Case Study

LONGBOAT CLINICAL (ACQUIRE BY ADVARRA) – BUILDING A TEAM FROM SCRATCH

THE CHALLENGE

Longboat Clinical are a SaaS start-up with a product used around the world by all the top 10 pharmaceutical companies to execute clinical trials. They marry the latest technology and a really engaging user experience with improving accuracy and ease by which clinical trials are conducted. All of this within very strict and arduous regulatory obligations.

When starting out, they had an office in Dublin that would fit 50 people but just the CTO and COO there at the time. GemPool we tasked with building their software engineering team.

They needed to bring in Front End Developers, Back End Developers and QA Engineers, at varying levels. The stack they were using was also a very sought-after skill set (JavaScript & Ruby on Rails) in the market.

The scarcity of talent was a key challenge, as well as trying to compete with some of the larger tech firms that were offering extensive benefits packages, world class working environments along with strong salaries.

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OUR ROLE

GemPool went out to the market focused on the story Longboat Clinical had to sell. The key was associating the meaning of what Longboat Clinical do to improve the world, with the job offering itself. We spoke to a huge number of candidates both in Ireland and abroad and sold the story of how Longboat Clinical are having a positive impact on humanity.

Working closely with the CTO and HR Manager, we were able to shortlist relevant candidates and conduct interviews and technical assessments to evaluate the calibre of profile. For each role we delivered a shortlist of, at least, four very relevant and engaged candidates.

GEMPOOL'S SUCCESS

Starting with the more senior posts, GemPool filled lead, senior and mid-level positions for the back-end development needs as well as a front-end resource and then QA also. We have also placed people in Graphic Design and Ops as the relationship has flourished. All these posts have been permanent full-time positions in Dublin, but also two in Limerick. To date, we have placed 12 people into their team.

This outcome has enabled Longboat Clinical to build their product and resulted in their gaining significant market share, grow to over 50 people and grow their customer base.