MOLLY CANDLISH



Job: Technical Consultant

Company: Cathcart Technology

I am a specialist Tech Recruitment Consultant - I specialise in helping companies all across the North of England expand their Development teams.

Friendy	Efficient	Outgoing

The skills I use most in my job... Technical Talent Sourcing – Identifying and attracting niche tech candidates through advanced search techniques.

- Stakeholder Communication – Collaborating with hiring managers to understand role requirements and manage expectations.
- Candidate Assessment – Evaluating technical skills and cultural fit through structured interviews and screening.
- Market Mapping – Analysing trends and competitor activity to stay ahead in tech hiring landscapes.
- Pipeline Management – Maintaining an organized, high-quality candidate pipeline for current and future roles.

The most interesting thing I've worked on in my career so far... Helping a startup scale its engineering team from 5 to 30 in under six months was incredibly rewarding. I led the hiring strategy, built strong candidate pipelines, and partnered closely with founders, playing a key role in shaping their tech culture and long-term success.

What inspired me into digital and tech... Honestly, I kind of fell into it, but once I saw how much tech shapes everything around us, I was hooked. I loved the idea of helping smart people build cool, innovative things. It's fast-moving, always changing, and there's never a dull moment!

My educational background is...I studied Psychology at the University of Stirling and then started a career in sales. After a few years I moved to the back office side of company, becoming their HR manager. I loved the talent retention side of the business the most and always had a passion for tech, so moving into this role made sense.

What advice I'd give to girls thinking about a career in digital and tech... Go for it! Your perspective is valuable and needed. Tech is about solving problems creatively, not just coding. Explore different roles, stay curious, and don't be afraid to ask questions. Surround yourself with mentors and communities that support you, you belong in the room, even if you're the only woman