

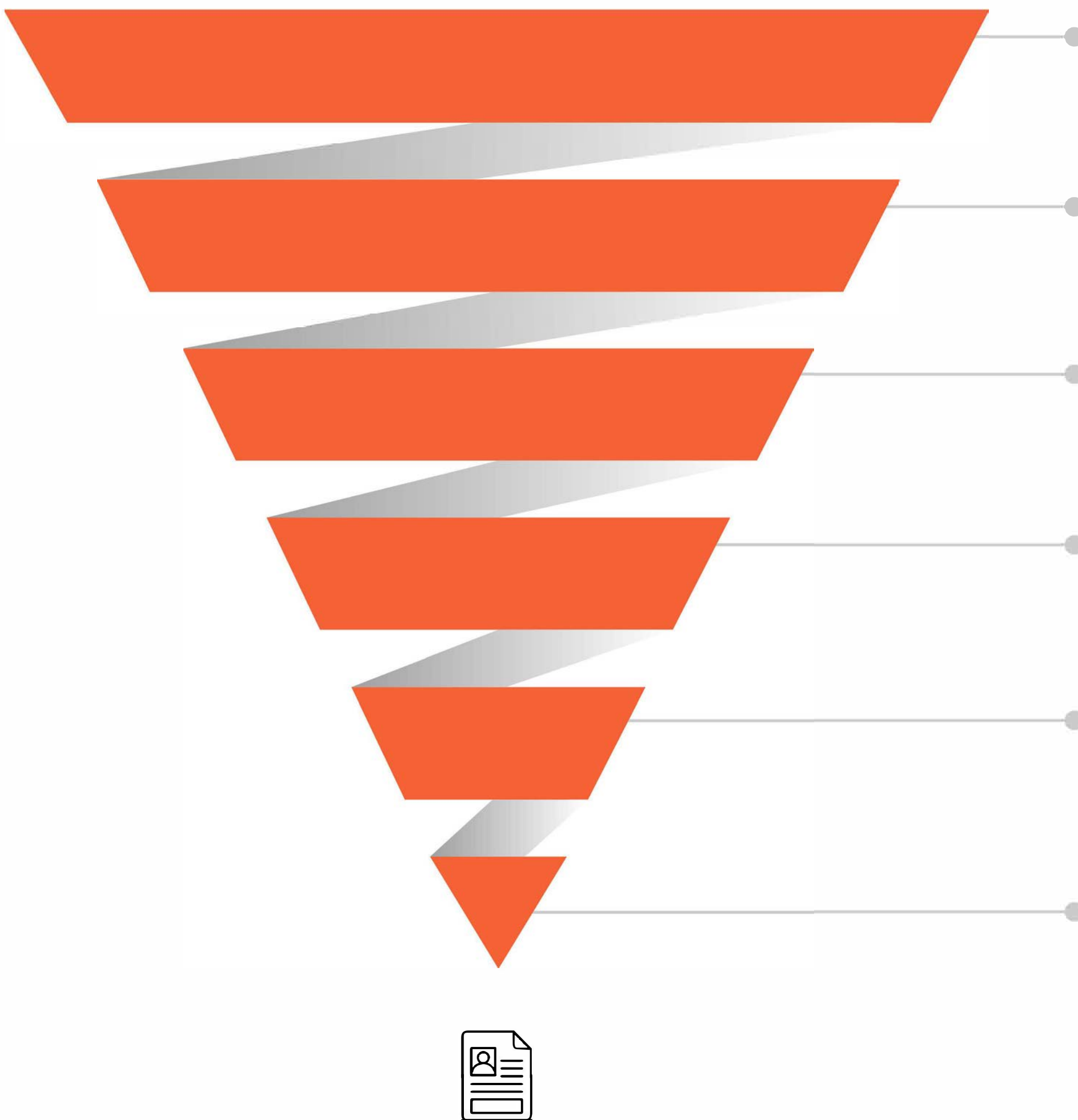
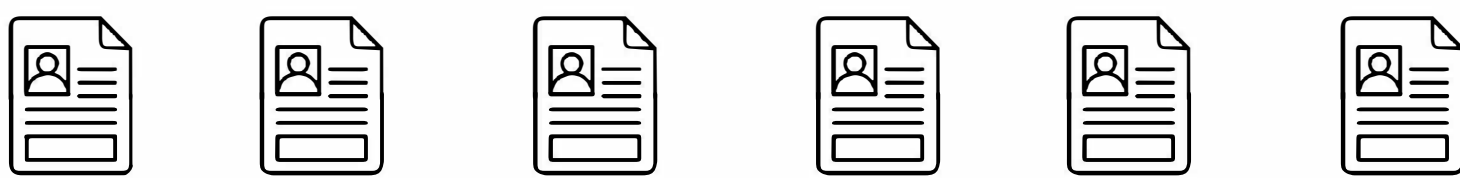
How Do We Hire Only The Top 1% Of Tech Talent?



Our hiring process, step by step

BairesDev® receives **over 2 million applications every year**, the largest reach in Latin America. After a very strict interview and evaluation process, we hire less than 1% of those candidates.

Our proprietary AI-powered Team Recommendation Engine allows us to staff open positions with qualified candidates in only a few days, regardless of team size or role complexity.



1. Applications

We assess each application using a unique set of algorithms and assign candidates to the most appropriate positions. Only the Top 1% of candidates will make it through

2. Online Tests

Once we've tracked the candidates for a position, our system assigns them a pertinent set of 8 to 12 online tests related to the role and the applicant's experience, along with mandatory English and IQ exams.

3. HR Interview

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

4. Written Tests

Upon passing the HR Interview, we assign a set of more specific written tests, to assess both their technological savvy and approach to tackling projects.

5. Technical Interview

Our expert Technical Interviewers conduct the final step of the process. They ask the candidates very specific questions related to the potential projects in which they might participate, including real-time problem-solving.

6. AI-powered Team Recommendation Engine

When our clients request help with a new project or need a team of software engineers for an existing project, our AI-driven system, suggests the most suitable professionals for the required tasks, based on both the clients, and developers' characteristics.

7. Done! Project Execution

The team is ready to go, and the project is on its way to successful completion. Your team will be interacting with BairesDev's team daily, conducting video conferences, having meetings, and receiving progress updates, all within the same time zone.

Ready to execute your projects faster and better?

At BairesDev, we're an experienced group of professionals that provide clients with dedicated teams of skilled, bilingual, and time zone-aligned developers, combining the best in software engineering, innovation, and design.



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