

# How Our Technical Talent Experts Deliver Top-tier Software Engineers

It takes more than your average code slinger to tackle your most complex IT projects. You need a band of passionate Gorillas who eat, sleep and breathe the technology you need to turn your vision into something really great.

Having been in the tech trenches for more years than we can count, our Global Talent Team has

a knack for recruiting elite developers. We thoroughly vet our candidates and match you with tech-savvy, English-fluent Gorillas who can roll up their sleeves and get things done.

**Here's how we do it.**

## You talk; we listen

We get to know our clients – who they are, what they want to achieve, how they work, and what keeps them up at night. We then create a Gorilla candidate profile based on your feedback.



## Our Global Talent Team springs into action

Tapping into our vast network and existing band of Gorillas, our technical talent experts locate the industry's best developers, architects and scrum masters for your project.



## We select the best candidates

We narrow down the field to a few special candidates who meet all of your criteria – and then some.

## We test their technical skills

We are able to test the skills of dozens of different roles and technologies, utilizing online coding challenges customized by our Engineering Practice Leads based on your project's needs.



## And learn about their work styles

Once we're satisfied with the candidates' technical skills, our Engineering Practice Leads have one-on-one interviews with them to see how they approach problems, how they work in teams, and how their experience fits with your requirements.



## We present you with the best possible match

We present a select number of fully vetted, purpose-matched, culturally aligned Gorillas from which to choose. We guarantee that any of the candidates we submit can technically do the job. However, you get to select who will be the best fit within your current team dynamic.

## We set you up for success

### Ready to work

Our Global Talent Team works with you to ensure a smooth onboarding of our Gorillas, including any pre-onboarding processes or training. Your Gorilla team will be ready to work from Day 1.



### We stand by all of our Gorillas

Work with our Gorillas as long as you want, and bring on additional Gorillas as needed. Many of our clients love working with gorillas so much; 2/3 have kept them for 3+ years.