service base company → US, UK, saudi

Staff formantation model → web 3 education tech
automotive comecial
security - finance
Healt

in house atulant. 750 mill
saudi middle east

Challanges

Collaborating among teams
Project mangenet

Hiring process

bay tech

Sends sales teams for marketing
showcases the products for lead generation
→ also through PPC
→ Plus fiverr and upwork

Hiring process:
→ First Goal: find resources in house.
then post jobs on forames
↳ interviews process: 3-4 interv __
and 1 test

→ ~~site~~ architectural preview via
interview

→ requirements: theoritical knowledge
    ↳ problem solving skills
    ↳ High level concepts
    ↳ backend / froontend

↳ favors human generated code.

Most newbies are disabled without AI.
behavioral plus psycological Qs in
interview.

Project Life cycle:
→ 1)A lead / requirement is generated.
↳ High level breakdown of problem.
↳ you get persona / high level reqs
↳2) Then timeline is generated
↳3) Then statement of work
    contract can be of 6 months,
    recurring, payable per hour, etc.

4) Design team is connected with product
5) Their design is tested

They have
dev ten
AI team
data team
DevOps team
QA team → | manual and Automation
                          engineers |

design team

Budgeting:
Most companies maintain bench
bench → (farigh resources)
                    or
              people

Revenue ka 10% bench resources
me jata hai.

Financial Risk:
→ puri company 1-2 client pr
chal rahi hai
→ Never over invest / control expenses

→ maintain a sustainable growth
   model

Financial losses:
→ Device theft / Data theft
   ↳ They have security protocols
      like fire and disaster
      recovery

Adapt security complainces and
upgrades virtual / Digital security
   Systems.

→ NETwork monitoring
   ↳ firewalls
      ↳ VPNs
         ↳ Authenticated / white list
            devices.

   ISSUES :
"MOST of the work in Byte
CORP is overseas."

→ Timezone is a big issue.

→ Transparency and communication
challenge

→ Expectancy issue.

→ Wars and Pandemic issues.

ANY TRAINING PROGRAMS? :
→ linkedin
→ Udeme
→ Microsoft Certifications

Q How do you evaluate employees performance?

→ Google form
→ technical competency → 60%
→ Soft skills → 40%

↓
evaluated by teammates and
managers.

FKW

Q How they measure success?
↳ reach of the page

Handling unexpected charges
like internet and power issues

↳ Solar
↳ main internet connection
↳ backup "
↳ 4G "
↳ UK teams
↳ Germany teams
will handle too

Q who plans the project?

Non-technical planning:
Architects (senior engineers)
——————— ✗ ——————— ∝ ——————

50% Tech Skills should be stronger
50% Soft Skills matter alot

good relations b/w mangors and employers

No discrimination b/w hierarichal structures here, also designations don't matter

Salary is both performance based and Designation based

No Convence, ~~snacks pto~~

Snacks and tea is provided by the company

Q Where Do you see this company in 5 years?

→ Started with only 3 employees in a room,

→ After 6 years there are 60-70 people

→ Started with one project, Now have 6-7 projects actively

They have investors and partenerships.