

## Case Study:

# Supporting Pexip to Scale their Technology Teams for IPO and Beyond

## Background

Pexip is a video technology company that powers secure connections between people and technology, from business communication to ultra-secure government meetings, doctor's appointments, and court proceedings. With operations in Norway, the UK / Europe, the USA and APAC. .

## The Problem

Pexip needed to grow its software engineering and technical teams for its IPO in May 2020 and rapidly scale the business once listed.

Pexip had struggled to hire Software Engineers and technologists, as the bar to entry was very high given the calibre of the existing team.

## Solution

Opus Resourcing was retained to help scale up Pexip's software engineering and technology teams. This included building and running a UK graduate and intern software engineering scheme targeting top universities.

Opus engaged with the Pexip CTO and leadership team to understand its culture, needs, employee value proposition, and recruitment strategy. Given that this was a new strategy, it involved significant market mapping, research, and building out our candidate network in the video collaboration space in the UK, US, and APAC.

## Results

13.5%



**Opus grew workforce by 13.5% over 4 years**

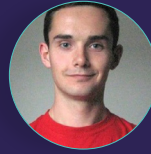
25 & 20



**Included 25 senior hires & 20 UK-based graduate Software Engineers**

- Encompassed **UK, US, Norway, and Australia offices**
- Involved a diverse range of roles from **software engineers, software developers, tech authors, tech trainers, and technical support engineers**
- Excellent employee retention and experience consistently delivered

# Client Feedback: Working with Opus resourcing



By **Will Abson**  
Engineering Manager, Pexip

## How did you discover Opus Resourcing and what specific talent problem were you looking to solve?

We came across Opus Resourcing via a mutual contact who recommended them as a great recruiting partner in the tech space, at a time when we were looking to increase our hiring and look beyond our traditional sources

## What made you initially choose to work with Opus Resourcing, and what has influenced you to continue the relationship?

Having the ability to find quality candidates for technical roles, across different experience levels and job profiles was critical for us and a major plus.

Since then, we have even been able to work on roles outside of the UK, together too.

## How have Opus Resourcing and our services helped you reach your talent attraction and team goals?

Opus has been there all the way through our hiring process and has helped to broaden our team capabilities by hiring across a number of different roles and experience levels.

We have had particular success working together on our internship and graduate programme.

Identifying the right fit and talent at this stage in a career where experience is more limited can be tricky but working together with Opus we have developed a successful programme with strong positive feedback from those involved in the process and excellent retention levels.

## What have been the most significant benefits you have received from working with Opus Resourcing?

Working with a trusted partner like Opus Resourcing allows us to reach a wider pool of candidates, which is important in what remains a tight labour market.

Having a close partnership is essential when hiring is hard, as they can find the right people from the start and help sell your company from the first conversation.

They answer candidates' questions honestly, to ensure we get the right people through the process and that they are willing to stick with it, even when they may have other opportunities.

Over time we have developed a solid partnership between Opus and Pexip.

## What is an example of how James at Opus Resourcing went “the extra mile” to serve you?

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James always makes himself available, and his support at the tail end of a full-day interview round has ensured that we are able to get immediate feedback to candidates and vice versa which we always strive to do as quickly as possible.

## What is it like to work with Opus Resourcing?

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It is a professional relationship with an experienced recruiter who really knows the market. Opus is always keen to hear of any new opportunities and to work

with us in the initial stages when working on a new position, in order to ensure we are able to target the right audience most effectively.

## How willing would you be to recommend colleagues and people you know in the industry to work with Opus Resourcing?

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We would recommend Opus Resourcing to anyone looking to work closely with a trusted hiring partner on technical roles.

## About Opus Resourcing

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Opus Resourcing recruits world-class Technology and Executive Talent for SaaS and tech services companies. Using our 20+ years' experience we create a bespoke talent strategy that fits your culture, values and timescales. We pride ourselves on building long-term customer relationships built upon trust and a superior candidate experience.

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