

# Toughbyte

Looking for developers you can count on?  
You've come to the right place.

# About Toughbyte

We help companies find the best technical talent, quickly and cost-effectively. Whether you're looking for employees or contract developers, want someone local or remote – we have you covered. With over a hundred successful assignments, our clients include startups and corporates in Finland, Europe and the US.



## **Employees**

Success fee only based recruitment of mid and senior level developers for full-time employment



## **Contractors**

Top developers quickly available to work on your project on a time and materials basis  
*Not covered here, more info can be provided upon request*



# Employee recruitment

We **help you grow** your in-house development team.

We recruit the best **mid and senior** level developers both locally and with relocation from Russia, Ukraine and Eastern Europe on a **success fee only** basis.

# Key figures, employment

**4,500+**

interested  
candidates

**200+**

positions filled

**20+**

recruiters

**7**

candidates per  
filled position

# Our advantages, employment



## **Tech expertise**

As developers ourselves, we can spot the best talent and evaluate their tech skills



## **Relocation experience**

By considering people open to relocation, we can reach many more developers



## **Community involvement**

We've started the biggest developer communities in Russia and Finland, so have access to the most active software engineers

# Terms, employment



## **No upfront fees**

We charge a success fee of 20% of the yearly salary only when the candidate starts working for you



## **Warranty period**

If you decide to part with the candidate during the trial period, we resume the search at no extra cost



## **Non-exclusivity**

We are happy to work alongside in-house recruiters or other agencies, so you can fill your positions even faster

# Recruitment process



**Initial Interview.** We interview the candidate, presenting your company, position and country as the place to work.



**Candidate Intro.** If they are a good fit, we email you their CV together with our comments, highlighting relevant areas of experience and expectations.



**First Remote Interview.** If you want to proceed, we help schedule the first interview. We recommend that you keep this pretty short and use video. Make sure the candidate is a good culture fit and get them excited about working for you.



**Remote Tech Interview.** This is your chance to test the candidate's technical skills. We recommend interactive tech interviews.



**Onsite Interviews.** We suggest inviting candidates for onsite interviews before making them an offer. After these, you have all the info you need to make them an offer.

# Recruitment timeline



## **Week 0: Kick-off call**

We introduce the recruiter and collect all the info we need on the company and position in a 30-minute call

## **Week 2: First candidate sent**

We start the active search immediately after the kick-off call and quickly present the first candidates

## **Week 6: Offer accepted**

We adjust the search criteria based on your feedback and fill the position after showing around seven candidates

## **Week 10: Candidate starts**

We help with applying for a work permit and other formalities needed for the candidate to start working with you

# Some of our bigger clients



# Some more clients



# Key people



**Oleg Podsechin**  
Founder

Oleg has worked with over thirty technology companies over the past eighteen years and done tech due diligence work for investors. He has also started a few meetups, spoken at conferences and contributed to a number of open source projects.



**Anton Korenyushkin**  
Founder

Anton has been building software solutions for the past twelve years, from compilers at Intel to management systems of Sberbank, the largest Russian bank. Having worked as both the customer and the supplier, he understands how software should be built.



**Ekaterina Bulanova**  
Head of Recruitment

Ekaterina has nine years experience in technical recruitment. During this time, she worked with such big companies as Sberbank Technology, Raiffeisenbank, Unicredit Bank and others. She has extensive experience in recruiting technical specialists of different levels, including top-level managers.

# Client quotes



**Rafaela de Sousa**  
Senior Technical  
Recruiter, TransferWise

“Toughbyte has a good understanding of the technical skills we are looking for in candidates. They have been a good partner, timely in communications, and providing us useful contacts in the regions we're looking to grow our talent pool in.”



**Tiina Rihu**  
Office Manager, Rambus

“Toughbyte were great at communicating throughout the recruitment process, sending weekly updates with valuable input and being very quick to reply. This enabled us to close a challenging senior level position in a bit over a month of starting working together.”



**Nicolas Cormier**  
COO, Pexip

“Toughbyte is the only recruitment partner we work with that gets our technical requirements right. Whenever they present a candidate, we know that this person is worth talking to.”



Can we help you too?

**[Book a time to discuss further](#)**