

# CRANBERRY PANDA



# Recent clients

moonpig

 pattern

Olsam.

Moët Hennessy

 lululemon

 ocado

JO MALONE  
LONDON

LVMH

reload  
digital

Holland & Barrett

CREATE

Skin+Me

Fenwick

SEPHORA

  
MICHAEL KORS

Harrods

BOXT

reMarkable

COS

 tonies®

# Specialisms

We build end-to-end teams for eCommerce companies



## Sectors

Brands, Online Platforms, Agencies & Vendors

## Locations

UK, Europe and USA



# How we find you the best talent

Times have changed! The days of the black book are gone - talent acquisition is about having a thought through comprehensive process, the ability to access passive talent and the utilisation of technology & marketing.

## Consultants “experienced and specialised”

It starts with our consultants who are all market and vertical specialists, they know their specialisms inside out

Our consultant's average tenure in recruitment is 7 years meaning we are an experienced team

Industry experts, some of our teams have even come from the industry in roles such as product management

## Process “thorough and thought through”

For every role, we map out circa 100 candidates to approach

Conduct 30-minute screening calls with 40-50 candidates

Present 4-7 of the best candidates to our clients

As well as managing the process from interview through to offer stage

## Tech-stack “world-class”

We utilise technology to increase speed, accuracy and candidate experience

CRM, 50,000 segmented candidates

Automation tools to create marketing campaigns to target talent

AI matching technology allows our consultants to identify talent quicker

LinkedIn recruiter for mapping and approaching candidates

## Marketing “in-house”

Our marketing team ensure we are front and centre of the industry making us the go-to for candidates

Thought leadership, through salary surveys, white papers and job searching guides

SEO, we have 17 number 1 google keyword rankings meaning we are the first agency most candidates see

# Services

## Exclusive Search

# 18%

Cranberry Panda will have a 4 week exclusivity period and only charge on the successful placement of a candidate.

Role audit

Candidate mapping

Marketing – advertising & candidate campaigns

Candidate sourcing

Candidate screening

Weekly video call updates

Candidate management

Process management

Onboarding

## Project Search

# 18%

Combining agency speed with in-house accuracy, this service line is designed for larger-scale hiring projects or senior searches with a 100% success rate.

Set timelines on delivery

Set SLA's

Dedicated project delivery team with dedicated Account Manager

Market research on salaries and job titles

Role audit

Candidate mapping

Marketing - advertising & candidate campaigns

Candidate sourcing

Candidate screening

Weekly video call updates

Monthly onsite meetings to calibrate search

Candidate management

Process management

Onboarding

## Executive Search

# 25%

Designed for confidential or senior hires

Set timelines on delivery

Set SLA's

Dedicated search consultant

Market research on salaries and job titles

Role audit

Candidate mapping

Marketing – advertising & candidate campaigns

Candidate sourcing

Candidate screening

Comprehensive cover sheets

Weekly search update data

Weekly video call updates

Candidate shortlist data

DEI data

Candidate management

Process management

Onboarding

## Contingent Search

# 20%

We appreciate that sometimes we are the second agency to take a brief, although this isn't our recommended approach there are times we will still take the search on if we are confident we can help.

Role brief

Candidate mapping

Marketing – advertising on job boards

Candidate sourcing

Candidate screening

Weekly video call updates

Candidate management

Process management

Onboarding

# Ratios



CV to interview **90%**



Time to hire =  
**28 days** permanent hires  
**10 days** contract hires

Briefing call to CVs sent

**3 Days**

CV Sent to interview

**90%**

Fill rate  
(exclusive search)

**95%**



# Customer Testimonials

## TROTTERS

MAKING CHILDHOOD MEMORIES

I wanted to write to thank you and the Cranberry Panda team for the support that you provided throughout our search for a Head of Digital. Your seamless and efficient process, coupled with the outstanding calibre of candidates presented, truly made our recruitment process super-efficient. We are thrilled to announce the appointment of Ben Staines to this important role. Ben's extensive background and rich knowledge undoubtedly will make him a fantastic addition to our team. I have every confidence that his experience and expertise will greatly contribute to our future success, and we eagerly anticipate the positive impact that he will bring. Cranberry Panda's commitment to understanding our needs and delivering candidates who not only meet but exceeded our expectations has been truly commendable.

**Bruce Langlands | Trotters | CEO**

## GROWTH SHOP

Yasha at Cranberry is the first person I call when looking to crack difficult and critical roles. Most groups I've worked with prior to Cranberry fluff up salaries and waste your time pushing hires that aren't the right fit...the Cranberry approach is far more tailored and efficient—highly recommended

**Mark Patchett | Growth Shop | Founder & CEO**

# Customer Testimonials



***Great seamless service***

Cranberry Panda have done a flawless job in high caliber talent to fulfil a number of roles within our creative and communications divisions across multiple levels and would highly recommend them, for any business in the beauty space.

**Philip Kingsley Head of Creative**



Just wanted to thank you for all your hard work in getting a new central marketeer onboard. Your dedication and keen eye for talent really showed. I was reassured in having a partner that engaged with high quality talent of different experience levels and backgrounds. It has been nothing but a pleasure to work together too. Thanks again for everything. I'm confident Basak will be a great fit and make a big impact here.

**Global Marketing Director, Patricia Pinto Da Costa**



# Resource hub

[eCommerce Salary Survey & Insights Report](#)

[Client Case Studies](#)

[Blogs](#)