

A wide-angle photograph of a modern, open-plan office. 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 indoor plants on the desks and a motivational poster on the wall that reads "WHATEVER THE PROBLEM REPAIR IT THE SOLUTION". The floor is made of light-colored wood. 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	54,000
Senior .NET Developer	105,000	115,000	52,000
DevOps Engineer	132,000	148,000	48,000
QA Automation	102,000	110,000	42,000
Senior Mobile Developer	132,000	153,000	54,000
Senior Frontend Developer	114,000	128,000	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



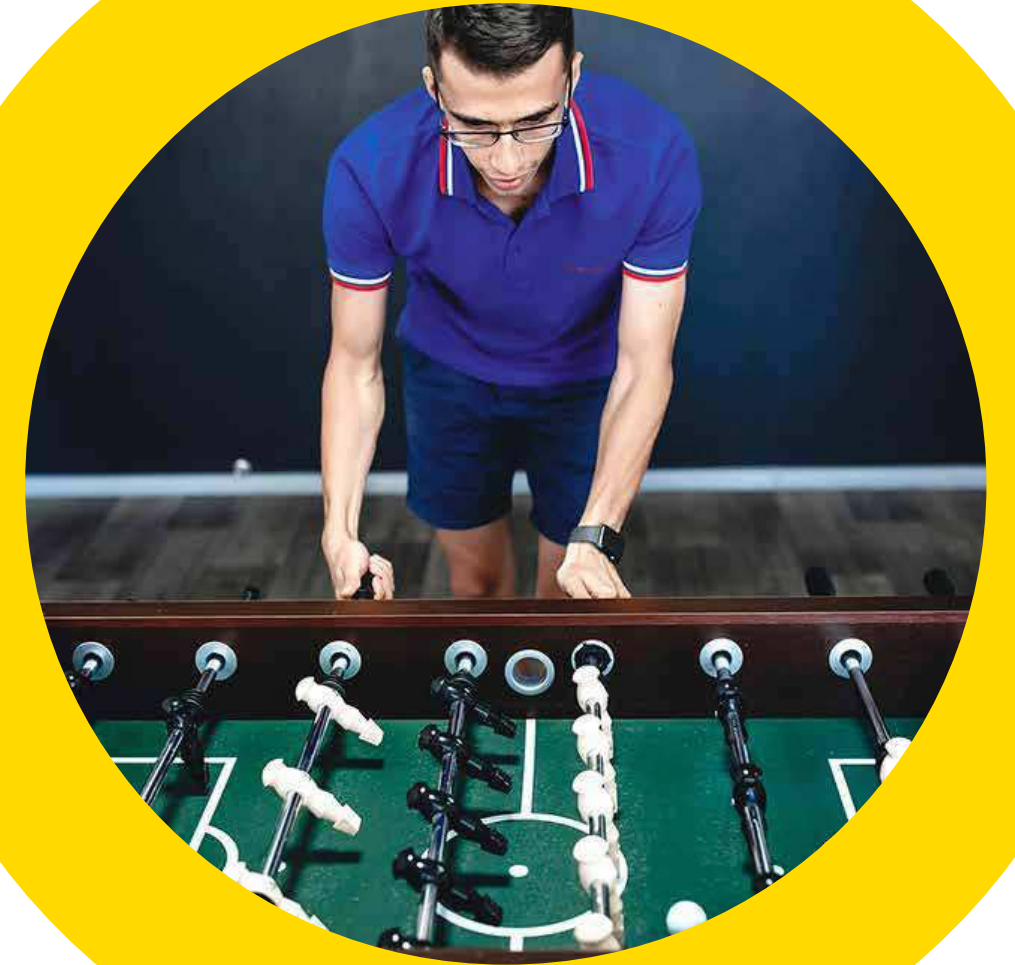
Comfortable
Workspace



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

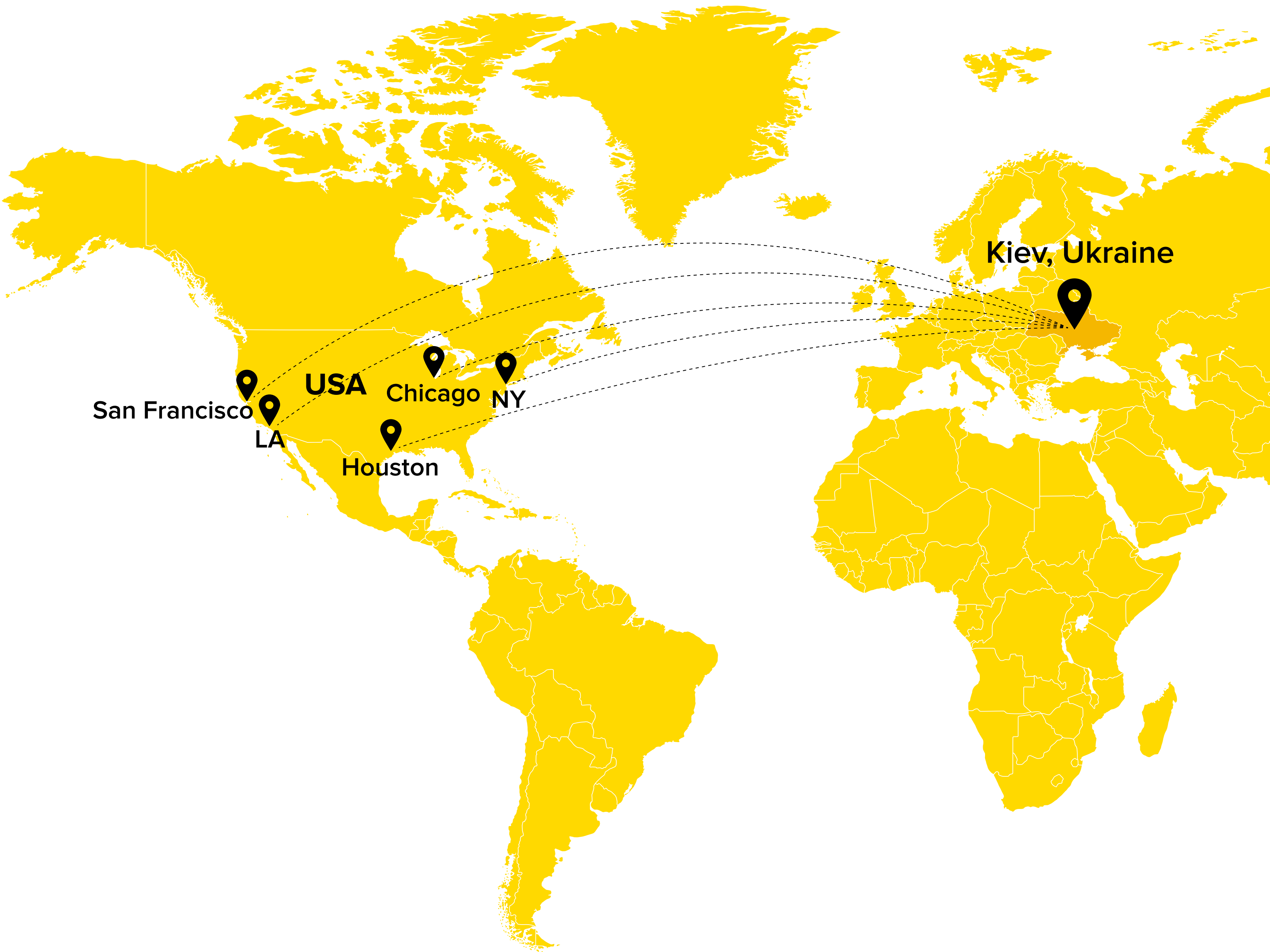


It's Easy to Visit Ukraine

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



NO VISA REQUIRED



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