



Smart Hiring PRO provides high-quality personnel solutions for your business (Russia, UK, EU, Israel and CIS)

Our specialization in IT:

Software developers (backend, frontend, web)

System programmers

Mobile application developers (Android, iOS, Windows phone)

Microcontroller programming

Information security specialists

Artificial intelligence, computer vision, neural networks developers

Development automation specialists (DevOps, SRE)

Robotics Specialists UiPath, Blue Prism, Automation Anywhere, NICE

Developers of automated systems and databases (1C, Oracle, BI, SAP, Axapta)

Network and system engineers

Product and Project managers

Top management

For startups and large enterprises

For product companies, vendors, integrators and non-IT enterprises

Candidates from Russia, CIS and around the world

Rate "First vacancy" *	Rate "Welcome" *	Rate "Regular"
Cost - 80% of the candidate's salary Deposit – 150 USD. - assistance in forming an application for personnel - search and selection, attracting and retaining of candidates - assistance in adaptation of new employees - warranty period 90 days - one-time free replacement of a candidate <i>* The rate is valid for new customers for the first vacancy * The rate is retained for the next 10 vacancies, if orders for them are received with an interval less than a month. * The tariff is retained for the next year in case of ordering a selection of 10 vacancies during the first year of cooperation or successful hiring within 3 weeks.</i>	Cost – 100 % of the candidate's salary Deposit – 150 USD. - assistance in forming an application for personnel - search and selection, attracting and retaining of candidates - assistance in adaptation of new employees - warranty period 90 days - one-time free replacement of a candidate <i>* The rate is valid for new customers during the first year of cooperation starting from the 2nd vacancy</i>	Cost - 9-18 % of the candidate's annual income - no deposit - assistance in forming an application for personnel - search and selection, attracting and retaining of candidates - assistance in adaptation of new employees - warranty period 90 days - one or two free replacement of a candidate - technical interviews (upon request) - verification of candidates' recommendations (on request) - verification of candidates by our own security service (on request) - legal registration of the employee (on request) <i>* cost depends on the complexity of the vacancy and the package of services provided</i>

Best wishes

Head of the agency,

Tatiana Litvak