

Case Study: Accelerating Product Hiring at TravelNest



The Challenge

TravelNest was ready to grow its engineering team — but after two months of searching for a **Product Engineer** the hiring pipeline had ground to a halt. The Head of People and CFO had worked tirelessly to attract talent with the right technical and cultural fit, but the market was tight, qualified candidates were scarce, and progress had stalled. They needed a partner who could reignite the search with pace and precision without compromising on quality.

The Partnership

Enter **Yvonne Miller**, working through the **Fractional Talent Partner model**. Yvonne committed to delivering a **fully vetted shortlist within just three days** — a bold promise built on experience, structure, and relentless focus.

She quickly designed a dual-track approach: sourcing fresh candidates while also interviewing TravelNest's pre-selected applicants to ensure no strong contenders were overlooked. Each interview followed a consistent framework with scorecards aligned to the brief, giving hiring leaders a clear, data-backed view of every candidate. Yvonne's process was transparent, founder-friendly, and time-efficient — cutting through noise to deliver traction in days, not months.

The Impact

- **5 high-quality candidates** presented — fully vetted and interviewed.
- **100% progression rate**: every candidate moved to the second stage to meet their CEO
- **1 offer accepted**, with **2 others advancing to final stage**.
- **86% cost saving** compared to a traditional agency fee on the first hire alone.
- Significant time saved for the Head of People and CFO.

TravelNest were so impressed with the calibre of talent uncovered that they decided to **hire a second Product Engineer** from the same pool.



Why It Worked

The magic was in the combination of speed, structure, experience, and collaboration.

- **Speed with substance**: A time-boxed, hands-on search created momentum immediately.
- **Aligned leadership**: Clear rubrics and concise scorecards kept decision-makers focused and fast.
- **Market coverage**: Fresh outreach combined with a rigorous review of internal leads ensured no opportunity was missed.

The Outcome

TravelNest gained more than great hires — they gained a repeatable, lightweight hiring model they can use for future technical roles. The process delivered confidence, clarity, and results that built trust across the leadership team.



“Yvonne’s pace, structure, and understanding of what ‘great’ looks like transformed our hiring experience. She made what felt stuck start moving again and we’ve come away with both brilliant hires saving us over 85%”

**Ruth Curry, Head of People,
TravelNest**

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