![Tech Returners logo] Tech Returners

TR4: The 4 Week Returner Launchpad

Get hired by progressive businesses, quicker.
The bespoke programme for returners.

Introduction

What if there was a faster, more accessible path to personalised technical and mindset mentoring, all designed to accelerate you into a new software role in just four weeks?

Enter TR4

We're proud to be partnering with businesses on a new, unique model of the Tech Returners' programme. The tech industry is evolving, so we've developed a condensed version of our former eight to 12-week programme, adjusting the duration to just four weeks.

We'll be connecting progressive businesses with individuals like yourself, who are returning to tech after a career break, with the goal of securing a role with those hiring partners.

The TR4 programme is a new pathway to secure a software role in just one month. We'll support you with bespoke mentoring and support throughout the process.

How TR4 works

01   ## April, May and June 2024

Beginning in April, Tech Returners will collaborate with two hiring companies every month to fill eight software engineering positions - (four roles will be available at each company). If, following our interview process, you align with the organisation's technical stack, resonate with the company culture, and express a genuine interest in working for that specific company, you will start the programme!

02   ## Four weeks of tailored support

You, along with other returners on the programme, will receive four weeks of remote, bespoke technical mentoring on our hiring partner's technical stack to sharpen your skills. You'll also receive career and mindset coaching to help bring you back to confidence.

03   ## £2k cost of living bursary

We provide a £2,000 bursary to each returner on the programme to help with various expenses such as childcare and cost of living. The goal is to provide support to help you complete the programme and alleviate any financial pressures you may be facing.

04   ## Making an impact

Post-programme, you will be supported to seamlessly integrate into your new tech team, ready to make an impact from day one!

The programme

Full time programme:

This is a full-time programme consisting of 30 hours from Monday to Friday, a blend of individual mentoring calls, group sessions, and technical projects (which can be completed flexibly during the week). All sessions will be conducted remotely via Zoom and Google Classroom.

Contact hours:

Calls and sessions typically occur between 10am - 3pm, with some flexibility from our Career and Mindset coach, who can be available for 1-2-1 calls at 9 am or 4 pm.

Programme duration:

Four weeks

Location:

Online

Programme fees:

Free

Schedule

Week 1 ## Development Analysis

Dependent on our hiring businesses needs, week 1 might focus on:
- Gap Analysis
- Technical and behavioural 1-2-1s
- Introduction to the hiring companies
- Group tech task
- Sharing group goals

Week 2 ## Personal Progression

Dependent on our hiring businesses needs, Week 2 might focus on:
- Solo tech project
- Behavioural project and presentation
- Lightning talks from engineers from our hiring partner

Week 3 ## Interview Readiness

Dependent on our hiring businesses needs, Week 3 might focus on:
- Tech Task preparation
- Technical interviews
- Understanding your value

Week 4 ## Career Relaunch

Dependent on our hiring businesses needs, Week 4 might focus on:
- Group tech project
- Group presentations
- Mock interviews

**Week 5** ## Final hiring partner interview

This is dependent on hiring partner preferences.

Financial support

£2k cost of living bursary

We understand that returning to tech can be challenging, which is why we provide a £2,000 bursary to each returner on our four week programme. The bursary can be used for a variety of expenses, including childcare, cost of living, or any other expenses incurred during the programme. Our aim is to provide support that will help you complete the programme and alleviate any financial pressures you may be experiencing.
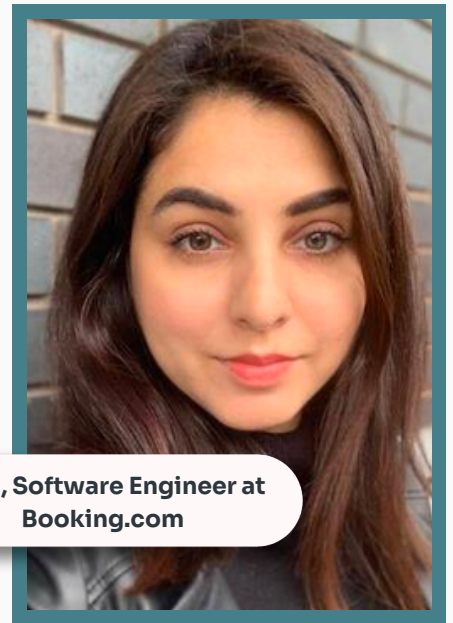
Our previous returners
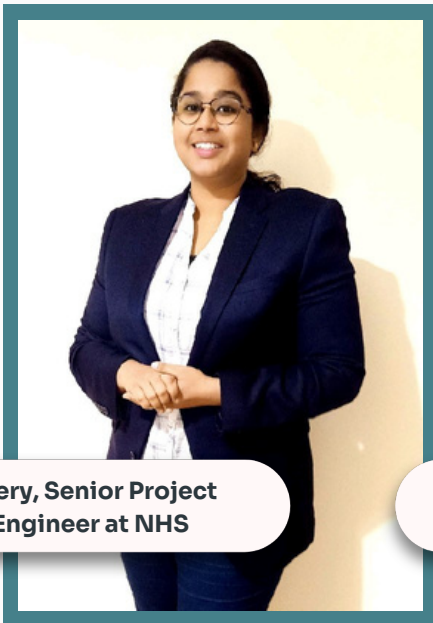
Shery, Senior Project Engineer at NHS

Franco, Software Engineer at OnTheBeach.com

Saira, Software Engineer at Booking.com

> " The programme not only helped me revise my previous knowledge and provided me with a bunch of new tech skills but also helped me believe in myself again. "

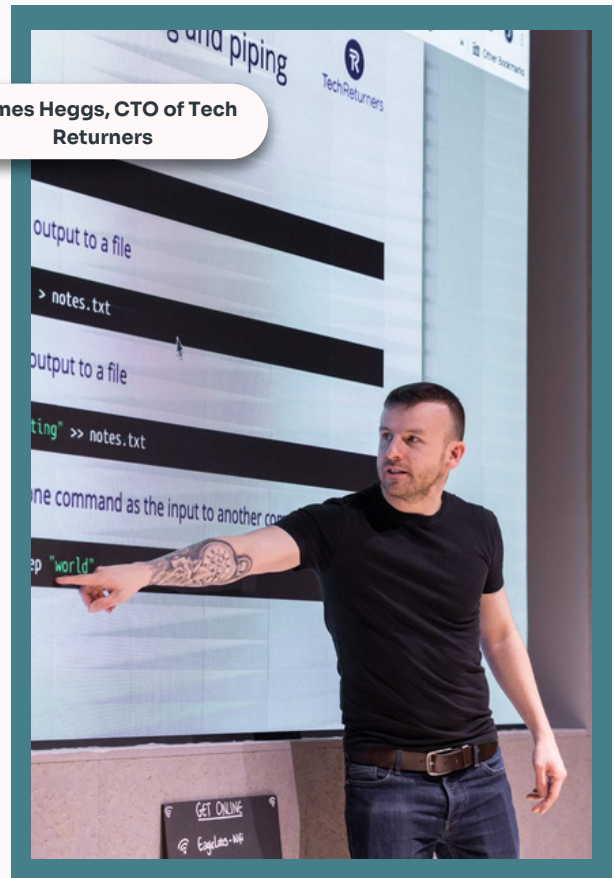Saira, Returner and Software Engineer at Booking.com

Our experts

James Heggs, CTO of Tech Returners

- 17 years experience leading tech teams
- 6+ years of DevOps Consultancy with experience across multiple industries
- Worked at commercial & governmental level
- Organiser of industry meet-up DevOps Manchester

James Heggs, CTO of Tech Returners

Mili, Career & Mindset Lead at Tech Returners

Mili Velikova, Career & Mindset Lead at Tech Returners

- 5 Years experience in Career & Mindset coaching
- Creator of the Growth Potential Newsletter
- A podcast host, coach and speaker, Mili is working to empower more people to design careers they love
- 200+ returners supported over 14 programmes
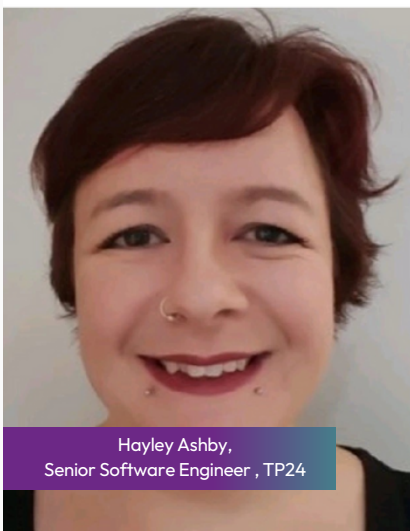
What our returners say

Booking.com returners
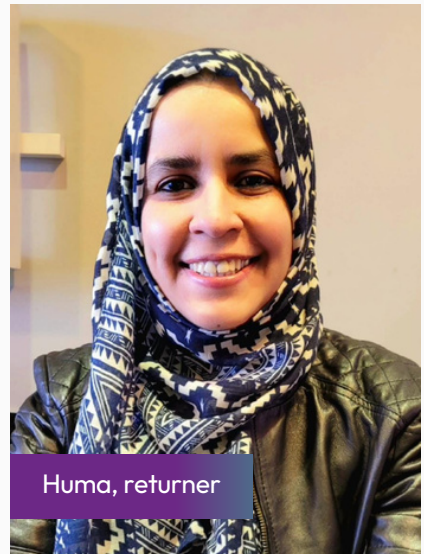
Huma, returner

"The Tech Returners programme was exactly the support I needed to return to software development. The combination of technical and mindset coaching helped to refresh and update my skills and boost my confidence. "

Aparna Kulkarni,
Consultant, Daemon

Hayley Ashby,
Senior Software Engineer , TP24

"So happy to be starting my new role as a Senior Software Engineer with TP24 next week! It's an exciting period of growth, and I'm thrilled to be part of the rapidly expanding development team!

Having a career break has really given me space to grow and evaluate the career trajectory I want. Not gonna lie though, it's been really tough. Female software engineers are rare enough, let alone mothers! That's why companies like Tech Returners are so valuable in helping fight imposter syndrome and getting experienced developers back in the industry!

I am so ready to tackle this next stage of my career."

Hayley Ashby, Senior Software Engineer
TP24

Why do businesses partner with us?

They need you...

Diverse, experienced engineers

It's no secret that there's a growing demand for mid-level to senior software engineers in the UK. Businesses are recognising the advantages of welcoming individuals, like you, back to their tech careers, bringing valuable experience from before your career break and skills developed during it. Your unique viewpoint, solutions, and experience provide a fresh and distinct perspective that wasn't there before in their organisations.

"Returners are a pool of talent with better gender and age diversity than other more traditional pools, and with talented people that only need a bit of confidence to resume a successful career."

Mariot Chauvin
Director of Engineering, The Guardian

Diversity

53%
of returners are women

Commitment

97%
of returners are in the same company 6 months later

Experience

+£23,864
is the average salary change post-programme

Our application process

Apply

Send in your application to our TR4 programme and enter our selection process

Start the programme

Start your 4-week journey of technical mentoring and confidence coaching

Interview

Interview with one of our hiring partners and secure your dream role

How to apply

Our programmes provide the support and coaching you need to get back to a career in tech. You may feel a bit 'rusty' or low in confidence but that's why we're here – to catch you in, not catch you out!
You don't have to sign up for a specific programme; just complete our "How to Apply" page.

Our application process, if successful throughout, is as follows:

1. Complete the application form

Apply to the programme via our website.

2. Complete a short 'My Motivations' form

After submitting your application, you can relax! Our team would look to match you with hiring partners who are looking for someone with your technical expertise. Once we've identified a programme you'd be suitable for, you'll be invited to fill out our 'My motivations' form. This is so we can find out what motivates you to sign up to this programme.

3. Introduction call

This will be a short 10-15 minute phone call with Mili Velikova to your confirm details and to introduce ourselves.

4. Final interview

This Zoom interview with James Heggs and Mili Velikova will last approximately 30-45 minutes, and will focus on behavioral questions.

5. Start the programme!

If you've been successful in our application process, you'll receive an offer letter to join the TR4 programme!

Get in touch

If you need more information, we're here...

TR4:
The 4 Week Returner Launchpad

Want to learn more?

Watch our webinar

Attend our webinar on 7th of February. Or if it's already passed, watch a recording of our webinar.

Speak to our team

www.techreturners.com

📞 0333 050 9138

✉️ hello@techreturners.com

🖱️ www.techreturners.com

Email us or call us to reach the Tech Returners team to get the questions you want answered.

Tech Returners
Tech Returners and Northcoders are part of Northcoders Group PLC