AutoTrader.

Chris Bone, CEO and co-founder said: “We’re finding more and more graduates on Haystack struggling to look for a role. Currently, 25% of our user base are graduates and 3% of roles are advertised as graduate level. They’re being massively underserved and struggling to find opportunities.

“Companies don’t often struggle to hire for junior roles, but junior techies often struggle to find genuine entry-level roles to get their first step on the career ladder.

“That’s why Haystack is putting all the roles in one place for them to discover, completely free of charge.”

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