



# Damia Group Portugal and OVO Energy

We came to the Portugal with a promise to shake the market and the way you work with your clients and our RPO Business solution It's a great way to show you that.

Unleash human potential by combining forces on the field with our clients, to get the best talent available in the market with a recruitment process outsourcing model.

## ABOUT OVO ENERGY

OVO is a collection of companies with a single vision: to power human progress with clean affordable energy for everyone.

The climate crisis is the humanity's greatest challenge and the OVO Group organisations are all working together to lower our collective carbon emissions to zero.



They're developing the products, services, and technology across all their brands to drive progress to zero carbon living. Uniting their team, businesses, and members to reduce carbon emissions because they know that reaching net zero is only possible if everyone works together.

They've put out "Plan Zero", an entire set of strategies, goals, and commitments, that will lead to net zero carbon emissions across their entire operations by 2030.

## ABOUT THE SERVICE

OVO came to Portugal in the begging of the pandemic. Despite the circumstances, they were working remotely with the same enthusiasm and so were we. We came in to help with our expertise and market knowledge, in the mission of scaling our client's business, bringing the right people always considering the candidate's experience, the client's culture and the technical requirements.

### What we bring to the table:

- Market knowledge and experience.
- Expertise in candidate experience, ensuring that regardless of the outcome, every process has a positive impact in each participant's life, contributing not only to increase the number of hires, but also for personal growth of the candidates by providing constructive feedback and action points for improvement.
- Provide a quality focused and consistent pipeline to fulfil ambitious hiring roadmaps.
- Cost & time saving.



## WHAT WE DID

We were looking for software engineers with a solid product background, a great focus on quality and a great sense of a mission. At that stage OVO was hiring mostly agnostically in terms of technological stack, but there was a preference for previous experience with functional programming languages, such as Scala and Clojure, but also for exposure to Kotlin or NodeJS

The first hires occurred within few weeks after the initiation. Of course, this was only possible due to a well-set recruitment process that was smooth and efficient, and a collective effort between engineers and talent teams.

Throughout the time, we had a few offers that were rejected due to some misalignment between what OVO was willing to commit for a certain level of individual contribution, but also due to the strong competitiveness of some new players that were also entering the market hiring fully remote in the EU and offering higher compensation packages. Nonetheless, we were able to hire the first few software engineers ending up with a total of 6 hires for a period of 3 months.

**Our RPO lasted for 3 months being able to provide a consist pipeline from day one.**

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## CONCLUSION

During the period of our RPO, we were able to help enabling an entire new operation and contributed with the first few hires. We committed ourselves to be as an extension of the talent team and provided solid and consistent recruitment pipelines, along with a sharable approach of the market expertise to other team members, who not only were working in the same roles but also for other vacancies. We pride ourselves of having actively contributed to the growth of a new operation, especially when the mission is as noble as OVO's.

