

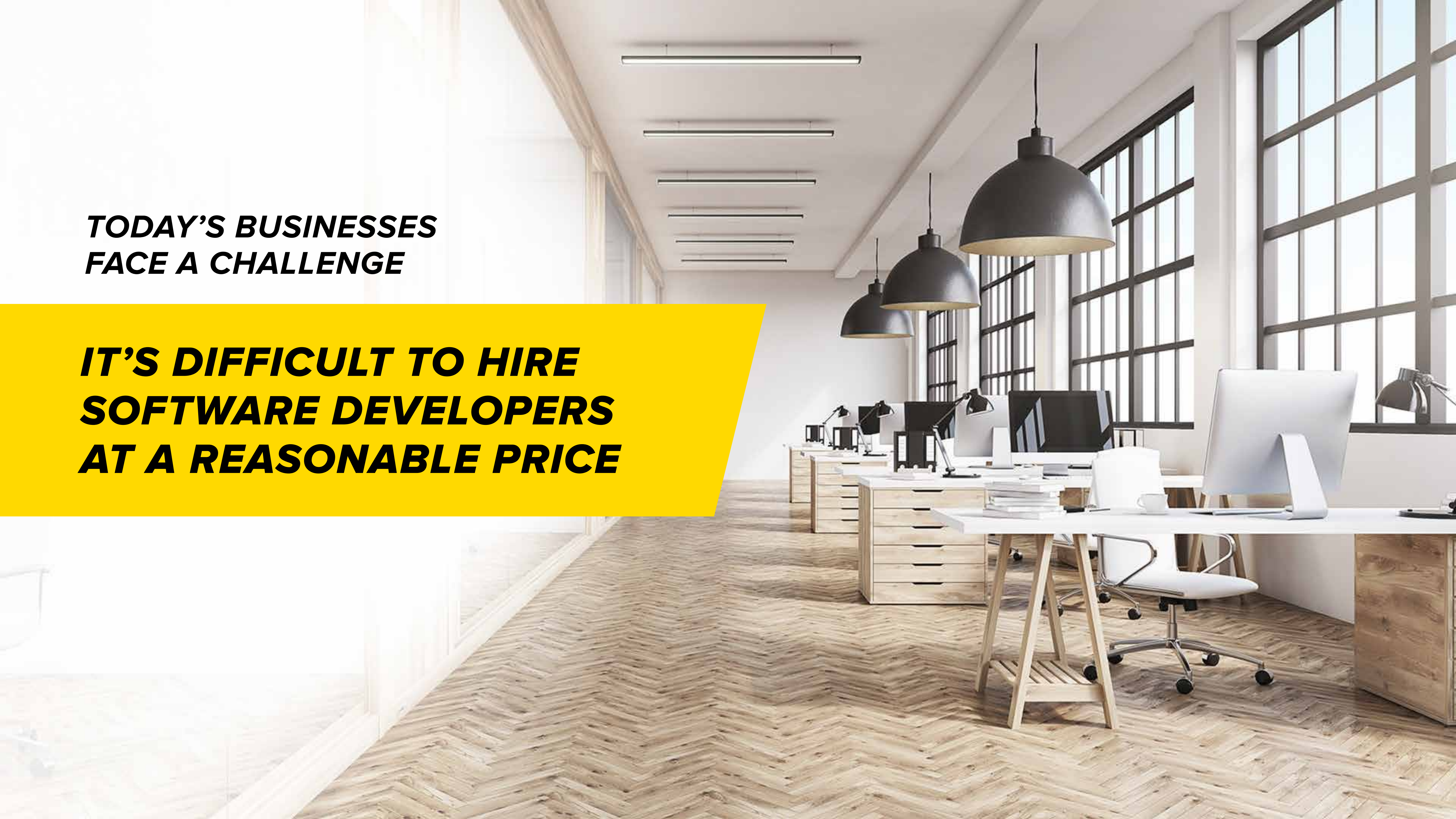
A wide-angle photograph of a modern, open-plan office space. Several employees are seated at long white desks, working on computers. The office has a high ceiling with exposed ductwork and large windows that let in natural light. There are large potted plants, including a snake plant in the foreground, and a motivational poster on the wall that reads "WHATEVER THE PROBLEM BE PART OF THE SOLUTION". The overall atmosphere is professional and collaborative.

**brightgrove**



***TODAY'S BUSINESSES  
FACE A CHALLENGE***

***IT'S DIFFICULT TO HIRE  
SOFTWARE DEVELOPERS  
AT A REASONABLE PRICE***





Over 100 market-leading companies have opened  
R&D and software development offices in Ukraine

ORACLE®

SAMSUNG

Microsoft

SIEMENS

Magento®

BOEING

IBM

WIX.com

ERICSSON

GitLab

sitecore®

CGI

Netcracker

CRYTEK

GORILLA

sysIQ

GAMELOFT





# Average Salaries

	New York \$/year	San Francisco \$/year	Ukraine \$/year
Senior Java Developer	114,000	129,000	52,000
Senior .NET Developer	105,000	115,000	50,000
DevOps Engineer	132,000	148,000	48,000
QA Automation	102,000	111,000	42,000
Senior Mobile Developer	132,000	153,000	54,000
Senior Frontend Developer	114,000	126,000	48,000
Python Developer	102,000	109,000	48,000
Full Stack JavaScript	115,000	124,000	54,000



# ***UNLOCK A POOL OF 185,000 UKRAINIAN DEVELOPERS WITH BRIGHTGROVE***

Build Your Independent  
Software Development Unit  
in Ukraine





A modern office interior with a high ceiling, exposed ductwork, and large windows. Several employees are seated at long white desks, working on computers. The lighting is a mix of natural light from the windows and artificial light from pendant lamps. The overall atmosphere is professional and collaborative.

# ***BUILD YOUR TEAM AND SCALE AS NEEDED***

We recruit the best talent and provide workspace in our offices located in Ukraine's two largest cities.

***NO RECRUITMENT FEES***



# Modern Offices That Promote Great Productivity



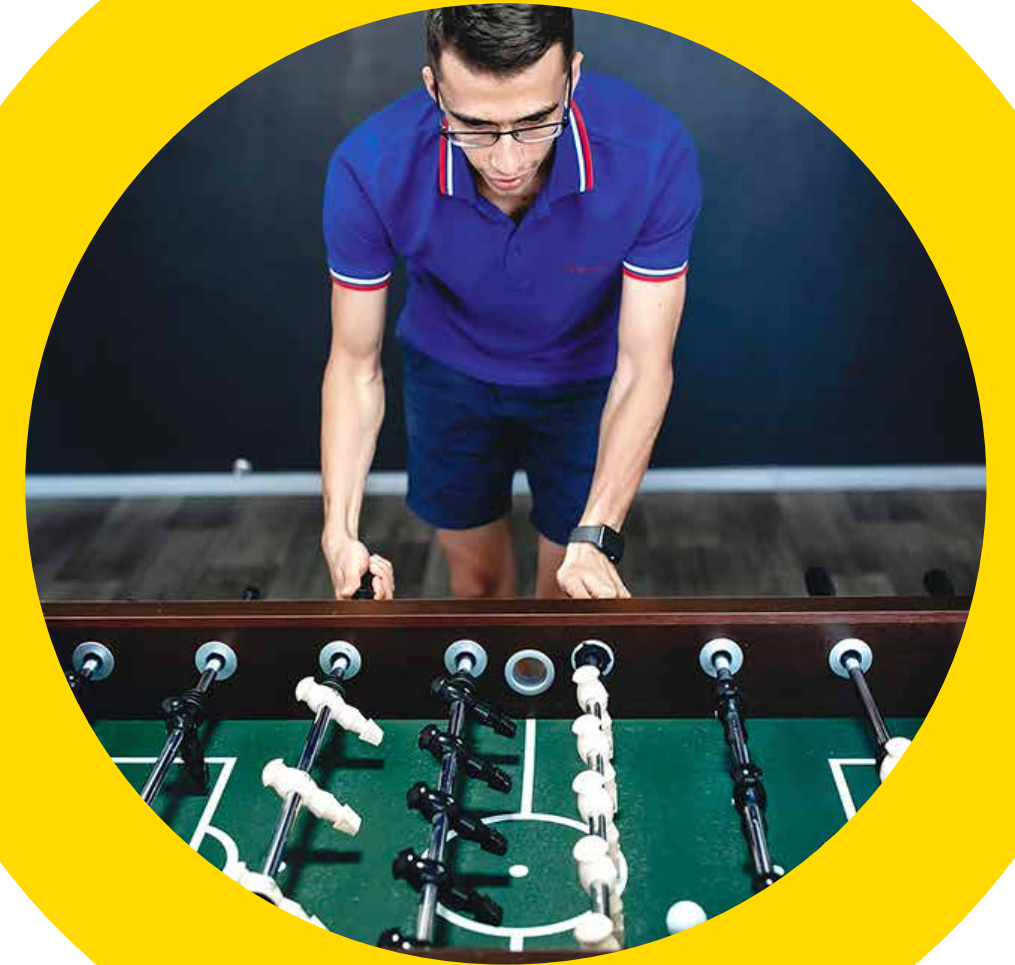
Comfortable  
Workspace



Conference  
Rooms



Reliable Internet  
Connection at 1Gbit/s



Relax  
Zone



# Our Pricing

MONTHLY COST PER DEVELOPER

**Salary + \$1,700 (administrative fee)**

## Administrative Fee Includes:

- Office space
- Equipment
- Internet
- Legal
- Account Management
- Human Resources





# Recruitment Process

IT TAKES  
**1-2 MONTHS**  
TO STAFF THE RIGHT CANDIDATES

Your  
Requirements



Find and Screen  
Candidates



You Interview  
Candidates



Trial Task



Job Offer



Kick-Off





## Brightgrove Fast Facts

16

Years in  
Business

450

Engineers

37

Teams

13

Tech  
Recruiters

2

Offices: Kiev,  
Kharkiv

For the last 4 years, Brightgrove has ranked among the top-10  
**Best Technology Employer** companies in Ukraine







**Hire with  
Confidence**

**20,000**

**NEW DEVELOPERS  
JOIN THE WORKFORCE  
EVERY YEAR IN UKRAINE**

**36,000**

graduates with  
STEM degrees

**402**

universities  
and colleges

Universities teach  
Applied Math,  
Data Science, and  
Artificial Intelligence



## Strong Remote Culture

# 70%

*of Ukrainian software developers  
work with American companies*



Working Hours Shifted  
for Better Collaboration



Excellent English Language Skills



Daily Video Calls



Adherence to Commitments



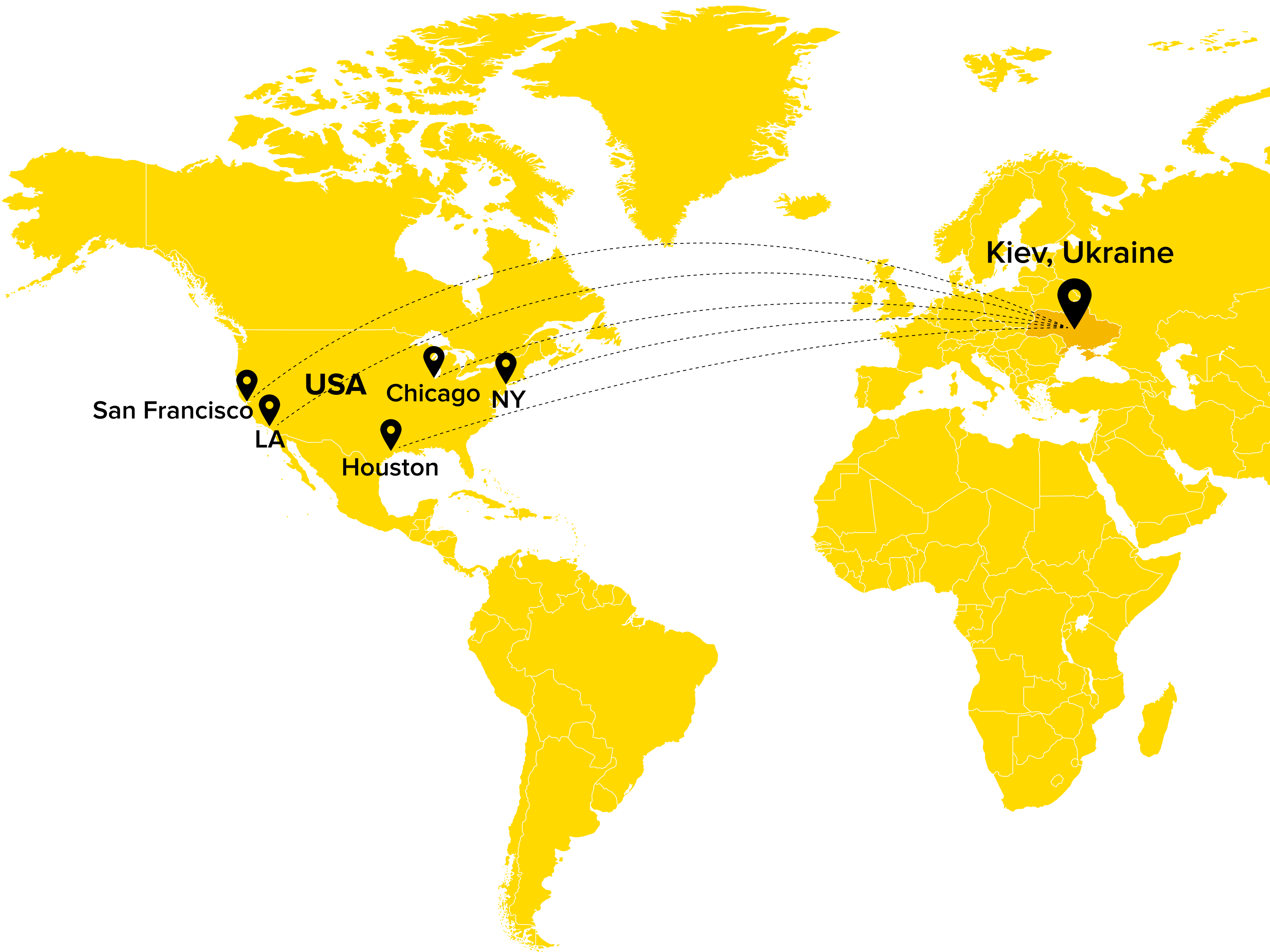


# It's Easy to Visit Ukraine

New York	●	9hrs	●	Kiev
Chicago	●	13hrs	●	Kiev
Houston	●	13hrs	●	Kiev
Los Angeles	●	15hrs	●	Kiev
San Francisco	●	14hrs	●	Kiev



*NO VISA REQUIRED*





# Contacts



**Stan Novak**  
Vice President

stan@brightgrove.co  
+1 (347) 826-3172

## Our Offices

📍 1A Kooperatyvna Str.,  
Kharkiv, Ukraine

📍 15B Borysohlibska Str.,  
Kiev, Ukraine