

Recruitment drive at Durham IT consultancy Waterstons triggers further growth

North East business and IT consultancy Waterstons is set for more growth after recruiting 65 staff since the start of the year.

The firm, which provides technology-based solutions to help global businesses improve their performance, was launched in 1994 in Durham by Sally and Mike Waterston. It now employs 278 people, who work flexibly across its bases in the North East, London, Glasgow and Sydney, Australia, having increased staffing levels by over 30% in a year.

Waterstons Ltd has recruited the 65 new team members across all departments since the start of the year in a recruitment drive covering all levels from graduates and apprentices to senior leaders. The company has expanded its capabilities to incorporate cyber security, digital productivity, and data and analytics, and says it will spend the next three years focussing on staff and clients rather than numbers.

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Michael Stirrup, who became the company's CEO in June 2021, said: "We are, and always have been, a people-first business, with each appointment designed to benefit our clients and drive us towards our 2025 objectives which include reaching new sectors, increasing diversity, and offering greater opportunity for learning and development.

"But over and above anything are the opportunities we want to give our people – from flexible working and unlimited holidays to international travel and relocation. We're proud to empower

them to explore new initiatives and drive innovation with our clients to help improve their businesses.

“By 2025 we want to add more global locations, invest heavily in research and development, and double our turnover. The people who join us are key to realising these goals and with the expertise and passion of each and every one, we are confident that they will not only be met but exceeded.”

The company said its DEI (diversity, equality and inclusion) performance remains important to the business, so it has launched a podcast to share best practice, challenges and what it is doing to ensure equal opportunities for employees.

Alex Waterston, associate director for leadership said: “As we grow, we continue on our diversity, equality and inclusion (DEI) journey and while we have made progress, including bringing in an experienced DEI consultant, we know we still have a long way to go.

“As a consultancy, our knowledge is what drives success with our clients, and to achieve this we need diversity and inclusivity of thought, experience and creativity to deliver this. Keeping ourselves accountable, the podcast publicly documents our diversity work as well as hopefully helping others on the same journey.”

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