

Fyxr

Internal tool

The Fyxr Network

Proactive sourcing from the network we already have.

Referrals are high signal, but slow to arrive

Great talent already gets plenty of inbound. A referral from someone we trust is still our best signal of quality. But referrals only run in one direction — someone has to hear about a role, think of a friend, and make the introduction themselves.

- 1 Hear about the role
- 2 Think of a friend
- 3 Message them
- 4 Pass on the CV

Four steps, every time, for every hire.

Turning our own network into a live sourcing pool

Instead of waiting for a referral, connect each employee's LinkedIn and search their connections directly.

Two things had to be true for that to work.



First-degree connections

A second-degree LinkedIn search returns a million loosely-connected hits. We only want people the team actually knows.



Live, not a one-time export

A downloaded contact list goes stale within a year. Connections needed to sync automatically, which meant storing them securely, not just once.

Built in days, not months

I mocked up the concept in Claude Code, designed the interface in Lovable, then brought in an engineer to connect it to real data and make it production-ready.

Built on International women's day when Claude and lovable had free credits.



Several connector providers broke before we landed on Unipile for live LinkedIn access.



Our security engineer reviewed the whole build before anyone connected an account.



It runs on its own domain, separate from the main company — if it's ever compromised, we're not.



Connections sync continuously, so the network doesn't go stale after six months.

Search your team's network like a recruiter CRM

The Fyker NetworkAdmin

Refer talent.
Get paid.

The Fyker Network rewards you for every successful hire from your network. Earn up to **£20,000** per referral.

Join the programme →

FULL-TIME HIRE
£5,000
/ \$6,500
Paid after probation

PART-TIME HIRE
£2,500
/ \$3,250
Paid after probation

TOP TIER

LEAD & ABOVE LONDON ENGINEERS
£20,000
Paid after probation

👤

Connect your network
Link your LinkedIn so we can see who you know. Your connections stay private — only we review them.

🔍

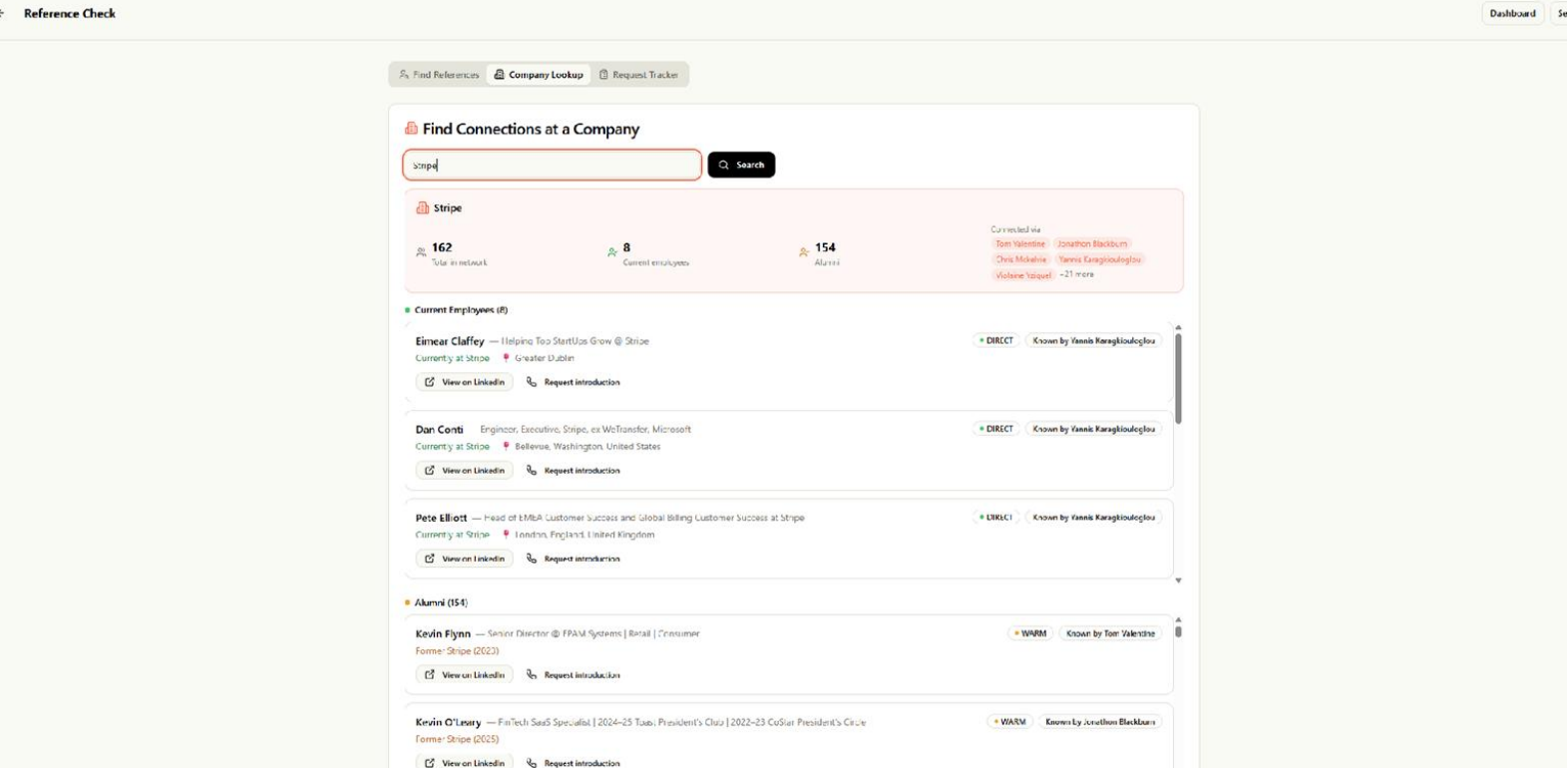
We find the best matches
We find the best people in your network for our open roles and ask you to make the intro.

💰

You get paid
If someone you introduce gets hired and passes probation, you receive the full referral bonus.

Boolean search, exact phrases, and who on the team already knows them.

One more job it also does



Turns the ask around: an incentive for pointing us to people you already know are good.



Built-in reference checks

It already knows who in the network is connected to a candidate — so we get an honest reference without asking the whole company if anyone knows them.

See it in action

Connect directly with Chris if you want a walkthrough of the live tool — search, live LinkedIn connections, and reference requests.





Christine Mckelvie ✓ · 1st

Head of Talent @ Fyxr

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12,292 followers

 Fyxr

Save an hour a day

Try free with:  

[fyxr.com](#)





Reference Check

Sync Connections

Settings

 Change Password

 Sign Out

 **42**
LinkedIn Connected

 **128860**
Total Connections

 **4**
Open Roles (Ashby)

 **9**
Referral Matches

 **Connection Database**

Search naturally — try "growth engineer in London" or "senior product manager"

⌵

Keyword search

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🔍 Search naturally — e.g. "growth engineer in London"

Job Title

e.g. Product Engineer, Head of Sales

City

e.g. London, New York, Berlin

Skills

e.g. Python, React, Salesforce

All employees

🔍 Search

Clear filters

Save this search

Try:

Growth engineer in London

Account executive

Product manager

Data scientist

Designer

Use the filters above to search connections by job title, skills, location, company, or keywords.

 **AI Role Matching**

We've built in a prioritisation of companies we like to hire from — startups, scale-ups and hyper-scalers. AI takes each job description and matches it against potential high performers in your network, surfacing the strongest candidates first.

4 open roles

Senior Customer Support Specialist

Remote

Customer Support · 📍 Austin Texas

 0 people in your network could be a fit

 Match

View role



⌵

Staff Product Manager

Remote

Product · 📍 London

 0 people in your network could be a fit

 Match

View role



⌵

Senior Customer Success Manager

Remote

Customer Success · 📍 London

 Match

View role



⌵

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