



CASE STUDY

How BOOSTA helped Just Eat secure 36 technologists in 8 weeks

BOOSTA helps companies solve complex Talent Acquisition challenges. We provide on demand access to expert Talent Acquisition consultants. We partner within your organisation, becoming an integral part of your team, no matter what the maturity of your hiring function.



The Just Eat Challenge

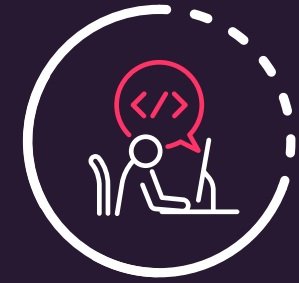
In February 2020 BOOSTA were engaged by Just Eat to manage and deliver a business critical scale-up project. We were asked to onboard and integrate a new, high-profile customer to their platform. We were asked to produce a strategy to source, select and onboard 42 specialist contract technologists within an 8 week time period.

Before beginning this project the impending IR35 regulation had not been relaxed to April 2021 (due to the COVID-19 Pandemic), so it was still imperative for Just Eat that each vacancy was carefully evaluated prior to being released and correctly determined either inside or outside of IR35. Equally important was to make sure that the contractors being on-boarded were compliant and in line with the government guidelines.

As well as tight delivery deadlines, we were also faced with the unknown impact of COVID-19 and the effect it could have on the success of the project.



**5 x Mobile
Developers**



**13 x .NET
Engineers**



**6 x Data
Analysts**



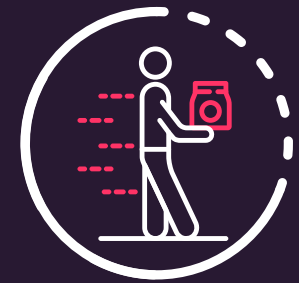
**2 x Front End
Engineers**



**8 x QA
Analysts**



**4 x Delivery
Managers**



**2 x Perm
Product Managers**

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I've worked with Gary on a number of scale up projects for Just Eat as we've looked to increase resource and capability at speed. They have continuously delivered to metrics we've agreed and become a **partner of choice**. An example of this is the project on McDonalds acceleration, where they delivered resources to time, cost and quality.

David Roberts | Global People Director, Just Eat

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Approach

Boosta worked closely with members of the Tech Senior Leadership Team (SLT) and the Global People and Transformation Director. We defined an achievable strategy, ensuring we could deliver and onboard all contractors within the 8 week delivery period.

It was important to engage all senior stakeholders and their wider teams, also involved in the recruitment drive, so we led a series of IR35 workshops designed to educate them all on IR35. We needed to ensure their hiring teams met all requirements, complying with IR35 regulations, prior to the legislation being mandatory.

We produced a jointly-agreed Talent Acquisition roadmap, alongside a dedicated interview and onboarding schedule.

We agreed that the project would require 2 embedded members of the BOOSTA team (Talent Operations Partner & Senior Talent Acquisition Partner) to manage the delivery and operations associated with such a demanding and time constrained project.

Working in conjunction with Arrows Group, we leveraged their expert talent pools across the breadth of roles, to ensure IR35 compliance and payrolling was efficient for the incumbent contractors being hired.

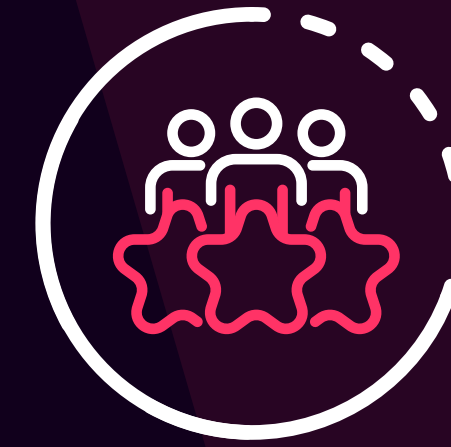
Boosta collaborated with the Security, onboarding and SLT at Just Eat to implement a fully-remote interviewing and onboarding process so that they could still hire at the speed required as the severity of the COVID-19 outbreak escalated.



42 role proposal
was prepared



18 IR35 Assessments
were completed



36 roles were
officially released



89% onboarded
within 7 weeks



2 Locations
(Bristol & London)



+100 Net Promotor
score from client



17 ex-Just Eat
contractors re-boarded



100% Placement
success

The Results

BOOSTA successfully secured and onboarded 36 contractors at Just Eat within the 8 week period (the remaining 6 roles were paused due to the COVID-19 outbreak).

We implemented a robust compliance procedure to ensure that Just Eat were onboarding contractors to the organisation in the correct way under the IR35 legislation. Despite the legislation being pushed back this process is now fully integrated and ready to roll out for them in April 2021 when the legislation will be back enforce.

We instigated weekly reporting and progress meetings for the SLT and Talent team to communicate effectively to the business, that the project was always on track. Each week we were consistently ahead of our delivery projections.

We ran a re-engagement/alumni campaign to re-engage former Just Eat contractors that had previously delivered successfully during their tenures with Just Eat. This resulted in us being able to scale the teams quickly and efficiently within a trusted network of associates.

The Group Talent Director is now using the roadmap of our project as a case study for how to deliver a successful outsourced project for Just Eat going forward.

Gary and his team worked closely with myself in helping to get a critical project delivered at Just Eat. The project was extremely well run and smooth from start to finish. The team stuck closely within the timeframes they had promised and had clear communication with myself and other key stakeholders throughout. Not only did they have a quick time to hire, but the quality of hires were also great. We received good feedback from the wider team and I wouldn't hesitate to use/recommend BOOSTA in the future!

Hassan Heptullabhai | Talent Acquisition Partner,
Technology, Product & Data, Just Eat



Questions, comments, fancy a chat?

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