codematch.eu

# Talent Matching for start-ups and IT developers

# Team

Cláudio Meireles
CEO

- Graduated Business admin at Portucalense University (Portugal)
- Co-founded 4 Startups over the last 8 years
- Recruited over 5000 freelance artists in 2 years time

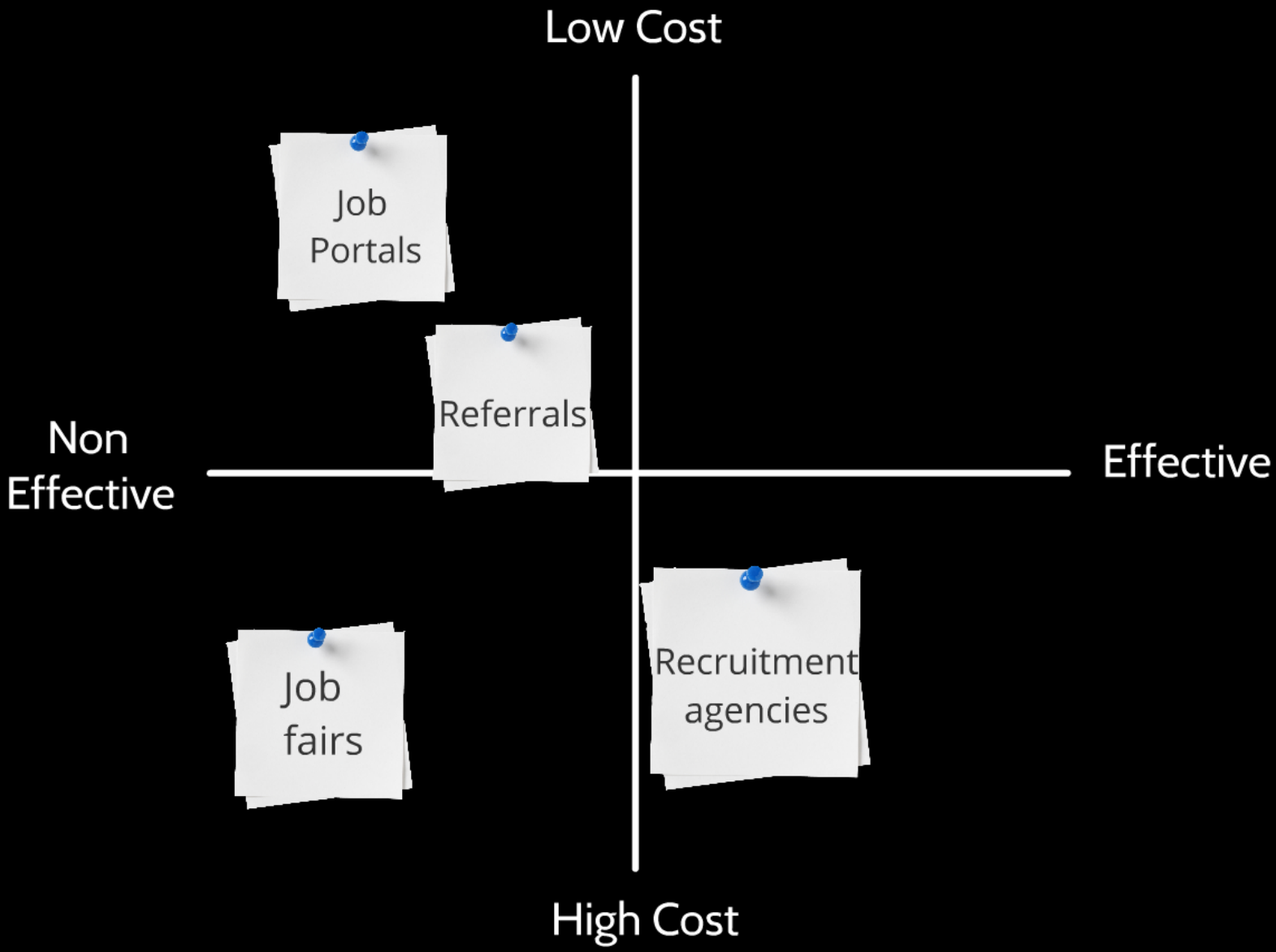
Mihail Panayotov
CTO

- Graduated in Computer Science at Sofia University (Bulgária)
- 1st place in Bulgaria National business forum 2014, investment from Hyundai
- Co-founded 2 Startups over the last 2 years

Tech Hiring is one of the hardest

# Problems

frustrating Startup Growth




current solutions

current solutions

# Competition for talent is intense

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and i creates too much **noise** on the market

For

**Software developers**

Overwhelmed by startups with crap offers focusing on job requirements instead of **Job Content**

**Startups**

Frustrating experience to find the right talent to **fit** in their startup culture and **skills**

# Market Validation

**20**

Companies **looking** for IT Developers in *betahaus* jobfair

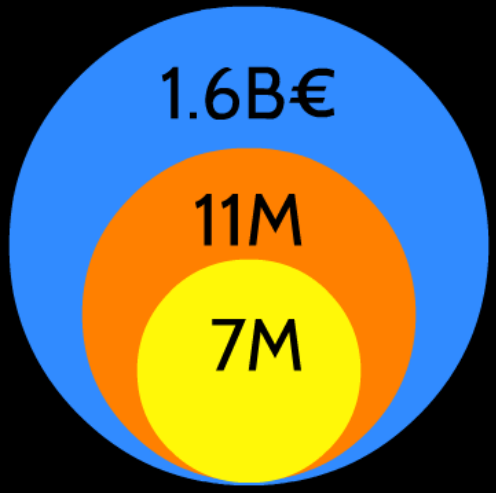
**70 + 21**

Talent Sign-ups + Companies in waiting list at Codematch.eu

**45k €**

**Spent** in April in jobs.bg to find It Dev.

# Market size




Tech hiring Market value

N° Software developers worldwide

N° non-certified Software developers worldwide

## Our Solution

# Talent Matching based on

How will be spend time at work ?

Favorite stack?

What will be given in return?

# Our service

15 day's window

50 IT Developers

Batches with

Match

25 IT Startups

Engage

Request for an Interview

# Business Model

## Batch Fee

500€
upfront to enter to the batch

hired as much developers as needed

## GAS %

15 %
Gross Annual Salary per Hire

# Market Adoption

## Partnerships

STEP IT ACADEMY

Sofia university
Faculty of
Mathematics

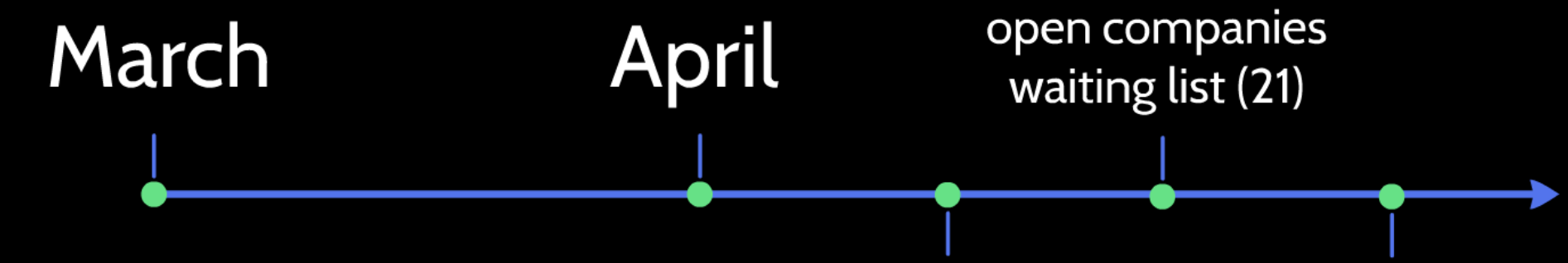
## Early Adopters

perpetto

despark

metrilo

# Road-map
## so far




Customer development

MVP 1 and 2 (Landing page)

First 21 sign ups

Pivot (business model)

MVP 3 (landing page)

70 signups

functional prototype

Closed beta tests

Partnerships

# Next 4 months

## Open Beta

Organize our first 4 batches in Sofia and Athens

## 500 sign-ups

Achieving the 500 developers milestone will help us to be ready to scale

## Partnerships

Partner with most of IT academies and
IT event organizers in Sofia & Athens

# Acquisition channels
(User)

**Social Media**

Payed
&
Free

**Partners**

IT academies

Event organizers

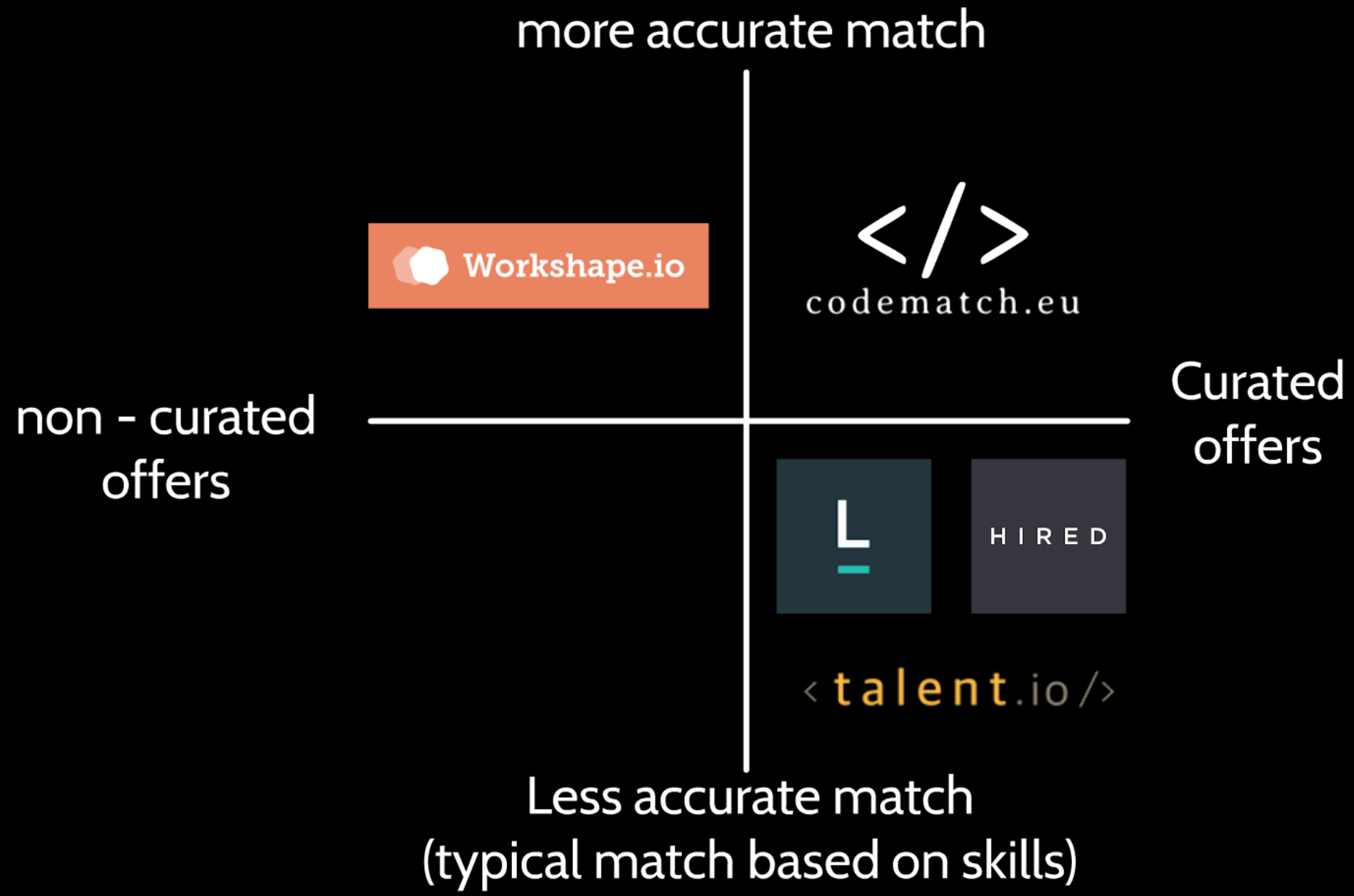
**Referrals**

We are paying a successful hired fee to the person that refers the hired

# Acquisition channels

(customer)

# Competition



codematch.eu

# Let's match!

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