



INDUSTRIAL

BPO

- Mechanical Engineering
- Automotive Engineering
- BIW Engineering
- Hardware Engineering



IT/IS

- Infrastructure & Database
- Software Development
- Business Intelligence
- Banking applications
- Cloud Computing,
- Support level 1-3
- Cybersecurity Engineers







- Supply chain management.
- Human resource management.



Capable of delivery teams of all sizes







bertrandt





























5 FTEs

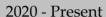


Development : Java, Front-End, Embedded



An average time to delivery of 5 weeks







10 FTEs



Development : .Net, Business Analyst, J2EE, DWH React, DevOps, AWS



In 2 years, we only had to replace 1 consultant



Recruitment

Recruitment capacity: 15 FTEs / month

Time to delivery: 2 - 8 weeks
Agile recruitment process
Huge database of engineers
International partnerships



CodinGame mandatory for each recruitment Technical qualification with one of our expert Flexible recruitment process

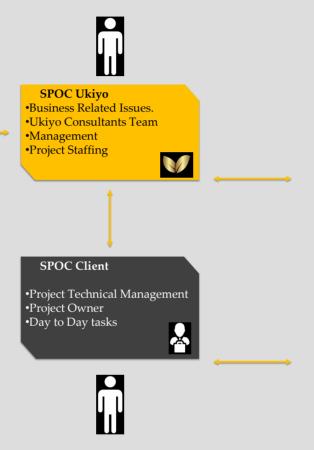


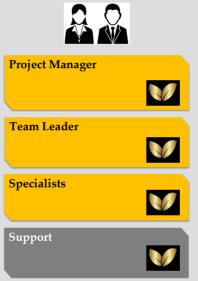


Customer

- •Requirements
- •Job Description
- •Priority
- •Budget











Onboarding & Ramp-up process

1st Month 2nd Month TIMELINE > Need identifed > Recruitment request or internal profile > Consultants integration > Badge access identification; > HW allocation INTEGRATION > Customer meetings > Profile selection and validation by > Grant access requests on > Identify new opportunities both parties; specific work tools > Profile offering and employment; **40%** 0% **60%** 100% **PROGRESS**

Time and Material

Service Contract commitment	Consulting Commitment on the quality of the resources
INVOICING	ON DAILY BASIS (EFFORT)
SCOPE OF ACTIVITIES	ON DEMAND
HR MANAGEMENT	BY UKIYO BUSINESS MANAGERS AND HR DEPARTMENT
PERFORMANCE MANAGEMENT	MONTHLY FOLLOW-UP FOR FEEDBACK
KNOWLEDGE MANAGEMENT	SUPPORT ON TRAINING INVOICED TO THE CUSTOMER
GOVERNANCE	MONTHLY FOLLOW-UP FOR FEEDBACK



DNA based on customer service



Agile company based on continuous improvement



We belive in long-standing and efficient partnership



Robust partner with high-retention for a better stability



A nearby located front-office in Bucharest