

## Commercial offer

We are a recruitment agency WIT recruitment, we specialize in the selection of IT specialists of all levels and for all sectors of the market:

- Android, IOS,
- C ++, Java, JS, Python, PHP, SAP, Ruby, Erlang, Scala,
- CTO, IT project managers, business analysts,
- Big Data, Data Science,
- Engineers, sysadmins and many other specialists
- Sales manager for IT projects

Our clients are commercial companies, government corporations, startup projects.

Geography of the agency WIT recruitment: Europe, USA, Canada, Mexico, Argentina, Chile, Central America, Southeast Asia.

### **Benefits from partnership with us:**

- Work without prepayment. You pay for the service only after the candidate will come to work.
- We don't require a deposit for all new clients.
- The service fee (excluding VAT) is **16%** of the annual income of the candidate hired before taxes. 1 warranty replacement during the trial period (3 months) of the employed candidate
- Average time to close a vacancy: 7 - 20 calendar days
- We have expert knowledge of the IT market, so you get only relevant candidates, both from our own database and from open sources.
- We help to adjust the candidate's profile based on the collected data.
- We give constant feedback to the client and accompany the candidate at all stages of the selection.

### **We guarantee:**

- Providing the first candidate for a new vacancy within 1-3 days
- Non-hh candidates
- Consulting on the level of market salary depending on the requirements and tasks of the IT specialist
- Sources of search for candidates:
- Own database of candidates,
- LinkedIn, Telegram, Facebook
- Professional recommendations

**Search methods:** The search for candidates is carried out by us using a number of methods that have proven a high level of efficiency in world practice.

In the process of work, we use the following methods:

- Use of the existing database of candidates of the agency WIT recruitment (more than 120 thousand candidates);
- Recommendations of candidates, colleagues and partners;

- Search in social networks, incl. in closed profile groups and communities, thematic accounts, business community;
- Using the best practices of the partner network of agencies and career consultants;
- Search on thematic work sites;
- Direct search (mainly for narrow-profile positions and top management vacancies);
- Own developments of recruiters, all modern search methods.

We are ready to start working in the very near future and present relevant candidates from the active pool of our database.

### **The service fee**

№	Employee position level	The service fee (excluding VAT)	Guarantee
1	Top-level executives	16% of the annual income of the candidate hired before taxes	180 days
2	Middle managers	16% of the annual income of the candidate hired before taxes	90 days
3	Specialists (Senior, Middle, junior)	16% of the annual income of the candidate hired before taxes	90 days

Work without prepayment. You pay for the service only after the candidate will come to work. The service fee is paid within 5 days from the date of receipt by the CUSTOMER of invoice and the Acceptance Certificate.  
We will be glad to cooperate.

CONTRACTOR  
Individual entrepreneur  
Serikova Irina

