




Resource Management

Agile Methodologies
Resource Solutions

Agile
Alliance
member



Agile Software Development Methodologies

Agile methods are the direct response to a shift towards business agility, which is difficult for developers to achieve in a traditional programming environment, driven by a historically high failure rate of major software projects. The approaches use revolutionary work practices based on disciplined processes that aim to enable developers to create better software faster.

Pre-eminent in the UK is a specific model known as Extreme Programming (XP), which has a firm set of rules (communication, simplicity and feedback) and core practices (i.e. pair programming, refactoring, continuous testing and integration) that traditional methods ignore.

Growing Demand for Agile Experience

Many companies are attracted by the accelerated software delivery, reduced project risk and greater adaptability that the approach offers, and are progressively adopting Agile methodologies on a limited scale for projects.

As a result, the discipline is gaining tremendous industry momentum – evidenced by the increasing demand for software developers with Agile experience.

Hurst's Specialist Resource Solutions

There is no question that companies are experiencing difficulties in sourcing specialists with the right technical skill-sets and Agile experience. In response Hurst offers a specialist recruitment service, focused on connecting Agile employers with skilled resource.

- Managers gain access to a dynamic pool of Agile candidates, relevant solutions to Agile recruitment issues and technical market intelligence.
- Candidates are attracted to a specialist hub of Agile career resources, and a gateway to relevant employment opportunities.

Innovative Resourcing Methodologies

Hurst has implemented a range of initiatives to ensure that it remains well connected across the Agile market-place. The initiatives surpass industry standards and include:

- A dedicated Consultant to oversee service delivery (backed by resource) and focus on accumulating knowledge as the methodology and market evolves. Offering independent advice on the wider industry, as well as un-biased insight into the performance of Agile consultancies.
- Hurst is an active member of the growing Agile community. This involves regular attendance at thought-leadership conferences and knowledge sharing events, as well as membership with on-line portals and forums. Hurst is also founding sponsor of the Thames Valley Agile Special Interest Group.
- The company is not only part of the established community, it is creating its own with an on-line banner referral programme to attract active and inactive candidates.
- The company manages a complimentary networking event programme, the Hurst Business Alliance, which is used as a platform for knowledge sharing and referrals.
- Utilising traditional resourcing techniques (advertising campaign management, database searching and networking), Hurst has generated a growing network of skilled candidates with experience in Agile methodologies.

By combining its knowledge and relationships, Hurst has developed a growing database of software developers with experience in Agile methodologies – and continues to do so.

Benefits of Working with Hurst

Hurst is an independent resource management company committed to meeting the ever increasing demand for permanent, contract and interim IT resource. There are many reasons why companies choose to work with us:

- We are specialists in recruiting software developers with Agile experience and have a wealth of expertise within our market.
- We employ well-connected consultants that are trained to listen, think and consult.
- We work with you in partnership and take time to properly understand your business.
- We have a genuine interest in the outcome of your search for resource.
- We tailor our service to provide “best solution” recruitment services.
- We utilise all candidate-sourcing methods and pioneer new initiatives.
- We can support you through all aspects of the recruitment process.
- We work with you to create a team with the right balance of experience, leadership, ability and motivation.
- We can deliver better candidates in less time.

“The company took the decision to boost its agile development team by appointing developers with significant XP expertise on J2EE projects. I know candidates with these skills are hard to come by, yet Hurst committed to delivering candidates to meet our job specification and provided an excellent set of candidates. The applicants presented were screened to an exceptionally high standard, which demonstrates Hurst’s thorough understanding of Agile development skills. I believe that Hurst’s ability to meet such a tight brief is a result of its involvement in the Agile community, which has enabled them to nurture an exclusive candidate network.”

Rachel Davies
Independent Agile Consultant

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Mission Statement

To provide excellence in the fulfilment of resource solutions, based on our values of integrity, specialist knowledge, client focus and enthusiasm.