UPDIVISION
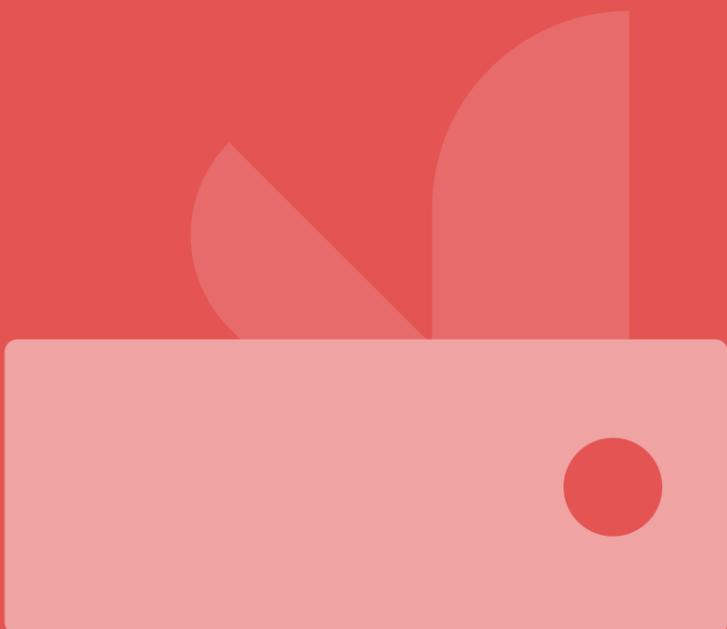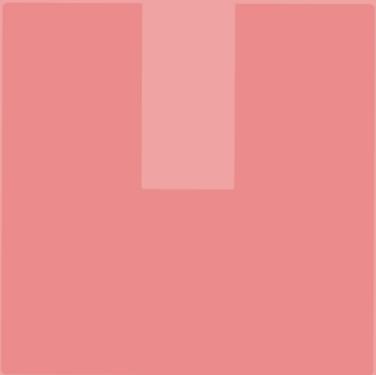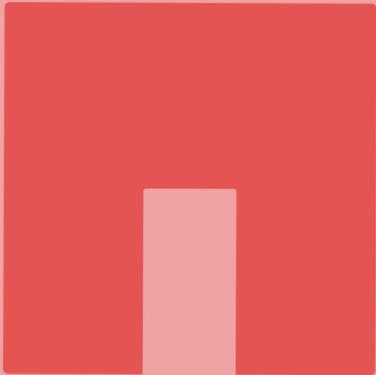
High Tech Recruitment by a Software Company

we recruit

the top 1%

UPDIVISION

We help you solve the tech recruitment puzzle

> UPDIVISION brings to the table the perfect combo of technical knowledge and tech recruitment know-how.

HR Manager, SaaS Suite

We used to hate recruiting. Just like you.

Tech recruitment is tricky. We know. We`ve been fitting the puzzle pieces for over ten years now. As a software development company, we learned recruitment the hard way. We had to make the right choices ourselves and pay the price when we didn`t.

But that`s what puts us in a unique position today. We have both the industry insight and the recruitment skills to attract and keep tech talent. And, most importantly, we are a company who once wondered how they can find the best people, just like you.

4 mth project results
Case Study

We helped a California-based company find the right people to build their suite of advanced SaaS communication solutions.

Total Hours: 178

500+
Screened CVs

18
Graded tests

7
Interviews

4
Hired engineers

Putting it all together
Our step-by-step recruitment process

Time-tested process

We`ve developed our process by hiring the best people for our own software projects.

Laser-vision focus

We know what to look for and we don`t give up until we find it. Our own team is our portfolio.

These are the people behind your best people

Recruiter

Handles sourcing, screening and headhunting. It`s the go to person for all daily tasks.

HR Manager

Involved in the initial setup, strategy and final assessment. Keeps an eye on the big picture.

Senior Developers

Our senior engineers help out assessing coding tests and they also conduct the technical interviews.

Copywriter

Makes sure job ads sound like the kind of thing you want to click on. Tech comics entirely optional :)

Setup

First, we agree on the basics: ideal candidate requirements, job description, recruitment strategy & channels. And also how we`ll keep in touch.

CV Screening

Once the resumes start coming in, we filter through them to find the best fit. We look for the perfect combo of technical and interpersonal skills.

Testing

Selected candidates receive an assignment testing the skills listed in the job description. Our devs review the code and offer their input.

Interview

This is the moment for candidates to shine and for us to reach a final decision. We interview for technical skills and cultural fit.

Offer

This is everyone`s favourite part. We`ve found the right person and you can welcome them in your team. And start working on awesome apps.

How much does it cost to find the top 1 percent?

Less than you think, if you know what you`re doing. Over the years, we`ve developed a good candidate pipeline and a solid workflow. Down to the hour.
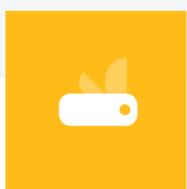
Writing the ad and posting on job boards — 3-5 hrs

We write the ad based on your requirements and then we publish it on recruiting platforms. The time depends on the number of channels you advertise on.

CV screening — 1-2 hrs/day

We go through each resume we receive and choose the best-suited candidates. The time we invest depends on the number of applications on each channel.
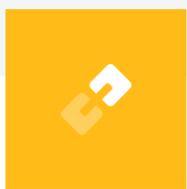
Initial discussion with candidates — 1 hr/candidate

We contact the selected candidates to assess essential aspects such as expected salary, availability to take the test. We also send them all collaboration related info.

Do-it-at-home technical test — 1 hr/candidate

After the inital screening, we send the candiates a technical test and we also take time to answer any questions the candidates might have.

Grading the tests — 2 hrs/test

Our senior engineers spend around two hours evaluating each test using a rigorous grading system.

Interview (technical & soft skills) — 1.5 hrs/candidate

Candidates who pass the test are invited to an interview, which takes around an hour and a half. The interview is held by the engineer who evaluated the test and the HR Manager. Both skills and work ethic are important.

Recruitment costs & fees

All the activities mentioned above are paid per worked hour.

Costs for posting ads on various recruitment platforms.

50% of the salary for the first month. If employee stays > 3 months.

We specialize in recruiting IT professionals from Eastern Europe

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We help you connect with the fastest growing recruitment market

Why Eastern Europe

Big and small companies have shifted their focus to this emerging recruitment market for several reasons.

- Great cost to quality ratio
- Convenient time zone
- Big number of English-speaking professionals
- Great custom software development rates

We know all the hidding places

We know all the relevant recruitment platforms for finding tech talent in Eastern Europe.

Throughout the years, we`ve developed solid partnerships and we have the best deals with some of these platforms.

Want even more precision? Start a targeted campaign. You can set daily or weekly budgets and pay per click.

Let`s get in touch to find your missing puzzle piece.

More of our services

Looking for more than just talented IT professionals? We can help with that too.

Headhunting & HR consulting

We offer more than just recruitment. We help you cherry-pick the best of the best through headhunting and keep them happy.

Custom software development

Custom web and mobile apps, e-commerce platforms, social platforms, our own SaaS: we've done it all.

Product discovery

You will get a clearer sense of the look & feel of your app and basic flow through high-fidelity mock-ups and user stories.

UI/UX design

Turn your existing wireframes into user-friendly, cohesive designs or improve your app`s overall look & feel.

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