Case Study

Funding Circle

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BACKGROUND

Client: Funding Circle

Website: https://www.fundingcircle.com

Head Office: London, United Kingdom

Presentation: Funding Circle is a leading global provider for small business loans. The company develops a machine learning and technology platform that allows the public to lend money directly to SME companies. Since its establishment in 2010, Funding Circle has helped more than 118,000 small businesses access more than £13.1 billion in finance.

Engaged Consultants: 25+

Technology Stack: Ruby, PHP, Clojure, Technical Support

Reference by: Jesus Fernandez, Head of Production Engineering & Simon Tarry, Head of Engineering

Date of Reference: 2018 & 2022

THE SITUATION

Since its launch in 2010 until 2014, through the Funding Circle platform over $500m were lent to more than 5,000 companies. For this short period, the company saw exponential growth and was recognized as one of the top innovative and game-changing businesses in the Financial Technology sector by the FinTech City.

At this point in late 2014, Funding Circle encountered the need to grow the size of its technology team in order to continue to deliver outstanding peer-to-peer lending services and further develop its platform capabilities.

THE SOLUTION

To do that with the necessary velocity and efficiency, Funding Circle chose Sofia as a location for their new R&D division and trusted Questers to help them lay its foundations.

The initial agreement was to set up a compact team of Ruby Engineers that would extend Funding Circle's development capacity. After an intensive recruitment campaign at the beginning of 2015, the first team members were onboarded and integrated into the Funding Circle's technology division. They formed the core of the Bulgarian team that later on turned out to be crucial for the further development of the local R&D division.

In a few years, the Funding Circle team at Questers grew steadily, evolving to an autonomous unit with several engineering squads

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(Ruby, Clojure and PHP) as well as a technical support one. Questers' role in this process was to execute the initial and all of the following recruitment campaigns, facilitate the onboarding of the new team members and provide ongoing support for the local team with high-quality HR and facility management services.

THE RESULT & BENEFITS

To date, Funding Circle's team at Questers accounts for almost 30 Software Engineers and Technical Support professionals that are tasked with crucial development projects for the business. The Sofia unit is highly productive and enjoys a great retention rate, with the majority of the initial team members still working in it.

The success of the Funding Circle's team in Sofia is due to a mindful talent selection throughout the recruitment process, followed by a careful onboarding and integration strategy and constant HR care that supports the team at a domestic level. All of this results in a very strong team culture and high levels of efficiency and productivity.

WHAT FUNDING CIRCLE SAY

''*I've personally worked with Questers for two whole years now, and every day I happen to appreciate more the quality, response and counsel that Questers provide to Funding Circle's needs.*

For us is important that our guys feel assisted and comfortable in their day-to-day job and that any blocker to our working environment is

quickly resolved. Questers would provide quick responses and facilitate recommendations to improve team effectiveness. Funding Circle's values are definitely embedded within our local team in Sofia and I cannot be prouder of it!", back in 2018 shared Jesus Fernandez – Head of Production Engineering at Funding Circle.

„Working with Questers is awesome. They find and source talented and motivated engineers and provide office and HR resources to help our people have a great onboarding experience and feel at home. Communication is quick and effective, and we have a really smooth and fast process for interviewing. Questers also provides lots of social events for people to get together and get to know each other better.", in 2022 added Simon Tarry, Head of Engineering at Funding Circle.

QUESTERS MODEL

Questers dedicated teams are fully integrated into our client's culture and structure, and recruited against each client's specific needs and requirements. In close collaboration with Funding Circle, our qualified recruitment and HR teams took care of all administrative, recruitment and employment aspects of this partnership. Questers dedicated teams are located near-shore and housed in our high-quality office facilities, with advanced IT infrastructure, teleconference meeting rooms and recreational zones.

About Questers

Questers is a London-based **distributed software development** company, integrating processes and services to deliver on organisations' strategic IT agenda. End-to-end, we design, build and manage dedicated teams over a diverse set of technologies in various industries.

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