

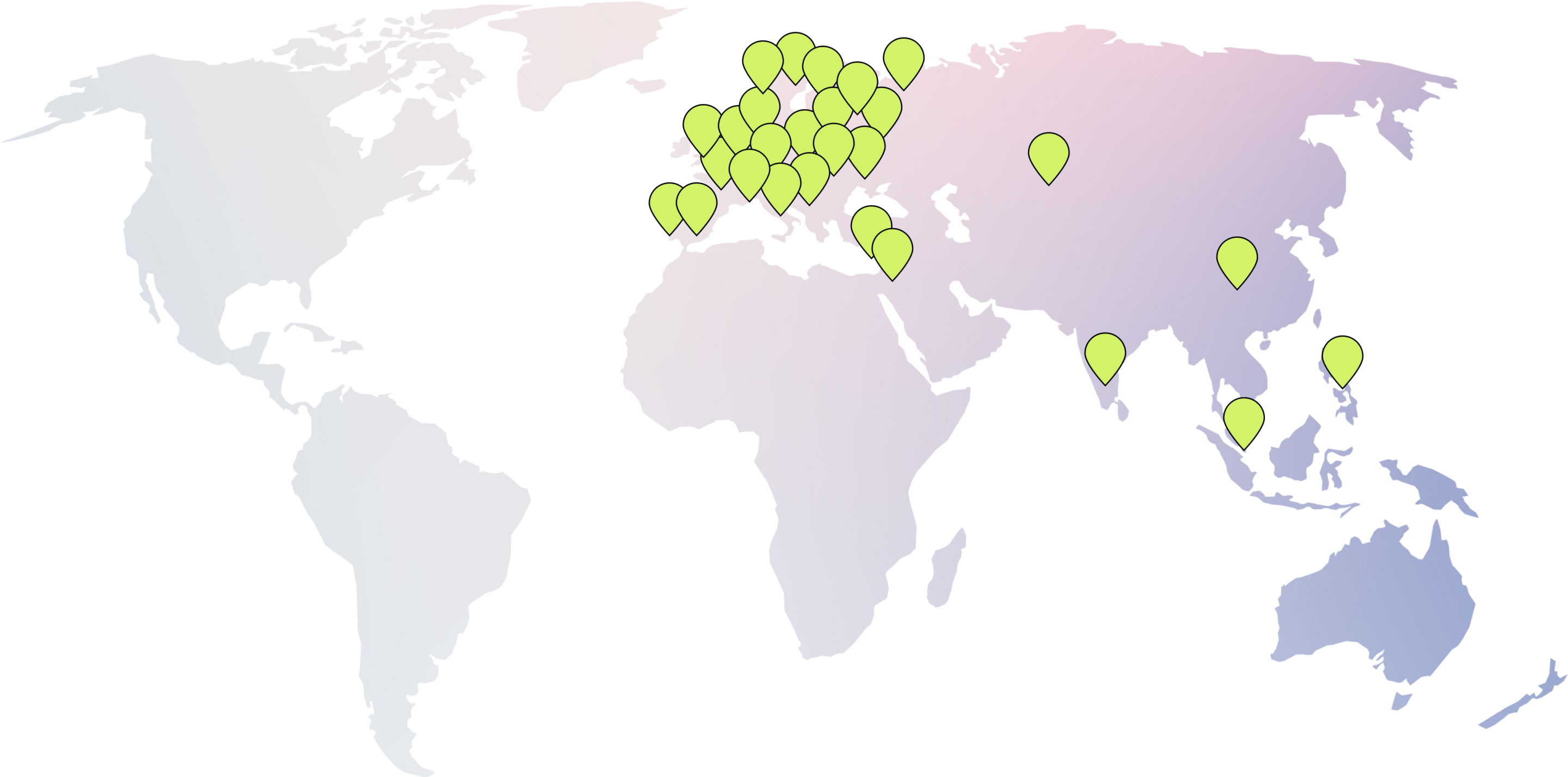


CEREBRO

Recruiting IT -
specialists for
digital projects



Coverage of vacancies in 15+ countries across Europe and Asia





About us

4

Years in the market

150,000+

Own IT-specialists resource

24 hours

Send the first CVs to the customer rce

20+

In-house recruitment
specialists

300+

Candidates employed
in 2022

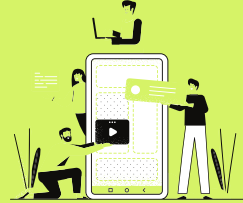
50+

Expert evaluations
in recruitment



Current IT Specialization

Mobile



- iOS (Obj-C, Swift)
- Android (Java Android, Kotlin)
- ReactNative
- Flutter
- Xamarin

System



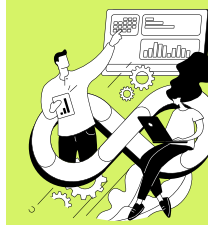
- C/C++
- Java SE
- C#
- dev-ops engineers
- system administrators

Backend



- php
- python
- perl
- Node JS
- scala
- Java EE
- Asp.net

Web frontend



- ReactJs
- Angular
- Vue
- TypeScript

Other Roles and Specialists



- System architects
- UI/UX specialists
- UX researcher
- Business technical and systems analysts
- Technical writers etc

Test engineers



- manual testing,

GameDev



- Level Designers
- VFX Artist
- Game Developer
- 3D Artist
- UI Developer
- Designer
- Graphic Designer

Cybersecurity



- Red Team
- Blue Team (Cobalt Strike, Metasploit, CANVAS, Empire, Core Impact)
- AFC Solution Architect

Data engineering



- Vertica
- PostgreSQL
- ClickHouse
- BigQuery
- S3 MinIO + Spark
- ETL/ELT



Key Services

Recruitment

IT Specialist Selection.

Technical Interviews

We specialize in conducting technical interviews aimed at assessing the depth of knowledge and practical experience of candidates. Our experts provide an objective evaluation of the skills necessary for successful task execution.

Recruiter Staffing

We specialize in outstaffing experienced recruiters, offering companies the opportunity to temporarily or long-term strengthen their human resources. Our recruitment professionals are ready to integrate into your team and effectively support the hiring process.



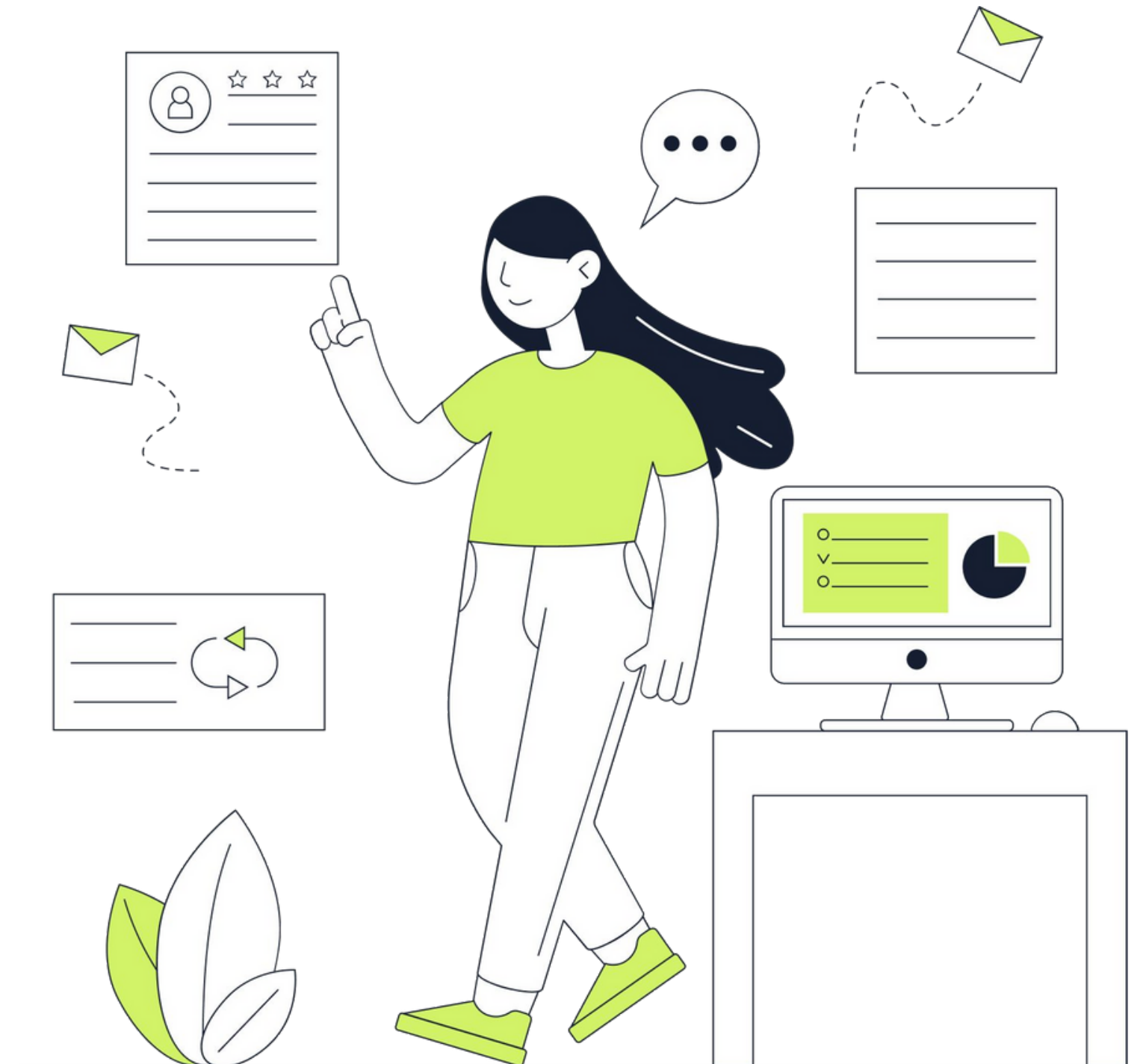
Key Services

Market Analysis

We can track and forecast market changes. We provide recommendations to improve the selection process. Analysis of compensations, relocation packages, and hiring trends.

Technical Job Descriptions

We create job descriptions that accurately reflect the requirements and potential of a position, attracting candidates whose experience closely aligns with the client's expectations.





Consulting



HR data analysis,
HR analytics



Developing the
company staff
incentive systems



Creating the
recruiting
department “from
scratch”



Corporate training in IT
- recruiting



Analysis of different
factors’ impact on the
labor market



Review of the
wages market





Accompanying the hiring procedure



Approval of job offer



We collect information about the company

Analytics of candidates' feedbacks on candidates and vacancies



Analysis of the recruitment profile



Evaluation of Soft and Hard skill



Approval of SLA



Funnel update



Full recruitment cycle



Comparison with the market: Percentage of Successful Hires

CEREBRO

Average Market

Percentage of Successful Hires	90%	75%
Service Quality	4,8/5	4,2/5
Average Candidate Sourcing Time	14 days	25 days
Increase in Client Base over 4 Years	120%	N/A
Client Satisfaction	92%	80%
Candidate Qualification	85%	70%



FUTURE TRENDS: RECRUITING IT PROFESSIONALS

VISION OF FUTURE TRENDS IN IT PROFESSIONAL RECRUITING

1. Employer Loyalty to Hybrid or Remote Work Formats:

An increasing number of companies will transition to decentralized work models, allowing employees to work from anywhere without being tied to a specific office location.

2. Digitization and Automation:

Digitization involves the integration of digital technologies and innovations into an organization's business processes. This includes the automation of tasks and operations, enhancing work efficiency and reducing costs. Automation replaces manual or mechanical operations with computer-controlled or software-driven automated systems.

3. Development of Employer Branding:

Employer branding becomes a crucial element of recruitment strategy, with companies striving to create a positive impression of their brand and the offered working conditions.

ADAPTING THE AGENCY TO CHANGES IN THE LABOR MARKET

1

Borderless Office enables working from any part of the world. This work model promotes increased productivity and helps attract and retain talented employees.

2

Through automation, task accuracy and speed improve, while the likelihood of errors decreases. Immersion into the client's internal systems entails closer collaboration and integration with the client's systems. This enables data and information exchange as well as collaborative work on projects, simplifying communication and enhancing efficiency.

3

We establish a process and support for creating a positive and unique company image in the eyes of potential employees. A strategic approach aimed at talent attraction and retention, improving reputation, and enhancing the organization's competitiveness in the job market.



ADVANTAGES OF PARTNERSHIP



Hiring Support for Qualified Employees



Attracting local recruiters



Continuous analysis of salaries and the labor market



Confidentiality and security



Support at all stages of collaboration



Extensive network of contacts



Focus on long-term relationships



Precise understanding of client needs



Flexible and individual approaches



Consistency and efficiency





Our cases

1. Task:

For the company, an experienced specialist was necessary who can identify the best technical solutions, increase company productivity, and properly set goals and tasks for developers in project execution

Result:

Cloud Solution Architect

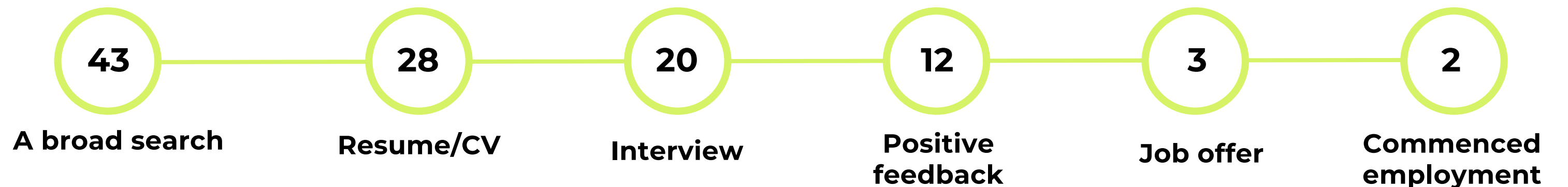


2. Task:

A large IT company was in need of a candidate capable of effectively solving complex tasks in Java. The candidate had experience working on large-scale projects and demonstrated a high level of professionalism

Result:

Java





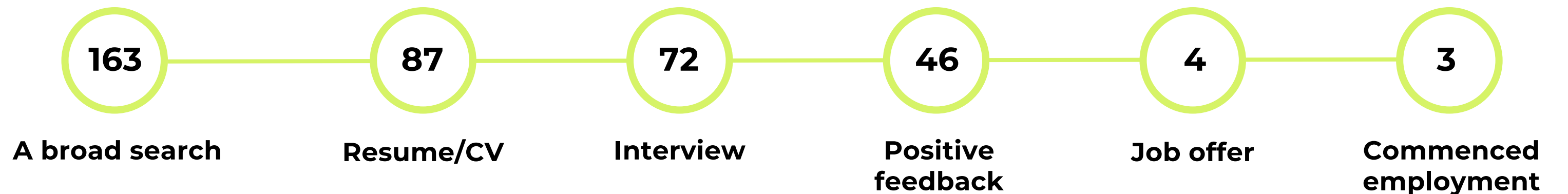
Our cases

1. Task:

Several BI analysts were required for positions in a major IT company. The candidates were expected to possess the ability to effectively solve complex analytical tasks, along with experience in working on large-scale analytical projects. A high level of expertise in the field of data analysis and information visualization was also expected

Result:

BI Analyst





Our Clients

Financial institutes

FMCG/Retail



E-Commers/Telecom

IT company/GameDev



We are trusted by

