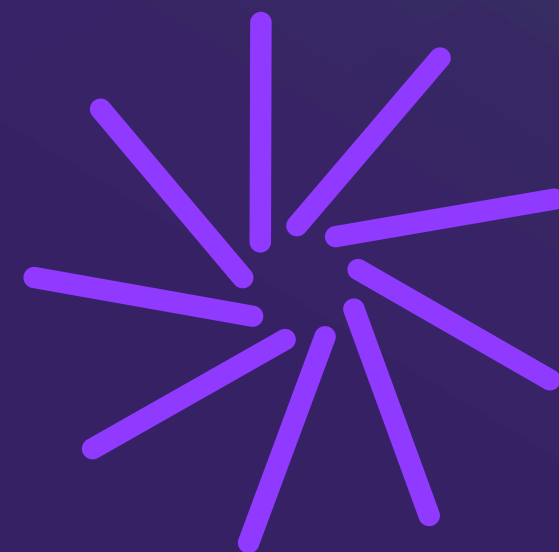


The power of together.

# A Playbook For Your First 12 Weeks With Pwrteams

Your step-by-step  
team augmentation plan.



a Nortal company  
**Pwrteams**

# Starting Our Partnership on the Right Foot

If you're seeking a dependable hiring partner, you've landed in the right spot. But talk is cheap; we're here to prove it!

Talent acquisition can overwhelm. That's why we've honed a process to make it less so, based on years of experience supporting global companies with bespoke expert teams. We're gathering insights in this guide, leading you through **the first 12 weeks of our collaboration**: from signing on to deploying an action-ready IT team.

Join forces with us and open doors. Our seasoned recruitment and dedicated team support experts will walk with you, providing clarity and support. Our goal? To empower you with insights, and let you pick your IT team augmentation partner with confidence.



Sviatoslav Pechurytsia  
**Head of Client Partners**



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The power of partner.

# Why Build Your Teams with Pwrteams?

See why partnering with us is the optimal choice for your business.

# 4.3%

## Attrition Rate Recruitment

Bad hires and high turnover can be a real headache for companies. Financially, they lead to recruitment, onboarding, and training expenses, as well as reduced productivity and customer satisfaction. Beyond the balance sheet, constant turnover harms team morale, causing lower engagement, increased stress, and reduced effectiveness.

At Pwrteams, we stand out with a **below-market-average attrition rate of 4.3%**, showcasing the efficiency of our recruitment process. We're picky about who we hire, making sure they're not just skilled but also a great fit for your company culture. This keeps employees happy and helps your business grow steadily without burning through cash on constant hiring.





# We Have the Power to Build Cross-Border Teams That Last

## Risk-Free Start:

Test our capabilities with no strings attached. Pay only upon hiring the perfect candidates and end the cooperation without additional costs.

## Agile Scaling:

Need to adjust your team size? Scale up or down effortlessly to match your project needs.

## Swift Hiring:

Your time is precious, and we respect that. Meet candidates and start partnerships in just 4-8 weeks.

## Access to Top Talent:

Say goodbye to resume overload! We handpick top-tier tech pros from the biggest tech talent hubs ensuring a perfect match with your needs.

## Client-Driven Process:

Let us guide you through every step. While we handle all formalities, you do the final interview and choose your future teammates.

## Transparent Pricing:

No hidden costs here! Our open-book model bases fees on a candidate's gross salary, ensuring clarity and fairness.





The power of transparent.

# Cooperation Process

See exactly how the process of assembling your future team will play out.

# Project Timeline

## 1. Pre-Contract Signing

Key stakeholders:  
Business Decision Maker (Client)  
Business Development Representative (Pwrteams)



## 3. Getting the Team Together & Ongoing Partnership (4 Weeks & More)

Key stakeholders:  
Team Leader, Team Manager (Client)  
Client Partner, People Partner (Pwrteams)



## 2. Client Onboarding & Recruitment Campaigning (4-8 weeks)

Key stakeholders:

Onboarding:

- CEO/CTO/VP (Client)
- Client Partner (Pwrteams)

Recruitment:

- Head of Technology, Team Leader, Team Manager (Client)
- Talent Acquisition Team (Pwrteams)







# 1. Pre-Contract Signing

We start here. When you partner with us, you can test our skills and see our promise – without any risk or volume commitment.

**Parties involved:**

Business Decision Maker (Client)

Business Development Representative (Pwrteams)

# Taking the First Step

Before we dive into the recruitment process, let's connect. We're here to give you a glimpse into our approach, our operations, and what partnering with us entails.

We believe in tearing down barriers. That's why we're offering you a risk-free journey—no upfront charges, no obligations. We want you to feel confident, test our recruitment methods, and explore your options without any constraints.

Our goal is simple: demonstrating our effectiveness and capabilities and laying a sturdy foundation for a long-lasting partnership. **Because building trust and mutual success come above purely transactional deals for us.**

**No charged fees until recruits are accepted**

**Initial contract signing**



# Your Expert Pwrteams Assistance

Get to know the people who will support you throughout our cooperation.

## People Partners

manage the employment life cycle in line with company standards, clients' requirements, and local regulations. They engage in daily communication, performance reviews, and employee relations, operating as a link between employees, managers, and clients, while driving initiatives to enhance workplace culture and well-being.

## Client Partners

are a bridge between our company and assigned clients, cultivating robust relationships and comprehensively understanding their business needs to deliver tailored staffing solutions. They engage in client meetings, financial planning, and industry events, continuously enhancing client satisfaction, identifying new business opportunities, and staying abreast of industry trends to provide valuable insights.

## Talent Acquisition Team

members identify, attract, and hire top talent to meet clients' staffing needs. They develop and implement robust recruitment strategies, manage job postings, and screen candidates through resumes and initial interviews, focusing on cultural fit and skills alignment.





## 2. Client Onboarding

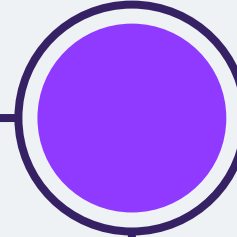
Understanding your recruitment needs and company is crucial to find a perfect match. By asking the right questions, we tailor-make your ideal team.

**Parties involved:**

CEO/CTO/VP (Client)

Client Partner (Pwrteams)

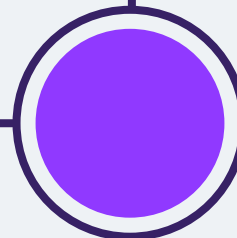
We appoint a dedicated Client Partner to guide you through every step of the process.



Our Specialist Talent Acquisition Team (TA) and People Partner stand ready to assist incoming team members.

An initial kick-off call with your Client Partner to:

- Explore your business model and staffing requirements.
- Collaborate on crafting the ideal team composition.
- Provide valuable insights into local IT market trends.



The Talent Acquisition Team receives all information from the onboarding phase.







## Highlight: An Initial Kick-off Call

1.

In our kickoff call, we pinpoint your recruitment needs.

2.

We discuss local IT trends, giving you the edge to make savvy choices. Your input guides the technical setup, integrating smoothly with your workflow.

3.

By wrapping up the call, we're set with clear expectations and a plan to create a standout team that takes your business to the next level.





## 3. Recruitment Campaigning

Using our insights, we find candidates that fit your needs. In 4-8 weeks, we guide you through interviews and selection.

**Parties involved:**

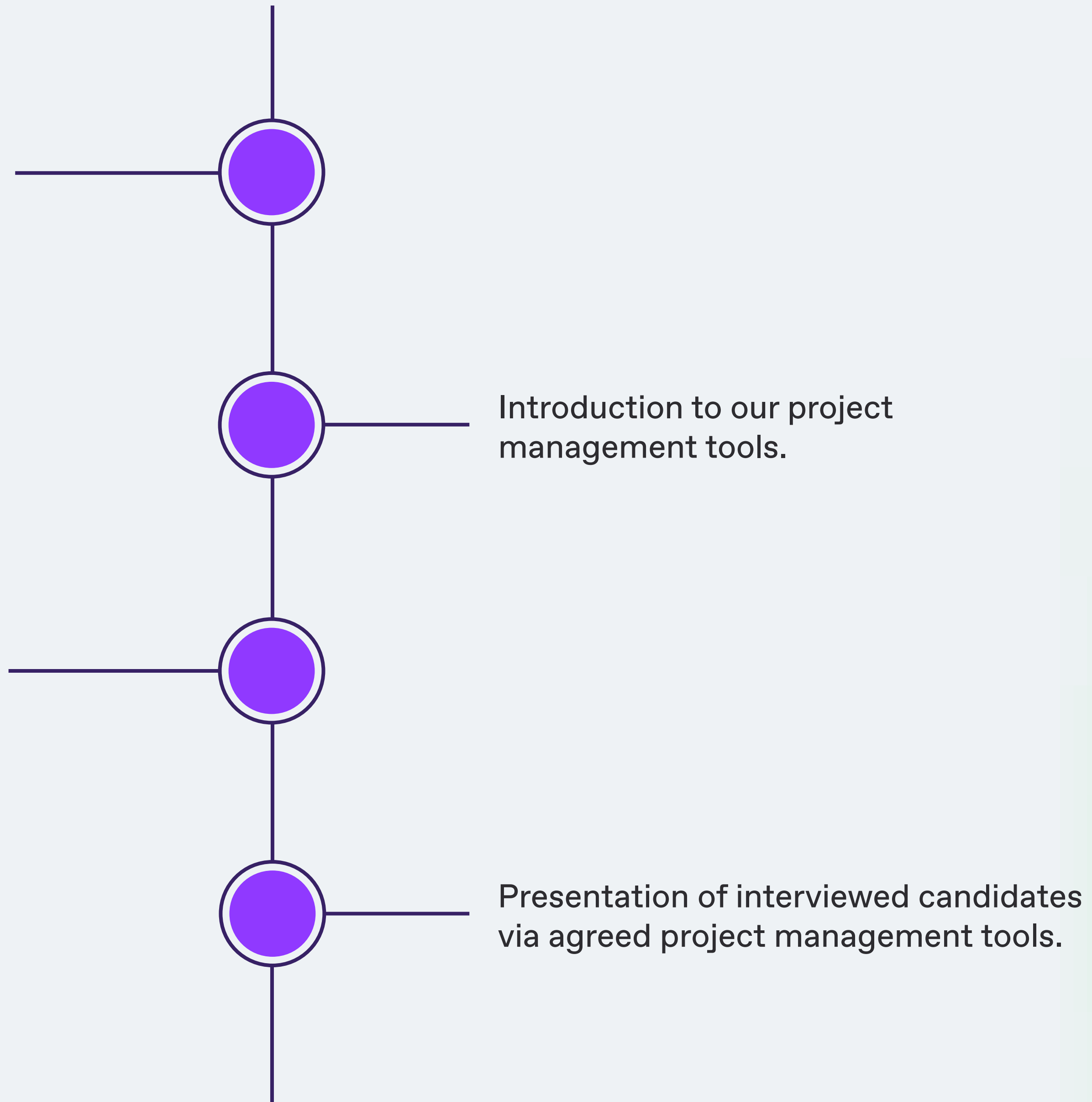
Head of Technology, Team Leader, Team Manager (Client)

Talent Acquisition Team (Pwrteams)

### A recruitment strategy call to:

- Fine-tune role specifications and solidify technical requirements.
- Explore flexibility in candidate profiles.
- Address any hiring constraints to synchronize expectations.
- Map out a streamlined recruitment workflow.
- Unify on job descriptions and uphold client confidentiality.

After posting job descriptions, we carefully screen resumes and conduct initial interviews (1 or 2 rounds) with the candidates, focusing on cultural fit and soft skills.





## Highlight:

# A Recruitment Strategy Call

1.

In our recruitment strategy call, we sharpen roles and pinpoint the specific technological requirements essential for your team. Then, we screen candidate profiles for your unique needs; no cookie-cutter fits.

2.

We tackle hiring challenges head-on, fine-tuning recruitment to see your plans through. Using your processes, we craft a streamlined recruitment workflow for lasting success.

3.

By the end of the call, we'll be clear on your IT role needs and have a game plan to reel in the best talent.



We present the monthly partnership costs for your approval based on your final decision on candidate offers.

Upon candidate acceptance, we mandate a 1000 EUR onboarding fee.

You take charge of candidates' final interviews. We facilitate and navigate you through the selection process.

We extend compelling job offers to candidates and handle all administrative tasks.





# Our Pricing Model Is Always Transparent and Upfront

It consists of 2 types of payments:

---

- A one-time onboarding fee of 1000 EUR upon candidate acceptance.
- Fixed monthly charges, accompanied by invoices issued to the client at the start of every month.

With us, what you pay is what you see. Our transparent payment structure is clear and all-encompassing, covering recruitment, hiring, tax, and vacation expenses. You invest only when our hiring specialists secure candidates matching your ideal profile.





## 4. Getting the Team Together

Your team is on board; it's time to get some work done!  
The first week set the tone for our partnership's success.

**Parties involved:**

Team Leader, Team Manager (Client)

Client Partner, People Partner (Pwrteams)

We handle all recruitment and hiring formalities of employees, ensuring their welfare and satisfaction.

We encourage face-to-face meetings to happen as soon as possible to foster the relationship between you and your team. That's why we collaboratively plan potential business trips for new team members, optimizing onsite onboarding.

## Week 1 Activities

On the first day, we kickstart the employee's journey with comprehensive internal onboarding, encompassing GDPR and Security training for compliance and data protection.

## Pre-Week 1 Activities

Before the first day, we handle the procurement and IT infrastructure setup and create imperative accounts (e.g. Office 365, VPN). You create the necessary accounts on your side (email address in your domain, access to internal communication tools, project management tools).

Guarantee a warm and productive first day, setting up the workspaces and facilitating orientation.





**Highlight:**

# We Handle All Recruitment and Hiring Formalities

At Pwrteams, recruitment and hiring are our expertise, leaving you to drive your business. As you expand and thrive, we manage the supporting services:

01

Local guidance

02

Legal Compliance

03

Equipment &  
office procurement

04

Payroll

05

Any other operational  
support







## 5. Ongoing Partnership

That's not the end of our partnership! The integration process extends for the next 4 weeks to ensure all processes are handled as intended. Then, we continue to push your team forward, making our collaboration impactful beyond hiring.

### Parties involved:

Team Leader, Team Manager (Client)  
Client Partner, People Partner (Pwrteams)



We actively facilitate employees' integration into your business environment, navigating through specific processes, culture, and project intricacies for a seamless transition.

## Week 2-4 Activities

People Partner conducts regular feedback calls or meetings with employees, offering personalized support and guidance to address any questions or concerns and maintain focus.

The Client Partner communicates with you frequently to exchange feedback, ensure smooth collaboration, and align on potential team evolution

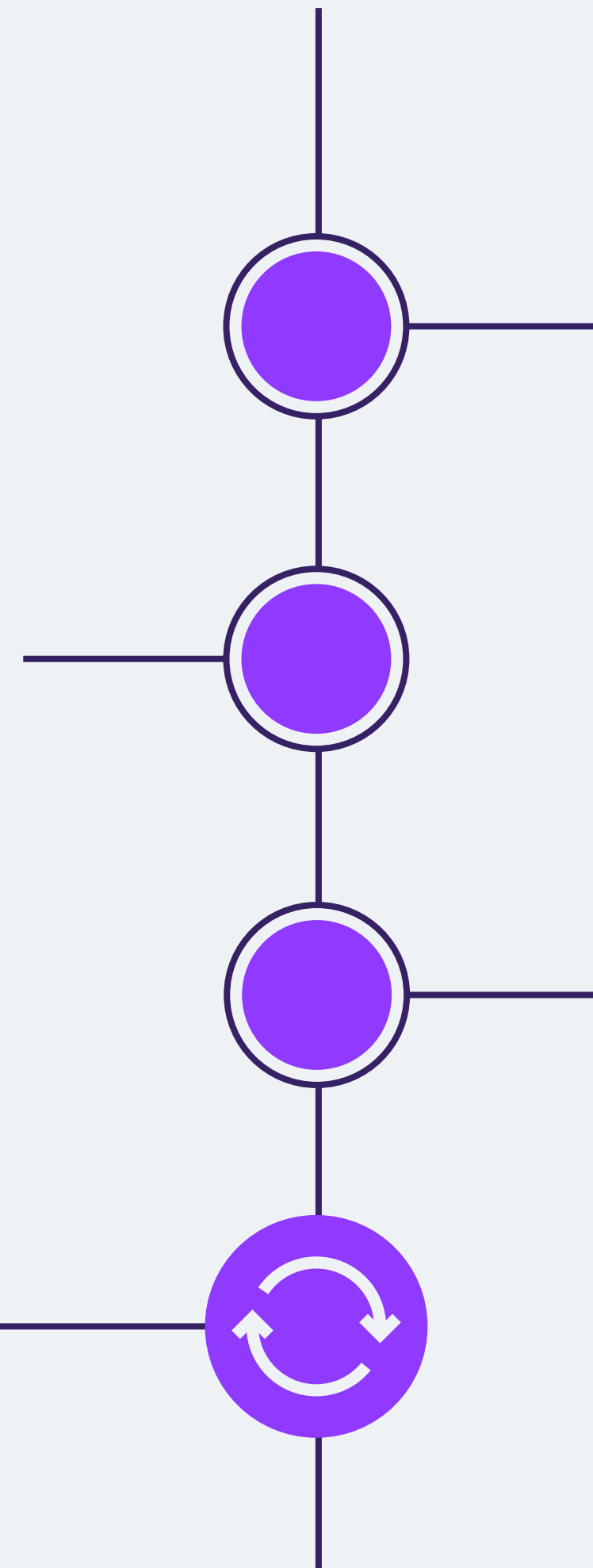
The Client Partner hops on a check-up call with you to ensure the employees' onboarding went smoothly and confirm future communication channels.

People Partner and Client Partner cooperate closely to ensure a high level of employees' engagement and foster a dynamic and productive working relationship.



At the start of each month, we issue invoices for you based on the agreed fixed monthly fee, streamlining financial transactions and accountability.

The People Partner conducts comprehensive employee appraisal sessions after 1 month, 3 months, 6 months, and annually.



We proactively update you on employees' attendance, sick leaves, and approved vacations.

## Week 5 Activities

If necessary, we can facilitate time reporting for your convenience, enhancing project management efficiency and accuracy.



# Team Assembled! What happens next?

We're committed partners, boosting your team at every step. Everything we do to support you and your brand new team in the first 5 weeks, we continue to do throughout our entire partnership. We tackle challenges head-on, plan ahead, and support career growth. Here's how we do that:

01

Annual budgeting tailored to team growth and market trends.

02

Events hosted at Pwrteams locations or other prime venues: Christmas, Easter, Company Day, team building, etc.

03

Client-focused business trips, visits, events, and workshops.

04

Employee training and certifications as requested by clients.

05

Ongoing business reviews with clients.

06

Highlight team activities across social media platforms.



# Get Inspired by Our Clients' Triumphs

Trust and dedication keep our clients coming back. Discover how our IT experts seamlessly join customer teams for lasting success:

The logo for News UK, featuring the word "News" in a black script font and "UK" in a black sans-serif font.

## News UK

4 years and counting

A team of engineers helps develop a unified digital platform for a global media group.

The logo for TUI, featuring a stylized black smiley face icon followed by the letters "TUI" in a bold, black sans-serif font.

## TUI

4 years and counting

Expert IT architects boost the digital platform of a global tourism group with cutting-edge features.

The logo for Dow Jones, featuring a stylized black "DJ" icon followed by the words "DOW JONES" in a bold, black sans-serif font.

## Dow Jones

4 years and counting

Development team expansion facilitates the growth of the data intelligence and research platform.



# Seize the Power of Teams

*Simplifying your hiring is our expertise. With a 15+ year track record in IT staff augmentation, count on us to match you with world-class tech talent and get ready to build your team of experts in under 8 weeks.*

**700+** Experts in Dedicated teams engagements

**300+** Cross-border teams built

**70+** Customers served

Need your own tailored recruitment process? We're up for the challenge!

Get in touch, and tell us all about your staffing requirements. We'll handle the rest!



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