

Recruitment, done properly.

Telecoms, IT, MSP and SaaS recruitment without the usual noise.

We help technology and connectivity businesses hire good salespeople with clear process and careful vetting.

No scattergun CVs. No chasing numbers for the sake of it.

Just proper conversations and practical delivery that gives clients confidence from day one.

Specialist technology and connectivity recruitment

Small, hands-on, and built around quality.

Coconut Lime focuses on Telecoms, IT, MSP and SaaS, with dedicated routes into Cyber and broader Tech.

We would rather understand a role properly than throw random CVs at it.

- Clearer briefs
- Better conversations
- Stronger shortlists
- A joined-up process from start to finish

It starts with a proper conversation

Understanding what you actually need before search begins.

Every assignment starts with context, not just a copied job description.

- What the role is really responsible for
- What kind of person is likely to do well
- Where the hiring process could go wrong
- What good looks like for your team

Built for clients who want quality, not noise

Hiring support, strategy and practical guidance for growth-focused teams.

In plain English, clients get a straightforward process and support through to offer stage.

- A straightforward hiring process
- Honest advice when a brief needs refining
- Properly qualified candidates
- Regular communication
- Support right through to offer stage

When candidates are engaged properly, the numbers follow

Process quality drives better outcomes.

These figures reflect consistent briefing, engagement and follow-through across the hiring process.

Interview no-shows

Industry 18-25%

Under 5%

Offer acceptance (2025)

Industry 55-65%

87%

A better experience for candidates too

Interview readiness, offer evaluation and role transition confidence.

The candidate side is not treated as an afterthought. Better candidate communication means better outcomes for everyone.

- What the role actually is
- What the client is looking for
- What the process looks like
- Where they stand at each stage

Small team. Hands-on approach. No nonsense.

Real people staying involved from brief to placement.

Clients deal with directors and decision-makers directly. Communication stays clear, direct and human.

- Rowena Young - Director & Co-Owner
- Donald Young - Director & Co-Owner
- Southern Business Awards Winner 2024
- Comms Business Awards 2025
- Sherborne Business Awards 2025

Ready to have a conversation?

Whether you are hiring or making your next move, we would be happy to talk.

If you want a more sensible conversation about hiring in your market, get in touch.

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