



# Software Engineers to Boost your Product Development

Reliable IT Expert Staffing Partner  
with easy Start and Scaling



# Quick Facts

Upstaff.com was launched in 2019 addressing software service companies, startups and ISVs, increasingly varying and evolving needs for qualified software engineers.

We believe that building operating and scaling software engineering team can as be easy, risk-free and reliable as buying on Amazon searching on Google or answering an email on smartphone.

A light green world map is centered in the background of the lower half of the slide. Six data points are overlaid on the map, each consisting of a large number with a plus sign and a descriptive text below it.

**50+**  
In-house FTE

**2K+**  
Vetted engineers,  
available ASAP

**20K+**  
IT specialist  
network

**40+**  
Countries and  
regions

**100+**  
Roles and  
specializations

**7-15**  
Years of commercial  
experience

# Why Upstaff

We offer one of the most efficient way to engage software engineers.

That means clients can get rid of all routine with job descriptions, candidate sourcing, interviews & testing, offers, onboarding and supervision.

## Time to Fill

80% deduction in Time-to-Fill position with pre-vetted experts (from 8 to 1 week)

## Cost to Hire:

### **Internal costs**

job ads, hiring events, HR software, pre-employment assessments, and other admin activities avg. 100+ hours or \$4.7K.

### **External recruitment costs.**

Different types of recruiters, staffing agencies, payroll specialists, and digital startups avg \$3K.

### **Taxes, Bonuses, Benefits, Perks.**

In many countries, employer taxes, and benefits can make up anywhere between 1.25 to 2.5 of the base salary.

# Why Upstaff



## **Partner with Expertise**

We build long-term relationships based on expertise, transparency and mutual respect.



## **Tech-Savvy**

Upstaff management team is actively engaged and hands-on on all the stages: before, during, and after engineers involvement, to ensure smooth delivery and client success.



## **We Care**

Be it a 3-year journey or 2-week job, - Upstaff is ready to help, apply expertise and deliver on any stage.



## **Easy Start and Scale**

We'll understand your ideas, apply expertise, transform them to project or job, and start delivering within days. The job or project description is not always required.



## **Talent Hub**

Talent Hub is the key to Upstaff talent ecosystem, making it fast and easy to deploy expert talent to a job within days.



## **An Expert from the 2nd Call**

Upstaff experts are ready to help within days after the initial call. Free of charge.

# When Upstaff

- ✓ **Hard-to-fill positions**  
experts with a rare specialization, to whom it is not so easy for recruiters to get out, find a common language, command respect, and convince that this is the new dream team.
- ✓ **“Fire on the project”**  
a crisis, peak load periods, a developer quits, etc., and you need to respond quickly.
- ✓ **Specific vacancies**  
such as an irregular schedule, timezone, location, relocation, or other conditions, can make such a vacancy not the most convenient for the work of recruiters.
- ✓ **Convenient contract engagement format**  
In cases where it is more appropriate to contract an engineer than to hire one (long-term guarantees, benefits, bonuses, etc. are not distributed), there is the possibility to withdraw from the design without additional obligations).
- ✓ **Ordinary, hardworking developers**  
When it is necessary not to burden recruiters with requirements, but simply to find a good developer.

# Technology Expertise



## Web Engineering

- Full Stack Web Engineers
- Front-End Engineers with React, Vue, Angular.
- Back-End Engineers with Node.js, Python, PHP, Java



## Digital Platforms

- Content Management (WIX, WordPress, Drupal, Adobe AEM)
- e-Commerce (Shopify, BigCommerce, ex Magento)
- CRM Salesforce, ERP (Oracle NetSuite, SAP Hybris, Microsoft Dynamics 365)



## Clouds & Operations

- DevOps, Network Administration, SecOps, DevSecOps.
- Clouds: Amazon Web Services (AWS), Google Cloud Platform (GCP), Microsoft Azure, Digital Ocean, Heroku.



## Data & Analytics

- Data Science, Statistics & Prediction
- Data Strategy, Engineering, Data-Driven Insights, Exploitation & AI
- Business Intelligence & Process Mining



## Mobile

- Native iOS and Android
- Hybrid and Cross-Platform



## Quality Engineering

- Manual QA (Web, Desktop, Mobile)
- Automation QA
- Data Quality

# Model 1: Team Augmentation

Easy start and Rapid scaling to fill special roles and build stronger team.

- ✓ You share your needs and wishes, confidentiality protected by an NDA
- ✓ Expert conversation arranged if needed  
Vetted candidates are available within 2–5 days
- ✓ Upstaff provides all kinds of interviews to see if the specialist matches the job position  
(HR, Tech / CTO, Delivery/PM, Test Tasks)
- ✓ Dedicated engineers dive into the project  
We provide supervision & ongoing support

## Key Procedures & Documents

- Non-disclosure Agreement
- Master Service Agreement, Statement of Work
- Time reporting monthly, weekly or daily
- Rates review once a year
- Buy-out possibility after 12+ months
- Retention & incentive included
- Sick leaves and vacations excluded
- Equity distribution programs available
- Contract termination at any time with 2-week notice

# Model 2: Managed Delivery

Your project's success is our #1 priority

- ✓ We analyse your project spec or idea (NDA)
- ✓ We develop Proposal, including tech & budget
- ✓ Upstaff provides the full or partial tech team
- ✓ The team can be scaled up and down at any time depending on desired velocity
- ✓ Upstaff takes care of the teams performance: besides the tech team, Project & Account Manager are committing to your success
- ✓ After go-live, Upstaff helps keeping your software up-to-date and evergreen

## Key Procedures & Documents

- Non-disclosure agreement
- Master Service Agreement, Statement of Work
- Time reporting monthly, weekly or daily
- Delivery roadmap supporting client business priorities
- Weekly reports for 360° view over budget and results
- Detailed project plan/schedule: phases, steps, risks, mitigation actions, procedure of roll-out
- Stabilization period after deployment
- Secure handover of environment ownership to the customer
- User acceptance testing
- Pilot launch with limited access for users according to deployment plan

# Model 3: Embedded Recruitment

Candidates for direct employment with the option of a contract engagement for an initial trial period

## Recruitment Agency

- ⊗ Candidates found in several weeks/months
- ⊗ Don't work without clear and extensively described job position with job benefits etc
- ⊗ HR / introductory interviews only
- ⊗ Search often focuses on candidates "open for hire" in LinkedIn & similar sources
- ⊗ Candidates are not necessarily technically vetted or have a verified track record

## Upstaff

- ✓ Vetted candidates presented in 1–5 days
- ✓ Project short description, call or IDEA shared is enough to get going!
- ✓ Provide all kinds of interviews and test tasks to verify the candidate
- ✓ Search enhanced by wide partners network and sources closed from the public access
- ✓ Most of candidates have been previously checked to work on different projects

# Our Partners



valtech\_

infopulse



accenture



# Let's Talk



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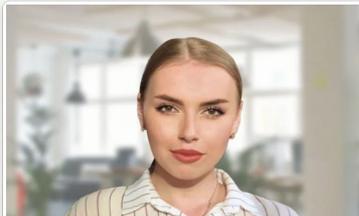


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