

ALERONIT



**HOW WE'RE
HELPING
ONE OF THE
BIGGEST
FINTECH IT
FIRMS IN 6 STEPS**

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DISCOVERY PHASE



To begin our technological partnership, first, we had to comprehend the unique situation of our client. **Over 5 years, they had experienced a growth of over 1,300+ employees**, which meant that not all processes were perfectly polished. We requested essential information to get started, but **unfortunately, there were no available job descriptions or outlined team capabilities**. Additionally, there were **extremely urgent deadlines that needed to be met**.



In situations like the ones we have faced, it is necessary to take a step back and think about the problem from different angles. **To ease our client's stress, we made changes to our signature vetting process. In the case of every candidate, we were able to increase their acceptance rate from 35% to 90% due to our vetting mechanism.** This allowed us to quickly fill-up our Talent Pool™ with the best team members.



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SIGNATURE VETTING PROCESS





THE TALENT POOL

Unlike regular staffing and recruiting companies, **we never offer blind bargains.** Luckily, we don't have to, as **we work with a 3-month probation** period in case of every member of our team, **before the deployment phase.** This way our client works only with the absolute best. By minimizing the churn rate our teams have become **among the most reliable teams ever since.**

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1 DEPLOYMENT

We deployed three teams over 3 months. As we wanted to max out efficiency we built homogenous teams for our client. **Building local teams** means there are **no time-zone differences**, and we can brainstorm and come up with the **best possible ideas and solutions for our clients.**

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CLOSING THE COMMUNICATION GAP

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We identified that one of the **biggest bottlenecks** in development is the lack of **transparent and clear communication**.

Therefore, we built a so-called B2B English Communication Test Package into our vetting process. Since our client is from the UK, this was greatly appreciated and very useful!





RUNNING HIGH- PERFORMING TEAMS



To become a strategic partner that our clients can always rely on; we had to offer more than the other vendors. **Back-office support and monitoring** make our nearshore development base one of the most valuable.