

CASE STUDY · UNITED KINGDOM

TRANSFER WINDOW

THE RECRUITMENT GAMECHANGER



NO JOB POSTINGS. JUST PROFILES.

A transparent, ethical recruitment platform inspired by elite football, built for the UK construction sector. Companies exchange skilled workforce directly, permanently or on loan, without a single job advertisement.

DELIVERED BY

**Techno Tackle**[®]

Software Solutions

An ISO 27001:2022 Certified Company

End-to-end technology partner for design, development and delivery.

Live at transferwindow.co.uk

10

CORE MODULES

60+

SCREENS BUILT

4

EXCHANGE MECHANISMS

2

USER PERSONAS

PROJECT AT A GLANCE

THE ENGAGEMENT

PROJECT

Transfer Window

CLIENT LOCATION

London, United Kingdom

PLATFORM

Web Application

TYPE OF BUSINESS

Digital Talent Marketplace

SECTOR SERVED

Construction

SCOPE OF WORK

Application Development & Maintenance

10

CORE MODULES
DELIVERED

60+

SCREENS DESIGNED &
DEVELOPED

2

DISTINCT USER
PERSONAS

4

TALENT EXCHANGE
MECHANISMS

TECHNOLOGY

Node.js

Next.js

TypeScript

PostgreSQL

Tailwind CSS

Figma

Live at transferwindow.co.uk

Note: selected screenshots in this document use dummy data for illustrative purposes. The information shown is not real and serves only to demonstrate platform functionality.

ABOUT THE CLIENT

TRANSFER WINDOW

Transfer Window is a **UK-based talent marketplace** founded on the idea of applying the sports transfer model to professional talent acquisition. Currently serving the **construction industry**, the platform reimagines how companies and professionals connect by enabling strategic, transparent and profile-driven talent mobility.

KEY HIGHLIGHTS

- UK-based platform serving the construction industry, with plans to expand across multiple sectors.
- Enables companies to discover and engage skilled professionals directly.
- Empowers professionals to manage their own career opportunities and mobility.
- Replaces traditional job postings with profile-based connections and negotiations.

LOCATION

London, UK

SECTOR

Construction

MODEL

Profile-driven, no job postings

PERSONAS

Clubs & Players

INSPIRED BY ELITE FOOTBALL

Squads, transfers, loans and tactical preference — applied to hiring.

THE BRIEF

01 THE PROBLEM

Traditional recruitment platforms relied on job postings, leaving businesses with no structured way to exchange talent or hire flexibly.

02 THE VISION

A smarter, profile-driven alternative where companies exchange workforce and professionals manage their own career mobility.

03 THE DELIVERY

Techno Tackle served as the end-to-end technology partner for the complete design, development and delivery of the solution.

SMARTER HIRING FOR TALENT & BUSINESS

Transfer Window is a transparent, ethical recruitment platform inspired by elite football – giving businesses access to top employed talent with clear terms and flexible movement.

Join as a Company



Join as Individual



Public-facing platform landing page · transferwindow.co.uk

TWO PERSONAS, ONE PLATFORM

We developed Transfer Window as a full-stack, web-based talent marketplace built around two core user personas, with dedicated workflows designed to serve both simultaneously.

CLUBS

Employers / Companies

- Build and showcase a squad of employees
- Hire permanently via Transfer In
- Hire on contract via Loan In
- Release staff via Transfer Out or Loan Out
- Full offer and negotiation control

PLAYERS

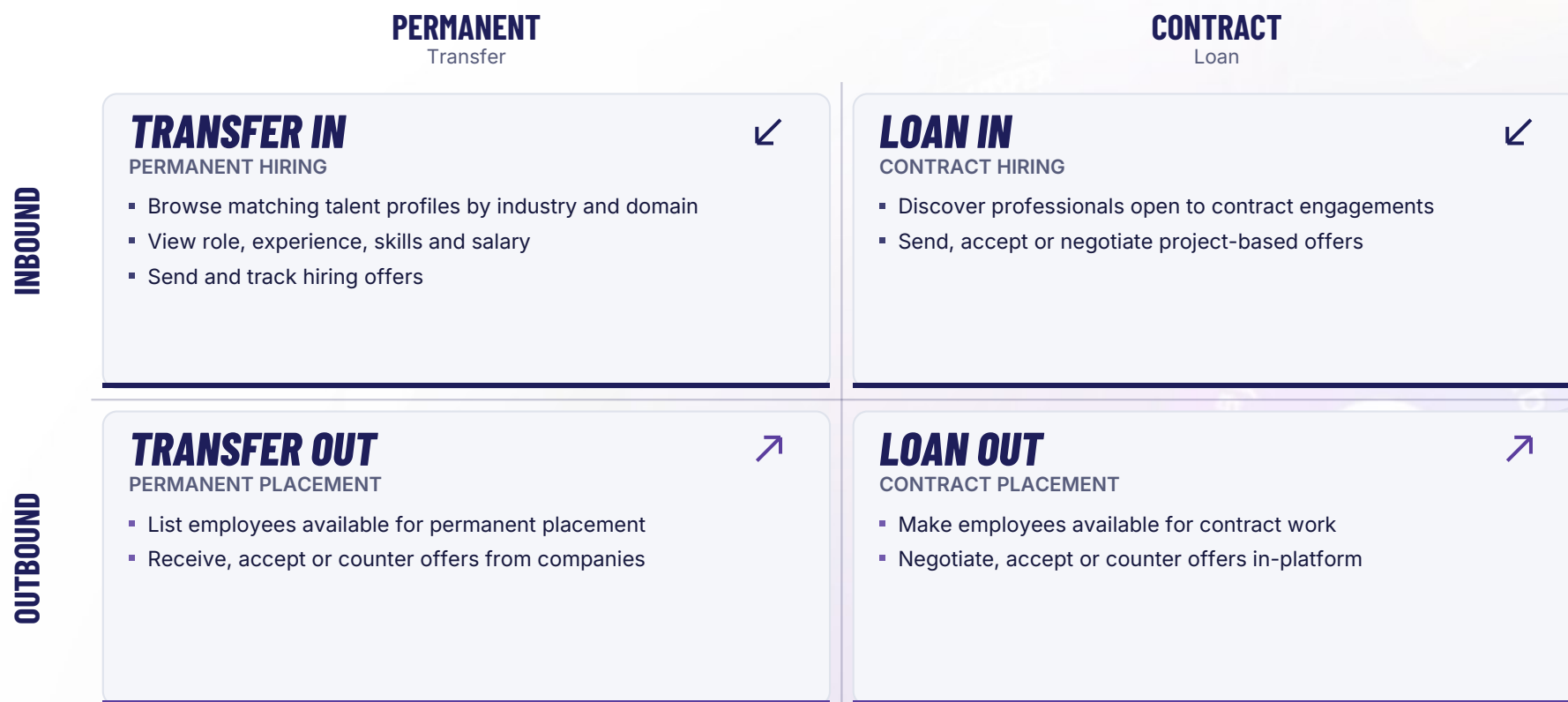
Individual Professionals

- Create a skills and availability profile
- Receive a TAC profile score
- Offer themselves via Transfer Out
- Offer themselves via Loan Out
- Accept or counter offers on own terms

Individual Players cannot access Transfer In or Loan In. They are not employers, so they cannot hire other professionals — the permission model enforces this at platform level.

THE FOUR TALENT EXCHANGE MECHANISMS

Every movement on the platform is one of four moves, defined by direction and by permanence. This is the mechanic the entire product is built around.



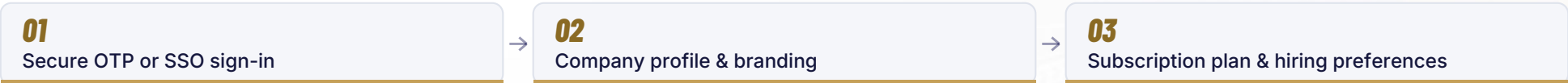
THE PLATFORM STOPS AT THE HANDSHAKE

Offer letters, contracts and onboarding are handled offline. The platform focuses on talent discovery, offer management and negotiation.

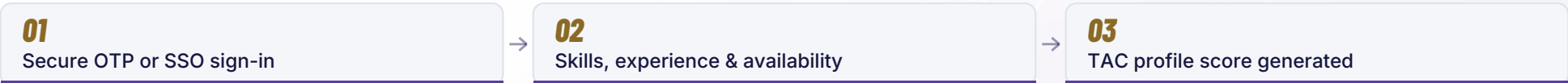
DUAL REGISTRATION ARCHITECTURE

Transfer Window supports two distinct user types, each with its own onboarding path and its own reason for being on the platform.

CLUB REGISTRATION Employers / Companies



PLAYER REGISTRATION Individual Professionals



AUTHENTICATION

Secure OTP

Google SSO

Microsoft SSO

Microsoft 365 friendly for UK construction firms

there is more than 1 person directly employed.

Player
(Individual)

Club
(Company)

Monthly ☒ Yearly ☐

Spectator

Free Plan

Ideal for companies wanting to explore the platform before committing.

✓ Browse available players (candidates)

✓ Set tactical presence

✓ View basic player / club profiles

✓ Save favourite candidates to a shortlist

✓ Build and manage a shortlist / squad list

✓ Receive notifications when new candidates join

✓ Limited loans or transfers (in / out)

✓ Limited contact / messaging access

✓ Access Transfer Window news and market updates

Get Started

Professional

£59 /Month

For businesses actively recruiting and wanting to fill roles faster.

✓ Everything in Spectator

✓ Full access to player profiles (skills, experience, location)

✓ Advanced search filters (qualifications, distance, rate expectations, start date)

✓ Direct messaging with players

✓ Player matching recommendations

✓ View availability dates and work preferences

✓ Increased visibility to active clubs and players

✓ Receive instant notifications when suitable players join

✓ Access to basic recruitment tools and tracking

Get Started

Enhanced

£249 /Month

For companies who want priority access to the best talent first.

✓ Everything Included in Professional

✓ Priority job advert placement (featured roles)

✓ Early access to top players before general release

✓ Ability to approach "verified" candidates first

✓ Priority support (faster response times)

✓ Option to promote your company profile as a 'Top Club'

✓ Enhanced analytics (views, applications, shortlist stats)

✓ Multiple user logins for your business (team access)

Get Started

Tiered subscription plans for Players and Clubs

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transferwindow.co.uk 07

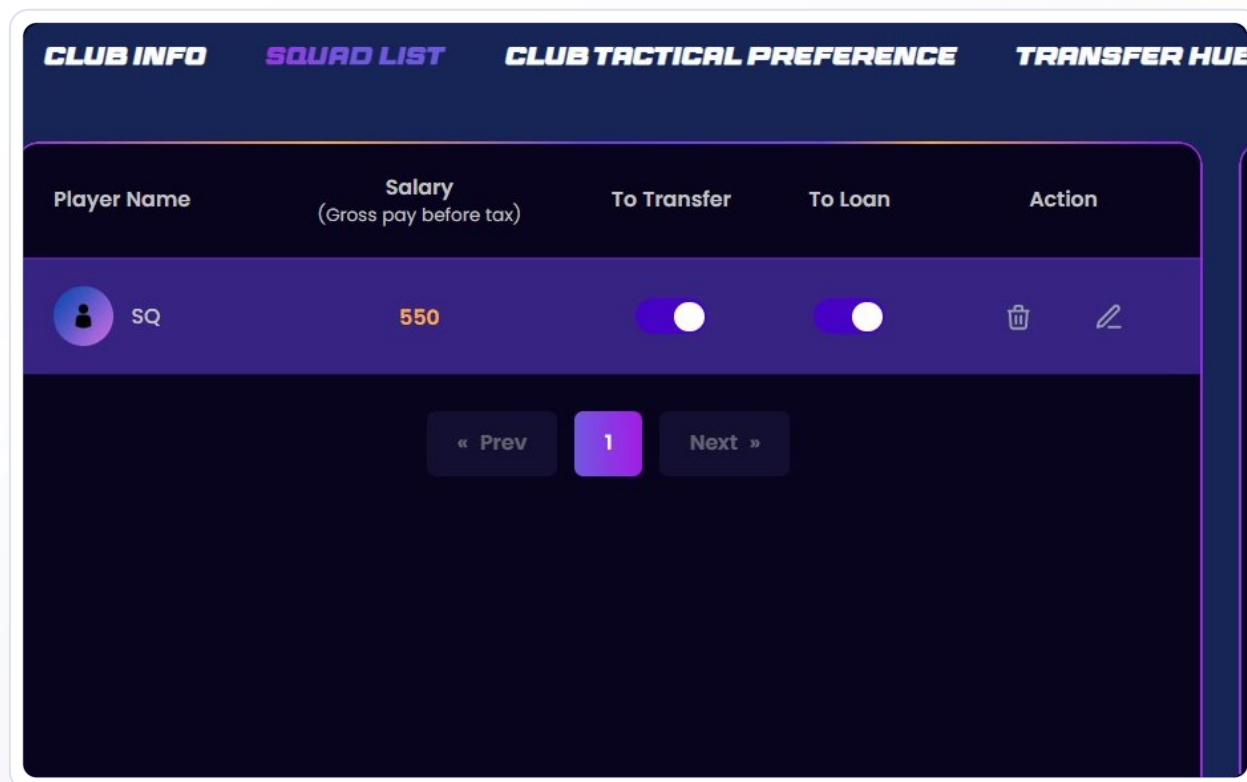
SQUAD MANAGEMENT

Employers build and manage their visible workforce, their Squad. It acts as a living talent portfolio, visible to other registered organisations.

- **Add team members** — role, salary, key skills and ratings
- **Flag availability** — Open to Transfer or Open to Loan
- **Bulk squad upload** — onboard many employees at once
- **Squad list view** — real-time workforce status

NO JOB POSTINGS

Registered profiles do the talking, giving other companies a transparent view of available talent.



Player Name	Salary (Gross pay before tax)	To Transfer	To Loan	Action
 SQ	550	☒	☒	 

« Prev 1 Next »

Squad list with transfer and loan availability toggles

THE TAC PROFILE SCORE

Every professional carries a profile score built from three dimensions, giving employers a consistent, comparable read on talent before any conversation begins.

T **Technical Skills**
Rated out of 100

A **Attitude**
Rated out of 100

C **Communication**
Rated out of 100

RATED LIKE A SQUAD

Three dimensions, one comparable score, applied to every professional on the platform.

Skilled Labourer

SQ

Experience
5.00

Key Skills

● Spray painting ● Specialist coatings

Ratings

Technical skills  33 / 100

Attitude  30 / 100

Communication skills  21 / 100

Your TAC score is: 28

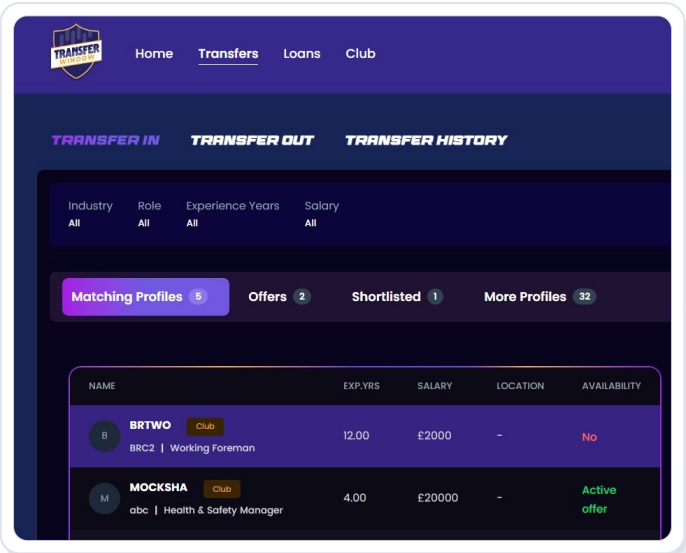
Professional profile with skills, ratings and TAC score

ONE SCORE, BOTH SIDES

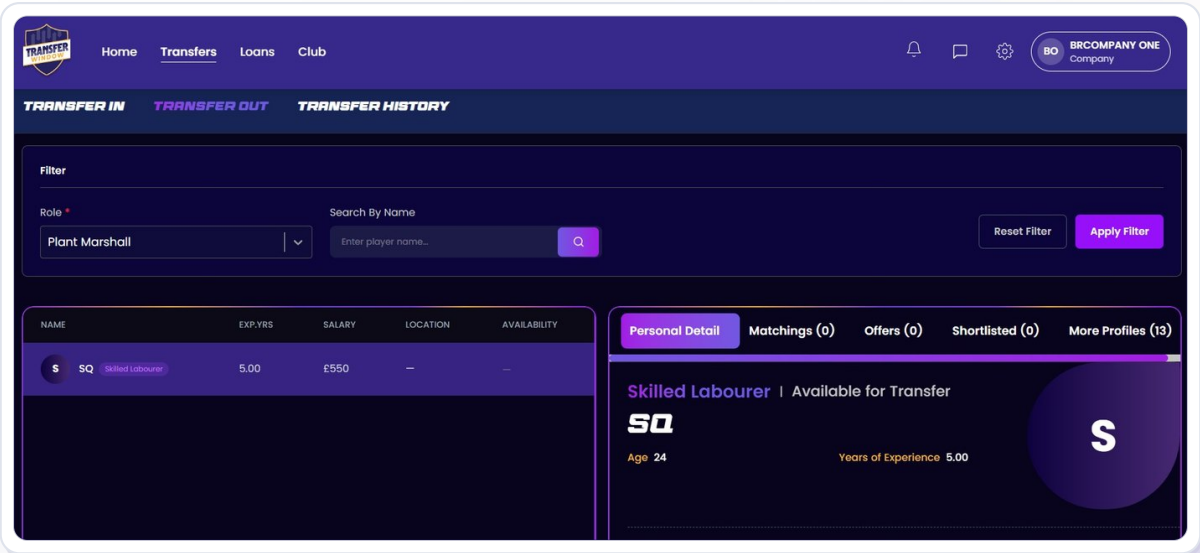
Scores appear on the squad list, in discovery results and inside every offer, so both sides negotiate against the same information.

SMART MATCHING & DISCOVERY

All discovery is profile-driven. There are no job advertisements, no vacancy listings and no application forms.



Matching profiles with shortlisting



Advanced filtering by role and name

MATCHING PROFILES

Candidates surfaced automatically by industry, domain and availability

ADVANCED FILTERS

Refine by industry, role, experience and salary

SHORTLISTING

Save profiles for later review and comparison

MORE PROFILES

Full directory of registered professionals and club staff

OFFER MANAGEMENT ENGINE

A built-in offer system enables structured talent negotiation without traditional job postings. Offers move back and forth until both sides agree.



Working Foreman | Available for Transfer
BRTWO
 Age: 44 | Years of Experience: 12.00

Key Skills
 Dumpers, Confined spaces, Test

Salary (Gross pay before tax)
 £2,000

Ratings
 Technical: 48.00 / 100
 Attitude: 50.00 / 100
 Communications: 51.00 / 100
 Your TAC score is: 49

Note from the owner
 I am from company two

Create Counter Offer

Offer Details
 Sign on Fee: 4500 | Reason for Offer: Dumpers Skill | Notice Period (Days): 90
 Preferred Locations: Town/City (Via Google) | Open for Trial?: No
 Private Health Insurance: ☒ | Flex-time Availability: ☒ | Life Insurance: ☒ | Wellness Scheme: ☒
 Comments: Looking for an experienced resource in dumpers skill

Remuneration Details
 Salary (Gross Pay): 4750 | Allowance Provided?: ☐ No | Company Insurance Cover: ☐ No

[Post Counter Offer](#)

Counter-offer creation with full remuneration detail

- **Offer tracking** — active offers, pending responses and completed transactions via Offers, Transfer History and Loan History
- **Notifications** — in-platform and email updates to employers and Players

Notification [Mark as Read](#)

- CO 24/07/2026 08:34 PM
Congratulations, This offer has been accepted By BRCOMPANY ONE. Ready to proceed further?
- CO 24/07/2026 08:29 PM
Hi BRCOMPANY ONE, BRCOMPANY TWO has created a new counter offer for BRONE.
- NE 24/07/2026 07:41 PM
Hi BRCOMPANY ONE, BRCOMPANY TWO has created a new offer for BRONE.
- NE 23/07/2026 01:43 PM
Hi BR [redacted] has created a new offer for [redacted]
- DE 23/07/2026 01:38 PM
Congratulations! You have won the deal.

Offer notifications

Once an offer is accepted, offer letters, contracts and onboarding are handled offline.

THE PLAYER PORTAL

Individual professionals get a dedicated portal focused entirely on outbound career mobility, putting themselves forward on their own terms.

TRANSFER OUT

Make themselves available for permanent placement

LOAN OUT

Offer themselves for contract engagements

OFFER MANAGEMENT

Receive direct offers, accept or counter on own terms

HISTORY

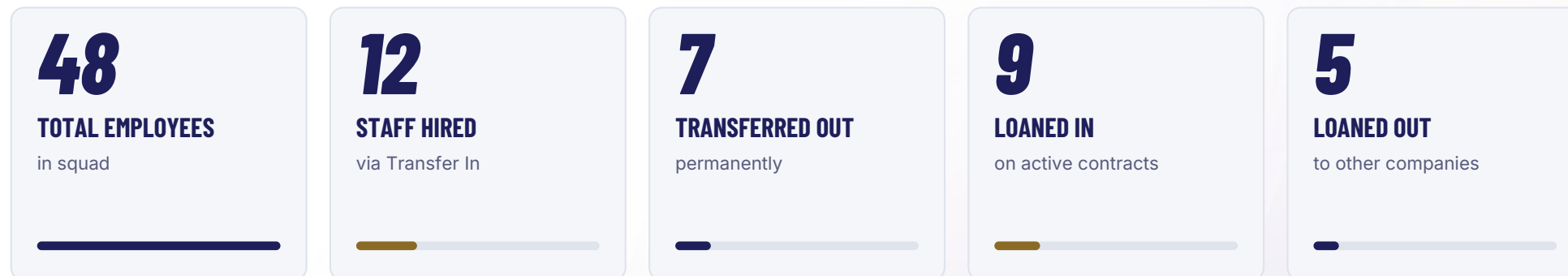
Complete record of past transfer and loan engagements

A DELIBERATE BOUNDARY

Individual Players cannot access Transfer In or Loan In. They are not employers, so they cannot hire other professionals. The permission model enforces this at platform level.

EMPLOYER DASHBOARD

The Home Dashboard gives employers a real-time snapshot of workforce activity, every movement in and out of the business on one screen.



WHY IT MATTERS

This centralised view lets HR and operations leaders make informed decisions about workforce planning and talent strategy, seeing committed, available and in-flight capacity in a single place.

A SQUAD SHEET FOR THE BUSINESS

Every player accounted for: committed, available, or out on loan.

Figures shown are illustrative, not client data. Live values vary by account.

PLAYER DASHBOARD

Individual professionals access a dedicated dashboard to manage their profile and career opportunities in one place.

HOME

View profile activity and offer status

PLAYER PROFILE

Manage personal details, skills, availability and professional summary

TRANSFERS

Manage Transfer Out requests and view transfer history

LOANS

Manage Loan Out requests and view loan history

OUTBOUND BY DESIGN

The Player experience is deliberately narrower than the Club experience. A professional manages one thing: their own availability, and the offers that come from it.

CAN DO

Transfer Out, Loan Out, manage offers, view history

CANNOT DO

Transfer In, Loan In, hire other professionals

ONE PROFILE. MANY OPPORTUNITIES.

Career mobility, managed by the professional.

BUILT TO EXTEND

DOMAIN SCALABILITY

Transfer Window's initial focus is the **construction industry**, but the platform is architected for cross-industry scalability. The exchange mechanics are sector-agnostic by design.

LIVE TODAY

Construction

ARCHITECTED TO EXPAND INTO

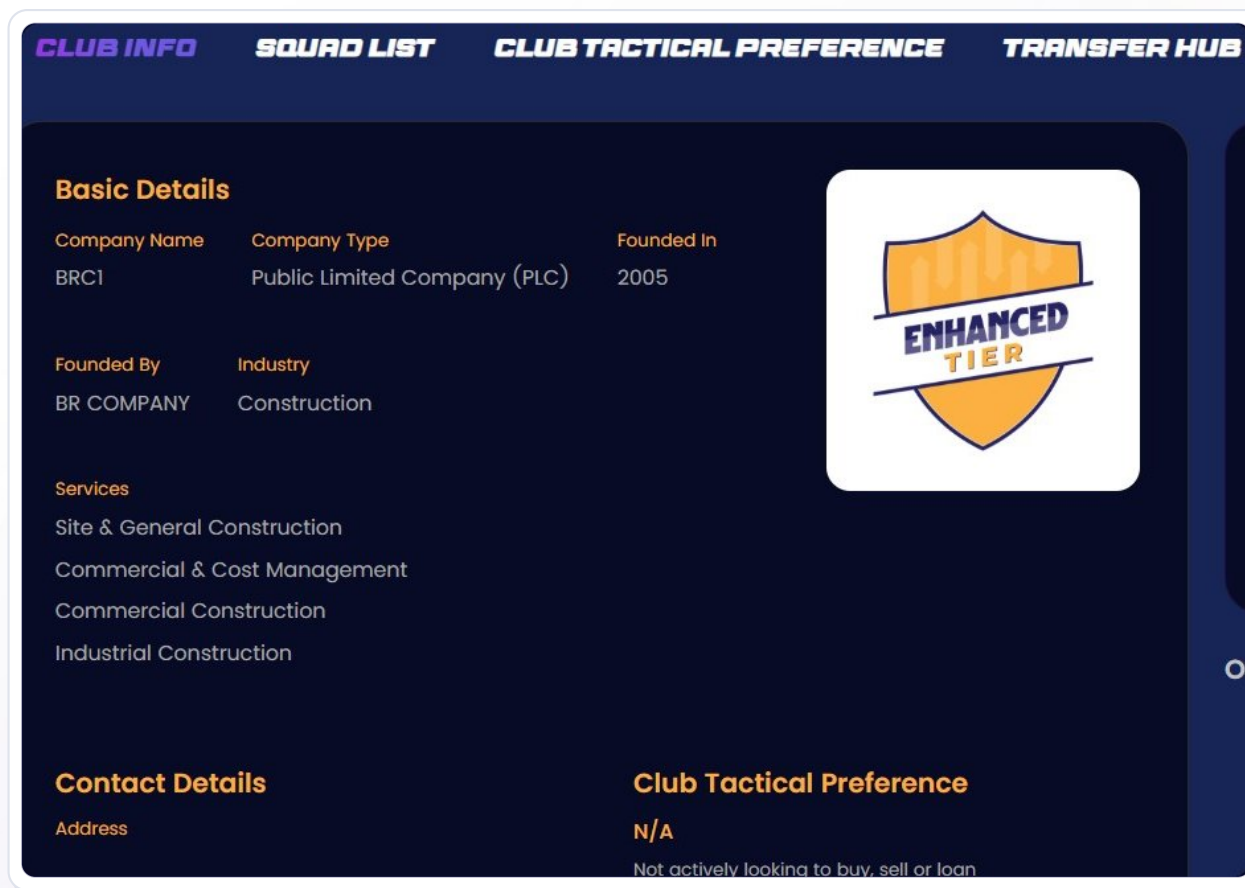
Technology & IT

Healthcare & Life Sciences

Engineering & Manufacturing

Hospitality & Events

Finance & Professional Services



The screenshot displays a company profile interface with a dark blue header and a dark blue main content area. The header contains four tabs: 'CLUB INFO', 'SQUAD LIST', 'CLUB TACTICAL PREFERENCE', and 'TRANSFER HUB'. The 'CLUB INFO' tab is active. The main content area is divided into several sections. On the left, under the heading 'Basic Details', there is a table with the following information: Company Name (BRCI), Company Type (Public Limited Company (PLC)), Founded In (2005), Founded By (BR COMPANY), and Industry (Construction). To the right of this table is a large white shield icon with the text 'ENHANCED TIER' in blue and orange. Below the 'Basic Details' section, there is a 'Services' section listing: Site & General Construction, Commercial & Cost Management, Commercial Construction, and Industrial Construction. At the bottom, there is a 'Contact Details' section with the address 'N/A' and a 'Club Tactical Preference' section with the text 'Not actively looking to buy, sell or loan'.

Basic Details		
Company Name	Company Type	Founded In
BRCI	Public Limited Company (PLC)	2005
Founded By	Industry	
BR COMPANY	Construction	

Services

- Site & General Construction
- Commercial & Cost Management
- Commercial Construction
- Industrial Construction

Contact Details	Club Tactical Preference
Address	N/A
	Not actively looking to buy, sell or loan

Company profile with sector and tactical preference

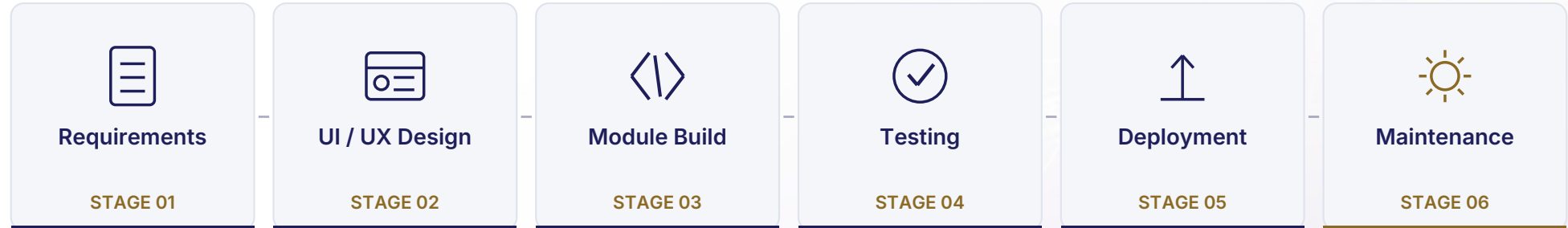
BUILT FOR THE FUTURE OF WORK

A universal talent exchange platform, ready to operate across every industry and geography.

HOW IT WAS BUILT

DEVELOPMENT APPROACH

The application was developed following a structured SDLC with a modular approach. Each component was built, tested and validated before progressing to the next.



MVC ARCHITECTURE

View

Next.js, TypeScript, Tailwind CSS

Controller

Node.js application logic

Model

PostgreSQL data layer

HOW WE RAN IT

APPROACH

Modular, developed sequentially and independently

CLIENT COMMUNICATION

Progress shared at each module completion

DELIVERY

Unified product handover for end-to-end testing

PROJECT MANAGEMENT

Techno Tackle in-house PMS

10

CORE MODULES

60+

SCREENS BUILT

ONGOING PARTNERSHIP

The project moved into a maintenance and support phase, handling change requests, enhancements and fixes as required.

THE CONCLUSION

KEY OUTCOMES

Transfer Window demonstrates how a modern digital platform can transform talent discovery, recruitment and workforce mobility through a profile-driven approach. The client's vision is now a scalable, fully functional solution.

10

CORE MODULES DELIVERED

60+

SCREENS DESIGNED & DEVELOPED

4

TALENT EXCHANGE MECHANISMS

2

USER PERSONAS SERVED

01 DELIVERED END TO END

A fully functional platform across 10 core modules and 60+ screens, covering complete workflows for both Clubs and Players.

02 REMOVED THE JOB POSTING

Eliminated dependency on traditional job advertisements with a profile-driven recruitment model.

03 BUILT TO SCALE

A scalable architecture ready for expansion across Technology, Healthcare, Engineering, Hospitality and Finance.

READY FOR WHAT COMES NEXT

With a strong technical foundation and an intuitive user experience, Transfer Window is well positioned to evolve alongside changing workforce needs.

INTERESTED IN A SIMILAR SOLUTION?

LET'S BUILD YOURS.

Looking for a trusted technology partner? Get in touch to discuss your business needs and how we can bring your idea to life.

SALES

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IT staff augmentation · Managed offshore teams · Custom software & ERP · AI services

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Case study prepared by Techno Tackle Software Solutions