



Emerald commenced engagement with Qualtrics in June 2015, when Ian McVey was their only salesperson in the UK, supported by resources in Ireland. We were initially engaged on a retained basis to build their first UK sales team.



The 7-strong team assembled by Emerald were the fastest growth enterprise team from a standing start in Qualtrics' history. They have experienced 300% YTD growth and are one of the top 5 billing teams worldwide.



As a result of success, we have since been engaged to place numerous senior roles including an SME for their Voice of the Customer solution - the first role of its kind in the UK – as well as Head of PreSales and Head of Sales Operations for the EMEA region



Qualtrics continues to retain Emerald as their exclusive search partner and trusted advisor, in support of their aggressive European growth. We have completed over 40 assignments to date and 92% of our candidates stay with the business for at least 1 year



"Great work Emerald - your perseverance and professionalism to see this through has been impressive!"

Simon O’Kane | Managing Director EMEA

"This is huge! Definitely been a journey, but very satisfied with the end result. Appreciate the partnership and persistence on this search."

Brian Stucki | Head of Global Customer Success

"When I read the shortlists presented, it showed me what a great job the team at Emerald have done for Qualtrics. They have delivered a world class sales team, and on a personal level, have my sincere thanks. Plus, we’ve had fun on the way! They really have built a great team here."

Ian McVey | Head of Enterprise Sales, Northern Europe

DEVICE42



Emerald were introduced to Device42 in late 2019 by Kate LaGarde, their new Director of People Operations, who we had previously partnered with successfully at CloudHealth Technologies



We initially supported them with sourcing talent for their expansion into Europe, starting with some key sales hires in the UK



In 2020, we were asked to advise on the practicalities of payrolling employees outside the USA and agreed to supply our Employer of Record solution



We currently employ more than 10 team members in the UK on behalf of Device42 and will soon be supporting their setup in a number of other European countries

DEVICE42

"The Emerald team has been an invaluable partner for us as we scale our global operations. From the onset, they took the time to become a trusted partner for us by seeking to fully understand our business, our product, and our value add in each specific region. They have been critical to our growth across sales and customer success in multiple countries and regions, including ensuring the placement of a leadership team in EMEA. Their commitment to understanding each position, hiring manager needs, and unique processes has allowed us to truly utilise Emerald as an extension of our team."

Kate LaGarde | Director of People Operations



In 2020, Emerald were engaged on a retained basis by Userlane to assist on a key hire - VP Product - to be based in either the UK or the USA



Once the ideal candidate had been identified in the UK, the Germany-based company sought a quick, compliant, and cost-effective solution for employing and payrolling him



Emerald's Employer of Record solution proved ideal and we have since on-boarded a total of 7 employees on behalf of Userlane, whilst continuing to assist them with talent acquisition



Userlane's exponential growth in the UK and beyond has now resulted in them setting up their own legal entity, with Emerald seamlessly transferring management of their employees



"We recently partnered with Emerald Technology to hire our first staff in the UK. Their simple, comprehensive Employer of Record solution was invaluable in helping us to get employees on-boarded quickly and efficiently. Communication was excellent, with a single point of contact dealing with all queries throughout. Though we have now set up our own legal entity and are employing our team directly, we continue to utilise Emerald's talent acquisition services and would not hesitate to recommend them to other companies looking to expand their international operations."

Hartmut Hahn | CEO



Since 2021, Human have been utilising Emerald's Employer of Record solution to aid their fast-paced growth across Europe

RETAINED ENGAGEMENT

We initially supported them with on-boarding their first Sales and PreSales team in France



We have since facilitated their employment of additional team members in Germany, Greece, and Singapore



Human are continuing to move into multiple new territories and are using Emerald as their preferred payroll provider



"We have recently been working with Emerald Technology to hire team members outside of our main hubs in the UK and the USA. We have been really impressed by their Employer of Record solution, which enables us to bring staff on board quickly and compliantly in territories of our choosing. The Emerald team are personable, easy to contact, and deal with questions or issues very quickly. They continue to support our ongoing international expansion as one of our preferred suppliers in Europe and Asia-Pac."

Leanne Cleaveley | People Operations Manager



Amplitude and Emerald began our partnership in mid-2018, when they were looking to build their initial sales teams across Europe after receiving \$30m in Series C funding



The critical nature of these hires led Amplitude to opt for our Retained engagement model, in order to benefit from our comprehensive market mapping process which ensures the best possible candidate is identified



Having successfully placed Country Managers in key European territories including the UK, France and the Netherlands, we were then retained on the search for a crucial replacement VP EMEA hire



As Amplitude's preferred European talent supplier, we continue to work on numerous search assignments in support of their EMEA growth



"I always appreciate Emerald Technology's professionalism, point of view and flexibility with our process. It's by far the best external agency experience I've had!"

Lolita Amica | Recruiting Manager EMEA & APAC



Having supported Rancher on a couple of one-off projects in 2015, we were re-engaged in 2019 to help them with large-scale expansion across EMEA, APAC and North America



We were tasked with sourcing candidates in a number of disciplines including Product Marketing, Sales, PreSales, Technical Support, and Professional Services



As well as acquiring talent for Rancher, we provided them with compliant local payroll services for 14 employees in seven countries worldwide



We placed 22 candidates in 18 months, 82% of which continue working for Rancher. This supported them to their 2020 acquisition by SUSE, whose TA efforts we also support



"Emerald have proven themselves to be an extremely versatile talent partner, supporting Rancher in numerous territories across three continents. I am particularly appreciative of their ability to deliver quality candidates in multiple disciplines at speed, as well as their smooth process management, which often incorporates a large number of stakeholders."

Oliver Maes | Managing Director EMEA



Emerald were first retained by Hashi Corp in the summer of 2018 when they were seeking support with their rapid expansion across EMEA



Hashi were looking for a specialist RPO partner to take their brand into new markets and focus on commercial hiring, including sales and presales



We have now staffed out Hashi's initial Enterprise Sales and Solution Engineering 'pods' in Germany (10 hires so far), Netherlands, France and the UK



To date, we have made 18 successful placements, with a 100% candidate retention rate. We continue to work on over 10 retained assignments in EMEA



"Emerald has delivered! They have met every expectation with professionalism, organization and hard work. Their efforts have been instrumental in our sales growth and success throughout EMEA. We at Hashi Corp could not be happier to have you as a partner. Thank you for all that you do!"

Josh Garcia | Head of Global Sales Recruiting



Emerald started working with Red Hat in summer 2018, when they were seeking support with building their initial operations in Saudi Arabia



As well as providing them with the necessary talent required, Emerald supplied crucial market entry and legal entity advisory assistance



To date, we have made 7 placements in Saudi Arabia and UAE in just 9 months, across the Sales, PreSales and Business Development disciplines



100% of candidates we have placed into Red Hat remain with the business to date, and we continue to partner with them on various assignments across the Middle East



"Red Hat has been working with Emerald for approximately ten months to address our recruiting requirements... The Emerald team have been excellent in securing high quality candidates in an expedient manner, thereby enabling Red Hat to get the business up and running ahead of our planned timeline. I thoroughly recommend the Emerald team as a professional and competent recruitment organisation."

Adrian Pickering | Regional General Manager MENA



AppsFlyer are a new partner to Emerald, having initially engaged us in late 2018 to support them with finding an Agency Channel Director in the UK



Having placed this role within just 6 weeks, we were then asked to assist them with their expansion in the DACH region, including sourcing 'A-grade' Sales and Customer Success talent



To date, we have made 6 strategic placements including Director Agency Alliances UK as well as individual contributors across Technical Support, Customer Success and Sales



We continue to support their rapid growth, working on a number of search assignments as their exclusive talent supplier in the EMEA region



"Emerald did a great job... I must say that I never worked with such a professional and dedicated agency (and I've worked with a lot in the past few years)."

Osnat Yarimi Magen | Global HR Growth Partner

"I want to thank Emerald, on behalf of all of us, for getting us these amazing candidates, and all the hard work, for the attention to details and follow-ups. I know we have been very demanding at times, but your awesome work is much appreciated! Please pass my deepest thanks to the entire team over there as well. Looking forward to working together on more future hires!"

Adi Preiss | Director of Support EMEA



Originally engaged by CloudHealth in early 2017 when they were looking for a hiring partner to support their rapid international expansion



Due to initial success placing salespeople in the UK and Israel, Emerald were quickly retained to source their VP EMEA and secured the hire of Marcus Chambers in August



We have since made over 10 Sales, PreSales and Technical placements across various EMEA territories including the UK, France and Germany



Following their acquisition by VMware, the now larger business built a more robust internal talent team and no longer required regular search support. We maintain strong relationships with their senior leadership



"The Emerald team has been an invaluable partner for us as we scale our global operations. From the onset, they took the time to become a trusted partner for us by seeking to fully understand our business, our product, and our value add in each specific region. They have been critical to our growth across sales and customer success in multiple countries and regions, including ensuring the placement of a leadership team in EMEA. Their commitment to understanding each position, hiring manager needs, and unique processes has allowed us to truly utilise Emerald as an extension of our team. As our exclusive search partner, I couldn't be happier to continue to work with them as we grow."

Kate LaGarde | Recruiting Manager



Engagement began in June 2016 following a recommendation by Mercedes Pastor, with whom we had made numerous placements during her previous role at Alcatel-Lucent



Another search firm had failed to deliver on 2 Global Account Director positions for Technicolor and they were looking for a talent acquisition partner they could rely on



Following efficient placement of the Global Account Directors for the BT and Telefonica accounts, Technicolor agreed to work with us on an exclusive retained basis going forward



We have since delivered for Technicolor on several strategic senior level hires, including VP NLATAM and R&D Site Director. They continue to retain us as a preferred global hiring partner



"Emerald Technology has been one of our key research firms to fill sales leadership positions, following a prior successful partnership during my time with Alcatel-Lucent. I can say that their global market mapping process and speed of delivery truly differentiate them from their competitors."

Mercedes Pastor | President EMEA

APPDYNAMICS



Mark Peet (VP Emerging Markets) approached Emerald in early 2017 for assistance on 2 sales hires in UAE. Notorious for their tough and unique interview style, AppDynamics recognised Emerald's delivery potential from the outset



We were then introduced to the Presales Manager for the region, who engaged us on an additional 3 hires, all of which we placed successfully



Due to success, we were introduced to the APAC leadership team and are currently working on 4 sales hires – 2 in India and 2 in Singapore



Emerald are quickly becoming one of AppDynamics' preferred suppliers in the Middle East and APAC and are working on several ongoing Sales, PreSales and Project Management searches

APPDYNAMICS

"Since our first introduction to Emerald Technology in January 2017, the team invested significant time to learn about our business, our growth strategy, and our unique requirements when launching a direct presence in the UAE. In less than one year, Emerald helped us recruit a brand new world class team in roles covering enterprise sales, inside sales, presales and services, and are continuing to support us as we open up new positions to support our customers in UAE and across the GCC."

Mark Peet | VP Emerging Regions



Juniper engaged with Emerald in 2006. Shortly after engagement we became the number one supplier across EMEA



Roles placed included Senior Sales Management, Pre-Sales, Marketing, and even Post-Sales Support



During this time, we placed 150 professionals in over 20 countries, across every technology area



Average hire time of 6 weeks, and a ratio of 8% Management, 50% Sales, 29% Pre Sales, 4% Marketing, and 9% Post Sales



"Emerald's passion for Juniper is similar to that of an employee; they go the extra mile for staffing and the hiring managers, and are known for their enthusiasm, follow up and knowledge of the local market. Emerald recruits across EMEA for Juniper - with their research team, they are able to break into any market and find top talent for us in a limited period of time."

Robyn Collins | Senior Manager, WFP & Talent Acquisition EMEA