

# Build and retain engineering capacity for US SaaS and enterprise

Senior engineers from Eastern Europe & LATAM,  
integrated into your team — not outsourced



# Why US companies work with us



- ❖ Engineers work exclusively or as direct hires — no shared resources
- ❖ You lead: backlog, priorities, performance
- ❖ Clear IP ownership & NDA from day one
- ❖ Flexible engagement and scaling — month-to-month

Trusted by:



# Hiring Case Studies



## How StorMagic Built a Global Team Under Strict Salary Constraints

### Client

US enterprise company developing storage and virtualization solutions for mission-critical environments.

### Challenge

Need to hire experienced engineers while staying within a defined budget range without delaying delivery timelines.

### Solution

Direct recruitment of senior engineers aligned with budget constraints and long-term team needs, leveraging a global search across 50+ countries.

### Results

Senior engineers hired via compliant EoR (ex-Intel / Red Hat). Stable team built within a strict comp cap ( $\leq 50\%$  of US market benchmark). Zero compromise on seniority

**PHILIPS**

Speech

## From Talent Gap to a Scalable Engineering Team for Speech in < 1 Week

### Client

AI company maintaining and scaling speech recognition products.

### Challenge

Urgent demand to scale Full-Stack and .NET capacity to maintain and evolve AI-driven speech recognition products.

### Solution

Dedicated engineering team extension built around strict compliance, IP protection, and delivery continuity requirements.

### Results

Engineering capacity was expanded under strict compliance, IP protection, and delivery continuity requirements. 0 churn in 32 months  
Core product teams stayed focused while the remote team absorbed additional delivery workload.

# Engineering Extension Case Studies

## Digital Asset



### How Digital Asset Scaled Blockchain Infrastructure with Remote DevOps

#### Client

A software company providing blockchain and digital asset solutions, focused on secure and scalable infrastructure for enterprise clients

#### Challenge

Need to hire senior DevOps engineers to manage and scale cloud infrastructure while meeting strict enterprise security and reliability requirements

#### Solution

Dedicated Engineering Extension with dedicated DevOps engineers integrated into existing infrastructure teams.

#### Results

DevOps capacity scaled without incidents.  
Enterprise security and reliability standards maintained. 0 churn in 18 months

### From Rapid Growth to Compliant Team in 2 Weeks. eCommerce Scale-up

#### Client

Fast-growing eCommerce platform expanding product and payment capabilities

#### Challenge

Rapid growth required additional engineering capacity

#### Solution

Dedicated Engineering Extension with dedicated full-stack engineers integrated into the client's product teams.

#### Results

A dedicated full-stack team was formed and onboarded within 2 weeks.  
Delivery remained stable throughout the growth phase.

# Two Strategic Paths to Long-Term Engineering Capacity

## Embedded long term Engineers



Dedicated sr.  
engineers



Work in your  
timezone



Flexible  
engagement  
model

Level	Annual cost, USD	USD/hourly
Middle	55K	25–35
Senior	82K	40–50
Lead	100K	50–65

## Direct Global Hire from 50+ countries



Full-cycle  
recruiting



2–3 weeks  
delivery



Success-  
based fee  
(20%)

Senior median  
annual salary



# Recruitment approach

We build long-term engineering teams in Eastern Europe & LATAM.

Focused on SaaS, AI, Fintech, and Enterprise companies

## 94% Retention

This approach supports high retention and delivery stability.

## Proactive Hiring

We conduct proactive hiring across 40+ countries, focusing on technical and cultural fit, and role alignment.

## 2-3 Weeks Delivery

We help clients move fast by delivering ready-to-interview candidates within weeks, not months.

## Senior Level Focus

Candidates are assessed for technical expertise, communication readiness, and team alignment including cultural fit.

# Let's Discuss Your Hiring Needs!

**HiRETOP**

**Click to Book a Call**

Get your first shortlist  
typically within 48 hours

 [hiretop.com](https://hiretop.com)

 [hello@hiretop.com](mailto:hello@hiretop.com)

