



REED & MACKAY x
A Navan Company



SUCCESS STORY

Reed & Mackay progress loyalty programme with top engineering talent

CV-to-first interview
(Ratio)

1.4:1 ↗

First interview-to-further (Ratio)

1.3:1 ↗

Fastest time-to-hire
(Days)

27 ↗

Project overview

Reed & Mackay, a global service leader for corporate travel and events, needed to scale up their software engineering capability with a view to delivering on key projects within their loyalty programme team. As part of the broader Navan Group of companies, Reed & Mackay set a high internal bar for technical talent which included the requirement for candidates to complete CoderPad testing.

They chose to partner with us on the strength of a three-year track record delivering for other teams across the group, and a pre-existing relationship with their CIO. We ran a focused campaign – culminating in 6 hires – targeting engineers with deep Java, AWS, and distributed systems experience, strong API design instincts, and a genuine appetite for solving complex architectural problems.

Completed assignments

Senior Software Engineers | Java Engineers

About the client

- ✓ Skillset required: Software Engineering
- ✓ Headquarters: London, UK
- ✓ # of employees: 1,000-5,000
- ✓ Relationship start date: 2023
- ✓ Total hires to date: 17
- ✓ Locations: UK

In the customer's words

"We engaged with Stott and May to help us scale to deliver a major greenfield project where there was no room for compromise in terms of soft and technical skills. They quickly established an effective team and process, ensuring a consistent flow of profiles, interviews, coding assessments, and offers. It was clear they understood our requirements, and the process was smooth and efficient from presenting a high calibre of candidates through to seamless onboarding."

Karl Matless, Director of Engineering