



# GUID

IT Talent Search

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# WHO WE ARE

Freedom to choose  
Courage to change

**GUID** is an IT Recruitment Agency, established in 2011. We specialize in engineering positions for over 9 years. It gives us narrow and deep expertise in IT recruiting.

**We have** 12 professionals in our team, use 12+ tools and sources for the search, have contacts of 30 000+ IT specialists, and managed to work with 20+ IT companies.

**Our dream** is strong and developed IT industry in Ukraine that can compete with global corporations.

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# PROBLEM

HIRING THE RIGHT PERSON FOR THE TEAM  
HAS NEVER BEEN EASY





# WHY WHY WHY

## WHAT YOU GET WORKING WITH GUID

You'll enjoy talking to us because we know **the language of IT**. Our recruiters know technologies, though they don't code.

You'll have a real business partner. We are **ready to tell you the truth** irrespective of our internal interest. We'll try to find a better solution if we see you are heading down a dark path.

**You can trust us.** We know about recruitment as much as Elon Musk knows about SpaceX. We are aware of what we do – so we won't send your spaceship to the sun.

We understand that **we are responsible for your business growth** and will do our best to strengthen your team.



# SOLUTION

THE BEST SERVICE FROM GUID

## RECRUITMENT PARTNERSHIP

Here comes our freshest recruitment solution.

There are a lot of steps in the hiring process that are not usually transparent to the customer. Sometimes it leads to a lack of information, communication gaps, and a general feeling of uncertainty.

In the Recruitment Partnership option, we offer the customer to stay on top of the recruitment process monitoring all the actions taken by GUID recruiters.



# ABOUT

## RECRUITMENT PARTNERSHIP

You have **live** access to all the plans, tasks, and actions of the recruitment process.

You receive a **fixed number of services**, starting with analysis and recommendations on the employer branding and ending with enough number of ready-to-hire candidates.

GUID gives **personal guarantees** on the number of relevant candidates presented within a fixed period.

You **feel safe and informed** while we easily integrate the recruitment process into your internal work routine.

# YOU GET

## CHOOSING RECRUITMENT PARTNERSHIP

- Live **work tracking** in Trello.
- **Weekly calls** to synchronize and report on vacancies.
- **Promo description** of a vacancy by a tech copywriter.
- **Multi-vector sourcing** with GitHub, LinkedIn, Boolean, Turbohiring, e-mailing, etc.
- **Long-lists** of candidates.
- Full **information about candidates** and their experience at the stage of prescreening.
- A complete **description of the tasks previously faced by candidates.** Comments of candidates on the key points of a vacancy.
- **PR of vacancies** in social networks, skype/telegram chats.
- Analysis and recommendations on **employer branding**, PR placements, and elaboration of negative reviews.
- Comprehensive **progress report** on the work undertaken.



# OUR PROCESSES

HOW WE WORK





# #1

## **REQUEST PROCESSING**

Meeting client (online, any platform). Learning how client's business works. Getting to know project/product, requests' requirements. Negotiating agreement.

# #2

## **RESEARCH AND FIRST CONTACT**

Making market research. Creating search maps. Composing long and short lists. Contacting first candidates.

# #3

## **HUNTING AND INTERVIEWING**

Communication with candidates, CVs pre-screening, conducting interviews. Composing recommendation letters for client.

# #4

## **CANDIDATES' CV PRESENTATIONS**

Presenting the most relevant candidates. Creating cover letters in English or Russian. Supporting and arranging all stages of selection on the client's side (CV screening/interview/test task).

# #5

## **CLIENT'S SUPPORT AND OFFER**

Supporting during the selection process. Reference check. Making the job offer. Job offer support/negotiation.

# #6

## **HOORAY! HE SAID 'YES'!**

Now you have another talent in your team of professionals :) We keep in touch during the trial period – until we are convinced of the mutual satisfaction of both parties.



# 9 DAYS

# 49 DAYS

# 1 FREE



Approximate time when you get the first relevant candidates

Average GUID time to fill a position (average market time is 54 days)

Candidate's replacement per guarantee period (2 months)

# CONTACT

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**GUID**

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"People are not your most important asset.  
The **right people** are."

Jim Collins

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