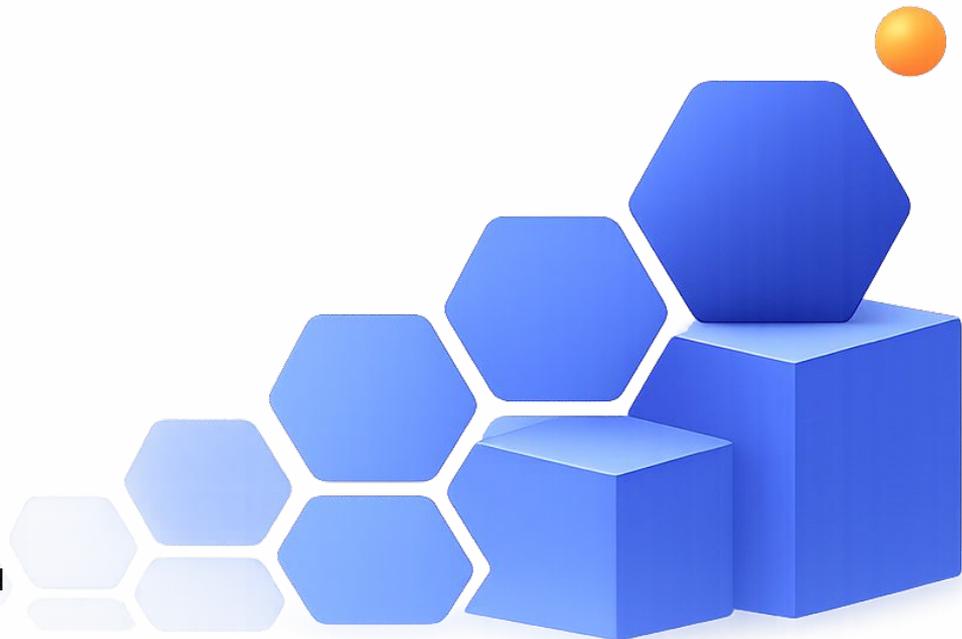# Scale with senior engineers who stay

Engineers from Eastern Europe & LATAM,
fully integrated into your organization — not outsourced

# Built for long-term integration

- ❖ Dedicated engineers or direct hires — never shared resources
- ❖ You lead: backlog, priorities, performance
- ❖ Clear IP ownership & NDA from day one
- ❖ Flexible scaling with no long-term lock-ins

Trusted by:

Figma

Digital Asset

SPEECH PROCESSING SOLUTIONS

Passion

ARTICA

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# 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 (≤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**

**ARTICA**

## 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 Models to Long-Term Engineering Capacity

## Dedicated Teams

**Senior 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 Hire

**Full-cycle recruiting**

**2−3 weeks delivery**

**Success-based fee (20%)**

$63K

**Senior median annual salary**

# Talent operating model

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 Sourcing** | We conduct multi-market sourcing network 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 build a team that stays

**Schedule a call**

🌐 hiretop.com

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