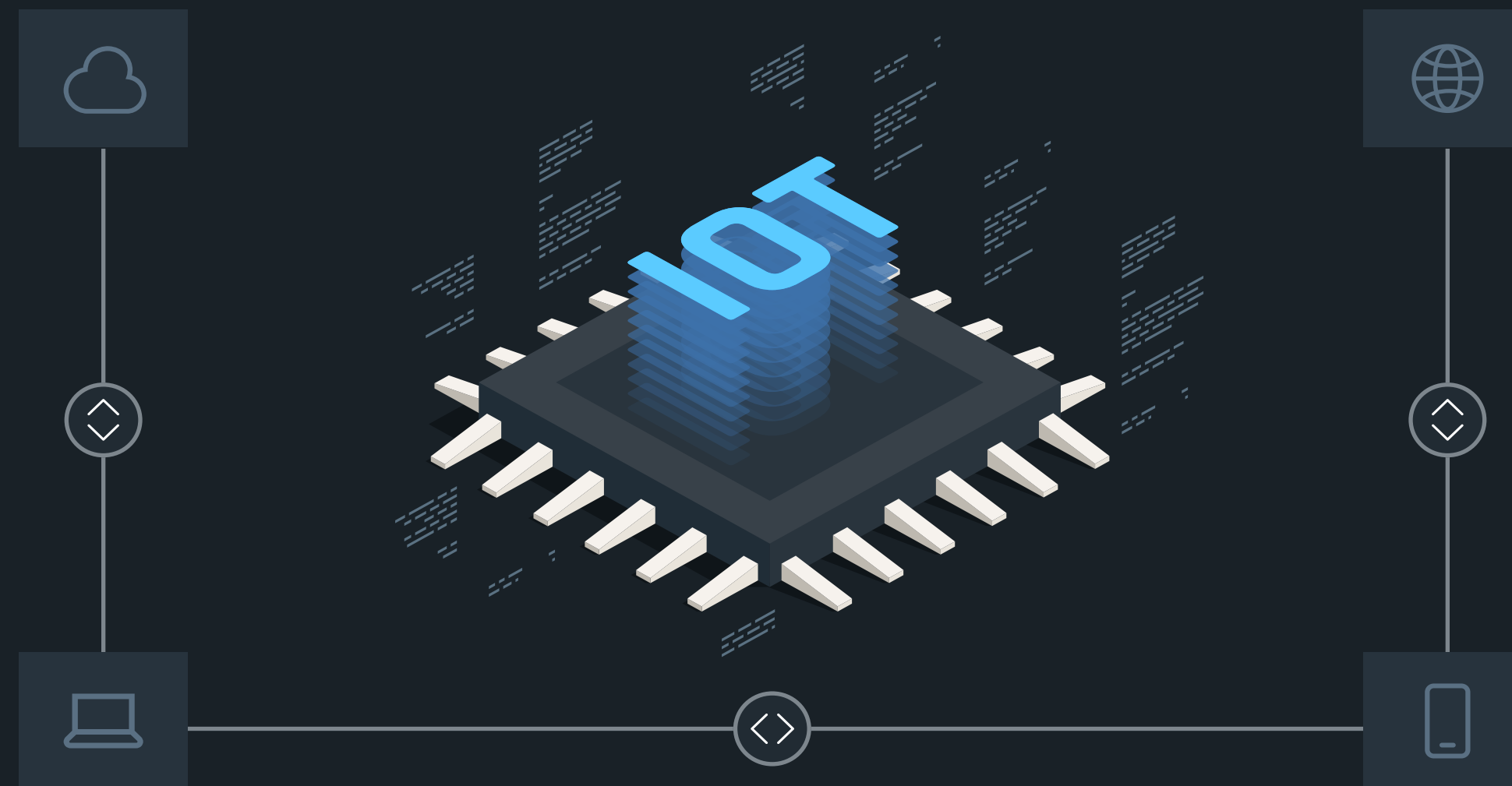


Swiss provider of a complex and secure edge-to-cloud *IoT solutions*

turns to Mobilunity to empower its team



PRODUCT
IoT solutions

TECHNOLOGIES
Microsoft Azure, .NET, .NET Core, C#, React, Angular

TIMEFRAME
2017- 2021

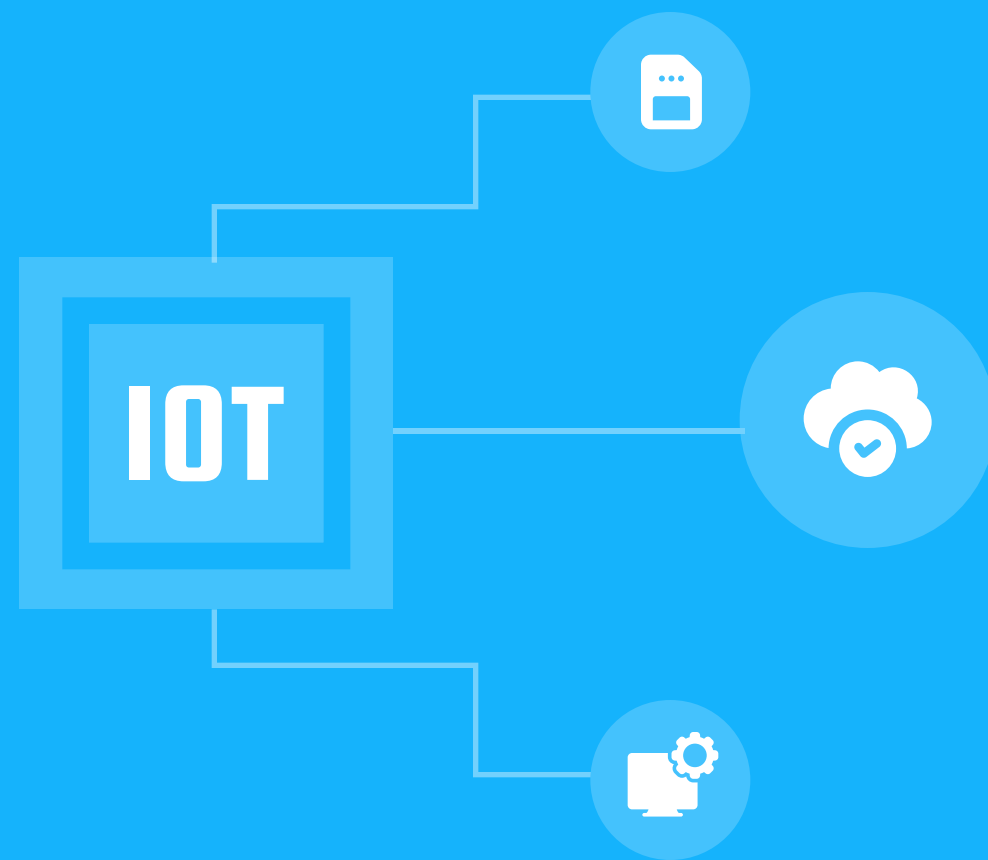
Mobilunity talents boost the team of an IoT solution provider from Switzerland

As a Swiss-based company, our client faced obstacles that prevented them from finding suitable specialists locally. Zurich's competitive market offers high demand for tech talents, with established giants providing attractive perks and stock options, often offering much and asking low in return. This made it challenging for startups like our client to hire and retain skilled employees locally.



Despite promising opportunities and all the best they can offer, our client faced the frustrating issue of losing key talent within just months upon their start - newly hired employees were hunted by way more established market players.

Along with this the client of ours faced a significant challenge in sourcing rare and highly specialized tech talents. Specifically, they were actively seeking professionals in areas such as Embedded Development, Hardware Engineering, and Cloud Development. However, the availability of matching specialists within the Swiss market was extremely limited.

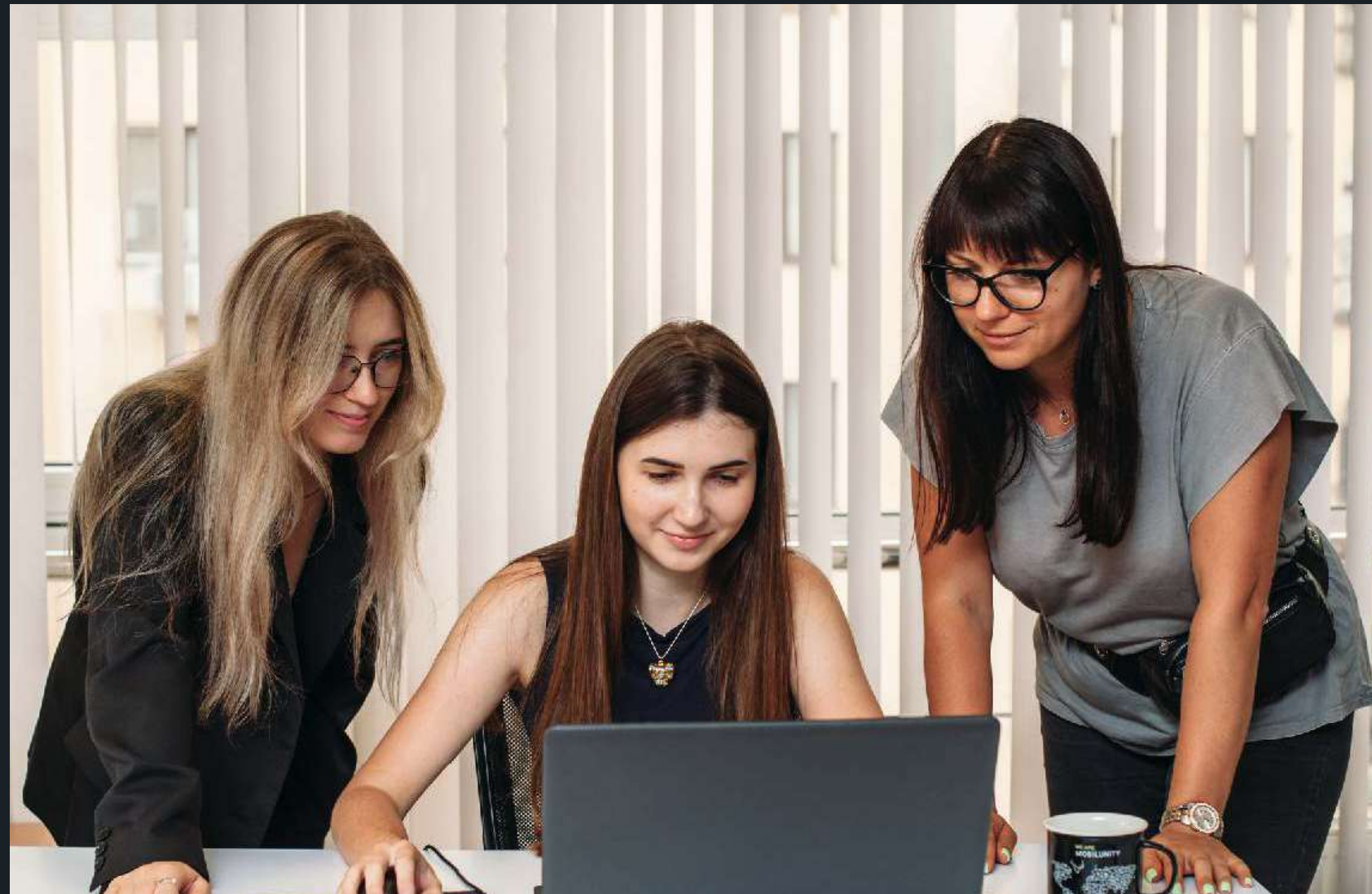


In a nutshell, when the company sought the assistance of Mobilunity, they were grappling with the following challenges:

-  Highly competitive labor market.
-  Low retention level yet taking lots of management efforts.
-  Limited local talent pool.
-  Need in rare tech talents.

KEY SOLUTIONS

Hiring for an IoT solutions leader



Mobilunity leverages its years of experience to provide tailored services that cater to individual companies, specific markets and regions. This is why our team of recruiters places great importance on each client and adopts a personalized approach to every case.

Our solution, meticulously crafted, aimed not just to stem the talent outflow but to transform it into a talent influx. By seamlessly integrating our nearshoring expertise, we crafted a collaborative environment that not only retained specialists previously hired but also attracted new talents, fostering a culture of continuous growth and innovation our client was propagating.



Solutions we provided:



Enhanced Staff Services Management

We handle all daily operational tasks to ensure that every team member remains motivated, productive, and satisfied with their work.



Leveraging the Ukrainian Tech Talent Pool

Our approach tapped into the vast Ukrainian tech talent pool, providing a wider range of experts with diverse skill sets that were well-suited to meet the client's specific needs.

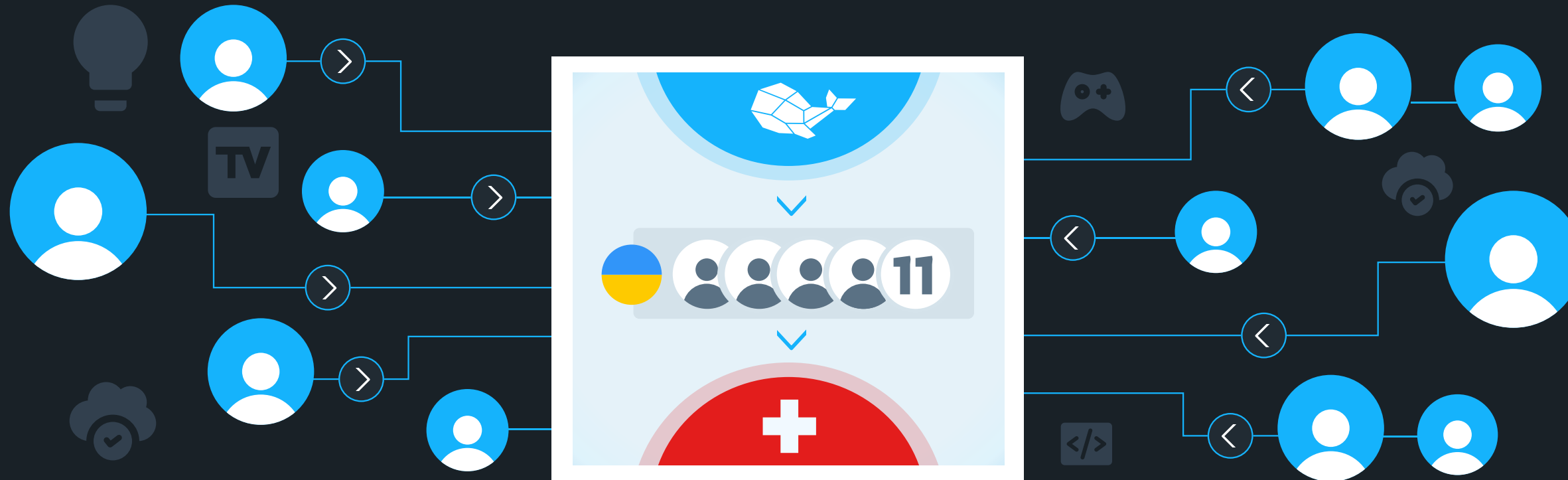


Expert Support and Flexibility

Our expertise is people, our main skill is gathering talents together and helping our clients to build fruitful relationships with their remote teams. With the assistance of Mobilunity our client was able to focus on strategic management, business growing and scaling

TEAM ON THE PROJECT

Scaling from 4 to 11 developers



Throughout the years of fruitful cooperation with our client, Mobilunity has provided our Swiss-based client with various experts: *from Embedded to Hardware Engineers, Project Manager, as well as Back-End and Front-End Developers*. The team has experienced steady growth – the team size expanded to 11 specialists.

During the period of cooperation there were periods when the team was managed by the *company's CEO*. With the team's growth they have hired a *Vice President of Engineering* and later the team was managed by their *CTO*.



From the very beginning there were client's trips once per 4-6 months. With Covid times visits became harder, thus it was 1 visit per year tentatively. Also there were visits of the Ukrainian part of the team to Switzerland's HQ.

PROJECT COMPLETED:

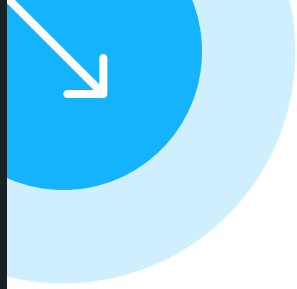
Stability and quality from Mobilunity



Together with Mobilunity our client went from a small team, growth management obstacles and permanent essence in human operations to a strong full-stack team of 11 people, where each of them is a unique specialist in the field of IoT solutions.

The team we assembled and managed for the client let them create an incredible edge-to-cloud product and become a leader on the IoT solutions market. Successfully completed the project the client left key experts to work directly buying their contract out.





Mobilunity's solutions brought diverse expertise from Ukraine's tech talent pool, resulting in increased engagement and better retention rates. Our management of operational tasks ensured sustained productivity, allowing specialists to focus on impactful work, while our expert support enabled the client to efficiently manage growth and scaling strategies.

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In every case we struggle to match our clients' expectations and are always excited to meet the target. Mobilunity provided the client of ours with a strong team, who were technically led by the Swiss team remotely. Both Ukrainian and local parts of the team have grown harmoniously and achieved all client goals together. It was an honor to be a part of such a fruitful cooperation.



Kateryna

Account Manager at Mobilunity