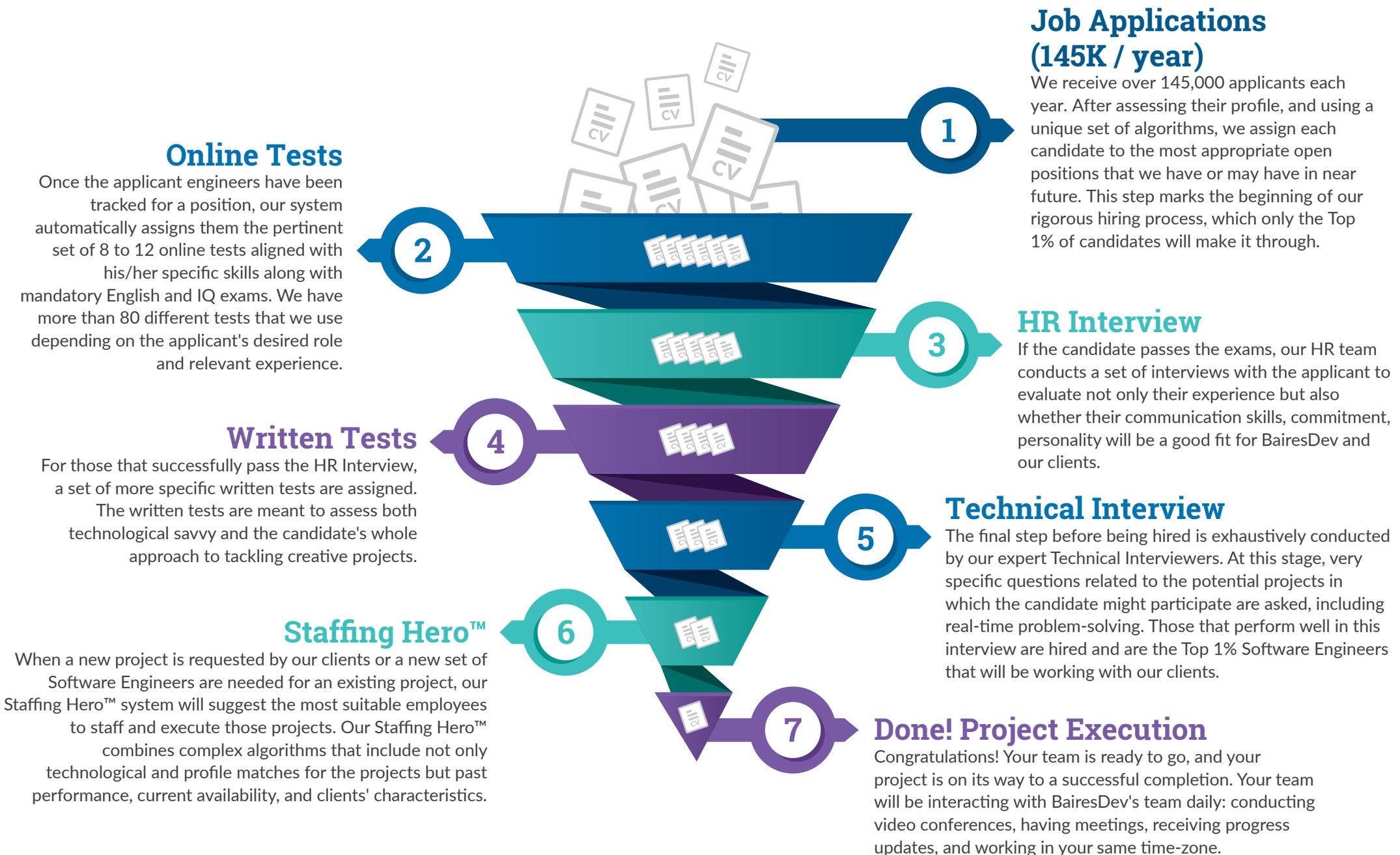# HOW WE ONLY HIRE THE TOP 1% TALENT?

Our Hiring Process, step by step

BairesDev receives over 145,000 candidates every year, the largest reach in Latin America, and after a very strict interviewing and evaluation process, less than 1% of those applicants are hired.

Our proprietary Staffing Suite™ allows us to provide qualified candidates and staff open positions in a few days, regardless of the team size or role complexity.

1 — Job Applications (145K / year)

We receive over 145,000 applicants each year. After assessing their profile, and using a unique set of algorithms, we assign each candidate to the most appropriate open positions that we have or may have in near future. This step marks the beginning of our rigorous hiring process, which only the Top 1% of candidates will make it through.

2 — Online Tests

Once the applicant engineers have been tracked for a position, our system automatically assigns them the pertinent set of 8 to 12 online tests aligned with his/her specific skills along with mandatory English and IQ exams. We have more than 80 different tests that we use depending on the applicant's desired role and relevant experience.

3 — HR Interview

If the candidate passes the exams, our HR team conducts a set of interviews with the applicant to evaluate not only their experience but also whether their communication skills, commitment, personality will be a good fit for BairesDev and our clients.

4 — Written Tests

For those that successfully pass the HR Interview, a set of more specific written tests are assigned. The written tests are meant to assess both technological savvy and the candidate's whole approach to tackling creative projects.

5 — Technical Interview

The final step before being hired is exhaustively conducted by our expert Technical Interviewers. At this stage, very specific questions related to the potential projects in which the candidate might participate are asked, including real-time problem-solving. Those that perform well in this interview are hired and are the Top 1% Software Engineers that will be working with our clients.

6 — Staffing Hero™

When a new project is requested by our clients or a new set of Software Engineers are needed for an existing project, our Staffing Hero™ system will suggest the most suitable employees to staff and execute those projects. Our Staffing Hero™ combines complex algorithms that include not only technological and profile matches for the projects but past performance, current availability, and clients' characteristics.

7 — Done! Project Execution

Congratulations! Your team is ready to go, and your project is on its way to a successful completion. Your team will be interacting with BairesDev's team daily: conducting video conferences, having meetings, receiving progress updates, and working in your same time-zone.

READY TO EXECUTE YOUR PROJECTS FASTER AND BETTER?

At BairesDev, we are an experienced group of professionals that provide clients with dedicated teams of skilled developers, from all across Latin America, combining the best in software engineering, innovation, and design. Contact us, info@bairesdev.com.

BairesDev