

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

HIRETOP

- ❖ 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:



SPEECH
PROCESSING
SOLUTIONS



Hiring Case Studies

/// StorMagic

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

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