



# TECH HEADS

**Client:** Transact Campus

**Location:** Limerick

**First Engagement:** March 2020

**Current Status:** Ongoing

**Website:** [www.transactcampus.com](http://www.transactcampus.com)



## **Company Description:**

Transact Campus Inc. is the leading integrated payment and credential software solution company for campus environment. Transact serves more than 1,300 educational institutions representing in excess of 12 million students and facilitating more than \$46 billion in annual education-related payments. Transact's software services include tuition and fee bill presentment and payment, student payment plans, open- and closed-loop student credential-based point-of-sale transactions for both on and off-campus, as well as ensuring secure authorized access to campus facilities and events.

## **Hiring Overview:**

### Software Engineering:

- Engineering Managers
- Software Developers (Senior/Mid-Level/Junior): C#, .NET, Front End (React.js/JavaScript), Full Stack, Android
- Software, Data and Platform Architects

### Data:

- Data Engineers (Senior/Mid-Level)

### Infrastructure, Cloud, DevOps:

- Cloud Infrastructure Engineers
- Cloud Application Engineers
- Systems Integration/Implementation Engineers
- Systems Administrators

### Product and Scrum Masters:

- Scrum Masters
- Product Owners
- UX/UI Designers

### QA Software Testing:

- SDET/Automation QA Engineers (Senior/Mid-Level)

### **Engagement Description:**

TechHeads was engaged in March 2020 to grow the newly established Software Development Centre for Transact Campus with a staffing target of 30+ people in year 1. Despite COVID hitting at the start of the Staffing Ramp Plan and continuing throughout the year we achieved the numbers originally set out. TechHeads was hiring candidates on a Remote basis with the understanding that there would be an onsite requirement once restrictions eventually lifted. Originally TechHeads was part of an agreement with 2 agencies (the other being a traditional high street recruiter) where we exceeded our counterparts in all ratios of CVs Submitted vs Interview, Interview to offer and offer to acceptance which resulted in the disengagement of the other Recruitment agency.

### **Feedback from the Client:**

*“Transact engaged TechHeads in March of 2020 to assist with a large staffing plan and growing the Irish operation from 2 people to 30+ in Year 1 and onwards to 65+ which it stands at in 2023. TechHeads worked closely with our Hiring Managers to understand and assess candidates on the tech stack that was required to allow the successful candidates seamlessly integrate with the existing operation in the US as well as the cultural aspects that we wanted in our Irish office.*

*In year one despite the constraints of COVID we hit our staffing targets and have continued to do so since. TechHeads allowed our Hiring Managers to set out specific requirements for each position, some required using Self Interview tools (Sparkhire) and others required different short technical assessments before being progressed to face to face interviews. These processes were managed superbly by Eoin and the TechHeads Team.*

*TechHeads have also sourced some of our most Senior Technical Talent; Engineering Managers, Developers across a varied tech stack, QA, Scrum Masters and Product Owners. We are happy to recommend TechHeads for any Recruiting requirements your organisation may have”*

- **John Gleeson**  
**Operations Manager – Transact Campus**