

CASE STUDY

H&MV Engineering

Technology leadership recruitment partnership

THE OUTCOME

**100%**

Vacancy Fill Rate

**100%**

Passed Probation

**3:1**

Interview to Hire Ratio

**100%**

On-Time Hires

BUSINESS RELATIONSHIP

In February 2025, Archer initiated a recruitment partnership with H&MV Engineering to support the establishment of their new IT Leadership team situated in their Limerick office. At that time, speed, efficiency and quality were the highest priority.

They needed to recruit for three key leadership roles: a Head of Cyber Security, Head of Data & Analytics and a Head of Business Partnering.

We built the team in less than 2 months with 3 strong leaders who fit the dynamic, energetic and entrepreneurial culture of the business.

HIRING OVERVIEW

- 1x Head of Cyber Security
- 1x Head of Data & Analytics
- 1x Head of Business Partnering

COMPANY PROFILE

FOUNDED

1997

MARKET

Construction

WEBSITE

www.hmvengineering.com

ACCOUNT MANAGER

**Emmet McHugh**

Associate Director

CLIENT FEEDBACK

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We partnered exclusively with Archer Recruitment to build a leadership team for our IT division, including key positions such as Head of Data, Head of Cyber Security, and Head of Business Partnering. These were critical, high-impact roles, and we were under significant time pressure to fill them with the right talent. Archer demonstrated exceptional market knowledge, speed, and quality of execution. We first connected on the 11th of February, and by the 27th, we had our first offer out. The second followed on the 2nd of April, and the third on the 8th of April. This rapid turnaround was not only impressive but also a testament to their ability to understand our needs and deliver results efficiently.

Each role was highly specialised, and I had provided Archer with a strict budget for all three. They consistently delivered candidates that met both the financial parameters and the high bar we had set for quality and fit. Thanks to their efforts, I now have an excellent leadership team in place. I was extremely impressed by the smoothness of the entire process and Archer's ability to operate as a true partner. I would not hesitate to work with them again and look forward to doing so in the future.”

Alan Dalton, CIO, H&MV Engineering