**IT Staffing Subscription Service**

**In-house Recruiter:**

* Recruiter salary (from 100 to 250,000 rubles per month)
* Payment for access to specialized resources (from 86,000 rubles per month for just one resource with limited access to contacts; multiple resources are always used for complex vacancies)
* Tax and other deductions for an in-house employee (from 20 to 50,000 rubles)
* Expenses for office equipment, telephone communication, internet, and other (from 30 to 50,000 rubles)
* The number of candidates for vacancies and the effectiveness of the search depend entirely on the qualifications of a specific recruiter and are limited by his skills and experience.

In total, the average costs of maintaining one recruiter and his work per month are approximately 250,000 rubles to 450,000 rubles (depending on labor costs and search tools).

The market rate for one filled IT specialist vacancy ranges from one month’s salary (200300,000 rubles) to 15% of the candidate's annual income (500-800,000 rubles).

**IT Staffing Subscription Service from the TOP SEGMENT**

* The cost of the subscription service is several times lower than the costs of maintaining one in-house recruiter per month.
* Instead of one employee, you get a whole team of professionals (recruiters, analysts, psychologists, tech leads, and many others) working diligently on your vacancies.
* Access to a database of active IT professionals with over 8 years of agency work experience
* Save on search costs. You don't have to pay for search resources and job sites, we pay for everything ourselves.
* Save time and speed of closing: you only conduct interviews with final candidates.
* Receive a whole team of professionals who work for you for the salary of one in-house recruiter.
* Reduce the burden on the company's accounting and HR departments.

**Who we are**

* Have filled complex IT vacancies worldwide for the last 8 years
* Offices in Russia, Armenia, Kazakhstan
* Assembled 33 teams from scratch for start-ups (IT, GameDev, AI, ML, Fintech)
* Filled 3467 vacancies
* 9011 candidates in our own closed database
* 40% of profits are donated to charity
* 25 people working on vacancies (recruiters, technical IT specialists, psychologists, assessors)

**Subscription prices for service:**

**3-month subscription - 280,000 rubles per month.**

1. Selection of 1-2 specialists per month from Junior to Senior, filling 6 job vacancies for the entire subscription period.
2. Each additional vacancy is charged separately at a cost of 50% of the candidate's salary **The subscription includes:**
	* 6 successfully-filled IT vacancies of any level
	* The team is comprised of recruiters, analysts, psychologists, tech leads, translators, and lawyers from different countries and markets.
	* Paid placement and candidate search sources
	* Evaluation of personal qualities of candidates
	* Professional consultations on relocation to other countries, salary and tax levels, as well as HR issues
	* Consultations on motivating employees according to their role in the company and level of position
	* Guarantee a one-month stay for each candidate; one free replacement.

**Subscription for 6 months - 380,000 rubles per month.**

1. Recruitment of 2-4 specialists per month from junior-level to Chief Technical Officer (CTO), but not more than 24 filled vacancies for the entire period of the subscription.
2. Each subsequent vacancy is paid separately at a cost of 50% of the candidate's salary.

**The subscription includes:**

* + 24 successfully-filled IT vacancies at any level
	+ The team is comprised of recruiters, analysts, psychologists, tech leads, translators, lawyers from different countries and markets.
	+ Paid placement and candidate search sources
	+ Evaluation of candidates’ personal qualities - Technical evaluation of candidates, if necessary.
	+ Development of technical specifications, if necessary.
	+ Consultations with professionals on relocation to other countries, salary level and taxation, as well as HR issues
	+ Consultations on motivating employees in accordance with their role in the company and level of position.
	+ A two-month guarantee on each candidate; one free replacement is guaranteed.

**A 12-month subscription for 480,000 rubles per month.**

1. Selection of 4-6 specialists per month from Junior to CTO, but no more than 72 closed vacancies during the entire period of the subscription.
2. Each subsequent vacancy is paid separately at a cost of 50% of the candidate's salary.

**The subscription includes:**

* + 72 successfully closed IT vacancies of any level of complexity
	+ A team of recruiters, analysts, psychologists, tech leads, translators, and lawyers from various countries and markets.
	+ Paid sources of placement and candidate search.
	+ Evaluation of candidates' personal qualities.
	+ Technical evaluation of candidates, if necessary.
	+ Development of technical task, if necessary.
	+ Consultations with professionals on relocation to other countries, salary level and taxation, as well as HR issues.
	+ Consultations on motivating employees according to their role in the company and level of position.
	+ Additionally, 2 assessment procedures for final candidates are provided for each vacancy:
		- Technical assessment of final candidates by experienced CTOs from the Russian and international markets in different languages.
		- Evaluation of personal qualities using the assessment center method by experienced psychologists with work experience ranging from 18 to 30 years.
	+ A 3-month guarantee for each candidate, with one free replacement guaranteed.