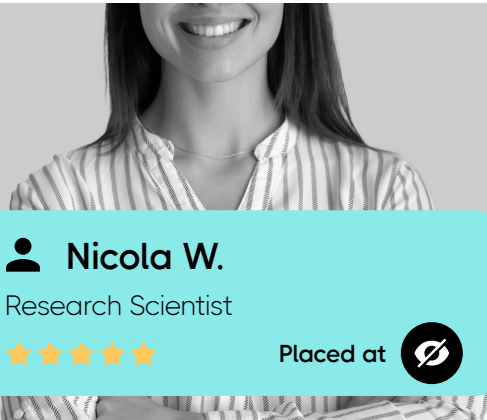








CAPABILITY OVERVIEW

AI, Machine Learning & Software Engineering Recruitment Powered by Talent



 **Nicola W.**
Research Scientist
★★★★★ Placed at 



 **James M.**
Python Engineer
★★★★★ Placed at 



Thanks for considering our AI, Machine Learning & Software Engineering practice

Stott and May's AI, Machine Learning, and Software Engineering practice serves a wide spectrum of clients, from cutting-edge startups to industry-leading giants in finance and technology. We specialize in filling critical contract and permanent roles, offering project-based consultancy, and executing large-scale team build-outs across diverse sectors.

Our partnerships, which have included the likes of OpenAI, highlight our pivotal role in advancing AI, ML, and software engineering capabilities while scaling operations. Our proven track record with pre-IPO companies and industry leaders, such as Google and Walmart, showcases our expertise in sourcing top talent and building specialized teams in areas like NLP, LLMs, GenAI, and Software Engineering (across agnostic languages). We operate in tandem with multiple VC partners including Sequoia Capital and Paladin to not only help find talent but advise on go-to-market strategy on all things people.

By leading the establishment of Intelligent AI labs, Innovation Labs, and elite engineering teams, we have cemented our position as key players in the global landscape of AI, ML, and Software Engineering recruitment.

At the heart of Stott and May is our ability to connect exceptional talent with pioneering AI, ML, and software engineering initiatives, driving growth, innovation, and success across the tech industry.

Agni Ghosh



Agni Ghosh
Director - Americas

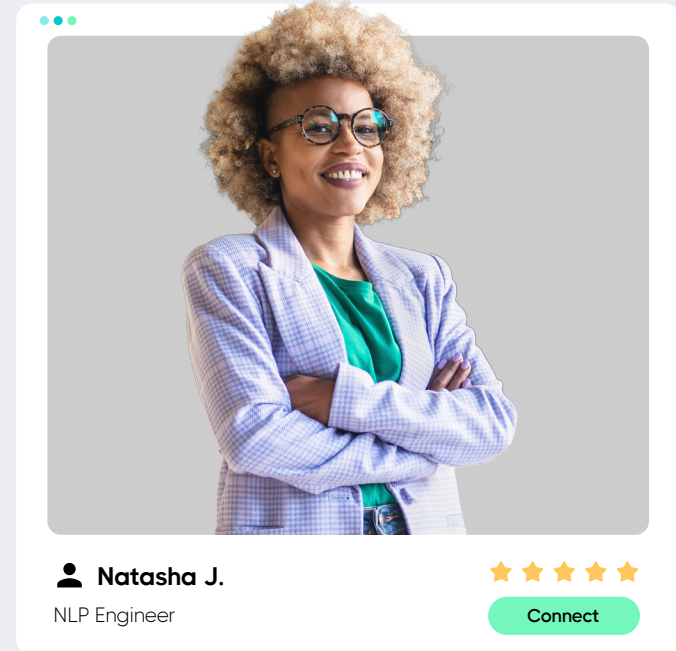
Key reasons to work with our team of passionate specialists

- Connected with talent communities**
Get extended access into the world of AI, ML & SWE talent and ensure you are effectively positioned with candidates as the #1 choice in a competitive market.
- Innovative solutions tailored to you**
Whether you need one-off hires, team buildouts, consulting, or project-based delivery teams on an FTE, T&M, or SOW basis, we're here to help you reach your goals.
- Inclusive recruitment comes as standard**
We understand that different drives better when it comes to data teams. We introduce DE&I recruitment best practices across your hiring process.
- Proven to perform in AI, ML & SWE recruitment**
We are fortunate to have the backing of hiring managers who will speak on our behalf about our ability to deliver talent on time and on budget.
- Always looking to add value**
We're all about ensuring you stand out with optional recruitment marketing features to make a real impression with top talent.

The types of roles we regularly work on

If you've got a brief for a role in the AI, Machine Learning & Software Engineering space we've got the experience and track record to work it. Not only that but we've got the network to fill it fast. We can help you enhance the quality of your candidate shortlists across the following key positions, and more.

- AI Engineer
- AI Researcher
- Machine Learning Researcher
- Machine Learning Scientist
- Research Scientist
- Head of AI
- VP of Machine Learning/AI
- Applied Scientist
- Software Engineer
- Principal Engineer
- Engineering Manager
- Director of Engineering
- VP of Engineering and Data
- C-Suite
- Data Scientist
- Data Engineer
- Data Analyst
- Head of Data Science



Natasha J.
NLP Engineer

★★★★★

Connect

Superior coverage & specialism across data domains

- Multi Model ML (Video, Audio, Text)
- Generative Models
- Computer Vision, Robotics
- Neural Networks (Automated ML)
- Natural Language Processing
- Recommender & ranking Systems
- Reinforcement Learning

Track record & recently completed projects

Get a sense of our ability to deliver on complex requirements from transformative clients by taking a look at some of our latest placements and success stories.



What our clients say about our team

“Stott and May have enabled us to tap into the top 1% in the AI & ML talent pools across North America that we didn’t think we’d ever get access to, both at an individual contributor and leadership level.”

CEO
Seed stage AI start-up



Engineer (x2),
Research Scientist (x2).



Engineer (x2).



Data Scientist,
Software Engineer



AI Lead,
Engineering Lead.



12 x Data Scientists,
ML Engineers.



Software Engineer.

Meet the AI, Machine Learning & Software Engineering practice



Andy Burgess
Associate Director

Andy leads our AI practice at Stott and May. Andy has been involved in Data recruitment on a global scale, working with high-growth start-ups to enterprise level business' advising and hiring strong AI, Machine Learning and SWE talent. Having been in the industry for over 12 years, Andy's not only led and built successful high-performing Data recruitment teams; he's also had multiple customers come to him for advice on how to build their founding AI teams and consulted with C-level on best practices to make that a reality.



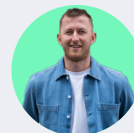
Alexis Navaro
Managing Consultant

Alexis spearheads our Machine Learning search team. Alexis is a seasoned Managing Consultant in the AI/ML division at Stott and May, focusing on partnerships across all the United States. With a sharp focus on the intricacies of the ever-evolving tech landscape, he excels in connecting organizations with top-tier talent. He has helped some of the biggest technology names globally hire for talent in this space alongside start-ups looking to hire their first MLE's.



Sam Ingwell
Senior Manager

Sam is the leader of our contracts and consulting business across all of our AI, Machine Learning and Software Engineering offerings. Sam has worked across APAC, EMEA and US regions helping a wide range of customers including start-ups, SMEs and Blue Chips with their staff augmentation needs and contract solutions. Sam's ethos is centered around helping teams save on Time, Quality and Cost when delivering projects and has helped over 450 technical contractors over his years.



George Wilson
Manager

George leads our Software Engineering practice at Stott and May. With the ever evolving landscape of AI/ML we are also positioned to compliment talent pools from a SWE skillset, with a particular focus on Functional Programming. Open source technologies play a pivotal role in how our customers define the AI market, George has numerous years of experience in the space and has operated across the APAC, EMEA and US regions advising and helping a diverse range of businesses with their Engineering talent.

What you can expect from our service

- Access to passive talent pools and extend networks.
- Cross-referenced GitHub & Google Scholar recommendations.
- Best practices around neuroinclusive recruitment.



About Stott and May

Founded in 2009 Stott and May are a professional search firm with a passion for helping leaders achieve complete confidence that they have hired the right talent, first time in fiercely competitive markets. We believe you should never have to make the choice between quality of candidate and time to hire.

As a result, our business has been founded on the principle of offering a premier standard of search service delivered in vastly accelerated timescales, that our competition simply cannot match. Because after all this is about more than just recruitment, it's about turning your business vision into reality.

www.stottandmay.com

