DIGITAL.

SARAH DOYLE

Job: Technology Practice Lead

Company: Experis

I manage a team of specialist technology recruiters. I have worked in technology recruitment for 14 years so have been exposed to most of the roles that you have in the technology field - it's definitely incredibly varied and always changing!

Passionate	Kind	Hard-working

The skills I use most in my job... Team Leadership - I am responsible for helping to drive the team culture and ensure it delivers in line with business goals

• Innovation - I have responsibility for understanding the technology talent market and constantly have

to keep up to date with various tools and technologies that can help us to do our jobs better and to constantly deliver value to our clients and candidates

• Stakeholder Engagement and Management - there are important stakeholders in every role! Whether it is a candidate, a technology hiring manager, or my Board of Directors, stakeholder engagement and management is key in my role

• Empathy - I like to think of technology recruitment as a very problem solving role. There is a tech talent shortage causing problems for clients, and candidate motivations are shifting. A large part of my role is to put myself in the shoes of others, understand their problems and try to help them to solve them.

• Technical Understanding - I might not be a software developer, but I definitely need to have a good understanding of it to an extent in order to be able to properly match tech candidates with their dream role, and tech clients with their perfect candidate!

The most interesting thing I've worked on in my career so far... The most interesting thing I've worked on so far is helping clients in Greater Manchester to solve their technology talent shortage problems. To do this, I have to understand the drivers of people working in the technology market, to educate clients on the things they can do in order to be able solve these issues.

What inspired me into digital and tech... It is so interesting! And always changing! And it will never go away - technology is always going to be needed and you get to work with so many different types of people.

My educational background is... At school I loved Maths and Sociology - I enjoyed understanding patterns, and also human behaviour. I didn't go to university, instead going straight into recruitment - working with people and delivering great customer service were the basis for this career and my professional skills in these areas just continued to develop.

What advice I'd give to girls thinking about a career in digital and tech... Job security, great pay, and more importantly, technology employers are doing more than any other to try and make your work environment as engaging and enjoyable as possible. My advice is do your research - roles in technology can be anything from technical sales or recruitment like me, right the way through to data science and software engineering!