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RECRUITMENT PACKAGES

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Introduction

Since our modest beginnings as a close-knit trio in 2011, Sunbytes has grown into a dependable IT resource and solution partner. What truly distinguishes us is our unwavering commitment to delivering exceptional customer experiences, driven by our intensive industry and technical expertise.

We have teams in West and East Europe, South East Asia, and South America.

We offer committed and tailored solutions to our clients, with an aim to propel their businesses' technological abilities to the next level:

- Dedicated resource services
- Recruitment services
- Custom software development

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Sunbytes recruitment packages are your **ultimate choice**

300+ specialists hired

Proven process and success

Transparent pricing

10+ years of experiences

External validation of quality

Global reach and expertise

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RECRUITMENT SERVICES

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Recruitment packages

Our range of comprehensive recruitment packages is designed to cater to diverse hiring needs, ensuring a tailored approach that aligns with client's objectives.
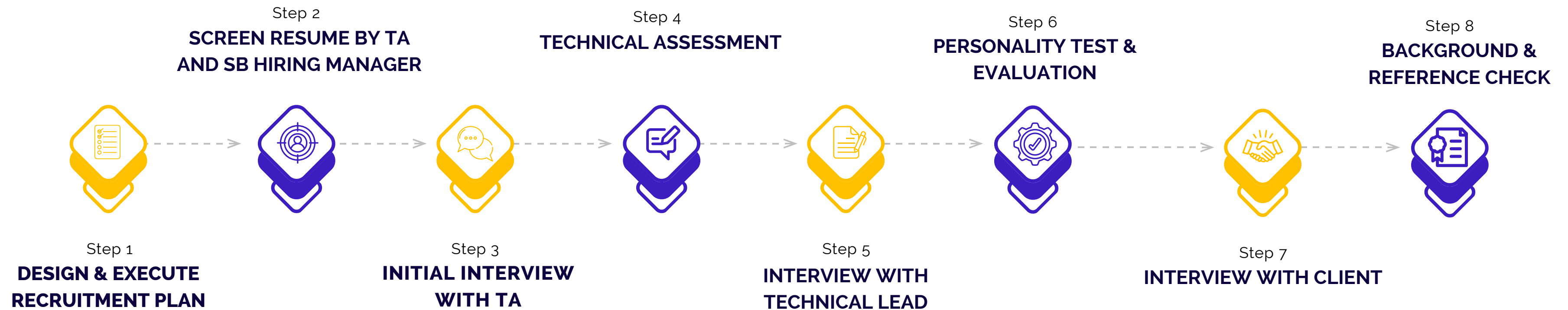
Whether you're seeking a holistic evaluation or a streamlined selection process, our packages offer a variety of options to suit your requirements.

Take a look at our key features of our **Basic, Middle**, **Standard,** and **Premium packages** to have a clear overview of the benefits and services each entails.

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Packages comparison

Features	Basic Package	Middle Package	Standard Package	Premium package
Design & execute recruitment plan	✅	✅	✅	✅
Screen resume by TA and SB hiring manager	✅	✅	✅	✅
Initial Interview with TA	✅	✅	✅	✅
Technical assessment	-	✅	✅	✅
Personality test & evaluation	-	-	✅	✅
Interview with technical lead	-	-	✅	✅
Interview with client	✅	✅	✅	✅
Background & reference check	-	-	-	1x

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Ideal recruitment process

Step 2
SCREEN RESUME BY TA AND SB HIRING MANAGER

Step 4
TECHNICAL ASSESSMENT

Step 6
PERSONALITY TEST & EVALUATION

Step 8
BACKGROUND & REFERENCE CHECK

Step 1
DESIGN & EXECUTE RECRUITMENT PLAN

Step 3
INITIAL INTERVIEW WITH TA

Step 5
INTERVIEW WITH TECHNICAL LEAD

Step 7
INTERVIEW WITH CLIENT

Detailed explanation

01 Design & execute recruitment plan

We will only accept requirements that are clear, concise, and measurable. We will also require that the client provide us with a complete set of requirements before we begin development. This will help to ensure that the project is delivered on time, within budget, and to the client's satisfaction.

02 Screen resume by TA and SB hiring manager

Projects will be delivered in phases, steps, or sprints. The specific approach will be determined on a case-by-case basis. This will help to ensure that the project is manageable and that the client can see progress at each stage. In our offer, we specify the delivery interval and methods.

03 Initial interview with TA

After we get qualified resumes, this step will help us clarify the candidate's background, experience, and motivations, to determine whether the applicant should proceed to the next stages of the hiring process or if there is a misalignment between the candidate's profile and the job requirements.

Detailed explanation (cont.)

04 Technical assessment

After passing the initial interview, candidates will be evaluated their practical skills and knowledge relevant to the specific technical aspects of the job role. This assessment helps the hiring team gauge the candidate's ability to perform essential tasks, ensuring that they possess the necessary competencies to excel in the hired position.

05 Personality test

To gain insights into a candidate's behavioural traits, preferences, and working style. This assessment helps employers assess the candidate's potential fit within the company culture, their ability to collaborate with colleagues, and their likelihood of adapting to the team dynamics and overall work environment. Only included for positions with gross monthly salary > 4000 USD.

06 Interview with Sunbytes technical lead

When candidates finished the personality test, they' have an interview with the technical leader to evaluate their technical expertise, problem-solving abilities, and depth of knowledge in the specific domain. This interview provides an opportunity for the candidate to demonstrate their practical skills, discuss relevant technical experiences, and engage in a deeper exploration of their qualifications to determine if they align with the technical requirements of the role.

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OUR CLIENTS

Detailed explanation

A   Annual income - Gross salary

For the calculation of the fee structure and the height of the fee, we use the following models:

- **Annual income** - The gross income stated in the contract that a candidate earns in 1 year. This includes yearly fixed bonuses, rewards and other compensations and benefits.
- **Gross salary** - The monthly gross salary from the contract after probation including other compensations and benefits.

B   Retainer

After accepting a recruitment project, sunbytes will send a contract for the retainer value. This is a non-refundable retainer/ downpayment for the effort and cost that will be spent for that specific position. A retainer is not transferable to other positions.

C   None-compete

As part of the retainer, we do not engage in recruitment activities if other 3rd party vendors are also competing for the same position.We believe in our approach and value and we prefer to work with partners who deeply understand that and nurture a win-win partnership in which investing in each other has a long and short term ROI.

Package **add-on** services

Market research

- Provide a comprehensive understanding of talent costs and timelines.
- Streamline process for talent search, signifying position, level, location, search time, and cost range details for your consideration.

Background check

- Verify and assess an individual's personal, professional, and criminal history to ensure they meet specific criteria or qualifications => Help employers make informed decisions while mitigating potential risks associated with hiring.
- 1x Check is included in the premium package if monthly salary is > 4000 USD.

Reference check

- Gather insights from individuals who have worked closely with a job applicant or interacted with them in a professional capacity => Help employers assess the applicant's qualifications, skills, work ethic, and character from the perspective of those who have directly observed their performance, contributing to more informed hiring decisions.

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Detailed explanation

01   **Position**

The exact or most common position in line with the request. In some parts of the world naming is a bit different, we follow here the naming of that location.

02   **Level**

We have an internal competency system. A global overview of what you should expect on every level can be found here for the dev team.

03   **Location**

We state the region, country or city in which this is applicable. Unless otherwise stated, we assume remote work.

04   **Search time**

The time it will take from approval on search till signing specific talent. Start date might be different based on the notice period of talent

05   **Range**

Specific cost range per month for that specific combination of position, level, location that fits your given requirements. Excluding VAT and the startup fee

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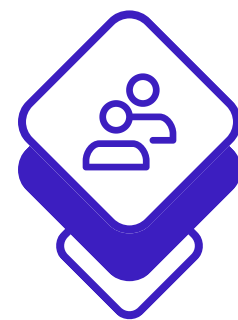**sunbytes**

NEXT STEPS

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How we start

Step 2
**PROFILES AND
TEAM FORMATION**

Step 4
**GETTING TO WORK:
THE DAILY ROUTINE**

Step 1
INTAKE

Step 3
RECRUITMENT

Let's Connect With Us!

Amanuel Flobbe
Founder & Director

🏢 +31 (0) 30 227 0097 (NL)
   +84 28 7301 6808 (VN)

📞 +84 93 888 6293

✉️ a.flobbe@sunbytes.io

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