

The Tech Interview

> hire with confidence <



www.moustacios.dev

```
>_ sudo apt upgrade
```

Bridge the challenges of hiring engineers



Hiring the best engineers is a pivotal challenge for your HR department. Technical skills are evolving every year, making it difficult for someone without a computer science degree, to match the job requirements with the experience and former technologies used by prospect candidates.



Our interview process ensures candidates are evaluated for both technical, communication skills and adaptability, giving you a complete picture of their competencies and capabilities.



```
>_ git add ./dev
```

Access the best talent locally and remote



We know, passionate engineers are rarely looking for new roles, and are most likely to be found through networking and local events. Visibility is not one of their strengths.

Besides this many agencies only focus on their past experience, provided on LinkedIn, in order to assess the candidate's fitness for a role. This approach will miss many skill points for an engineering position.

We bring a key asset to your hiring process, allowing you to unlock the knowledge to great hires.

We never assume a candidate should be a good fit, but rather challenge their previous experience against the role requirements, and closely evaluate their skills with transparent data-driven profiling and coding challenges.



>_ make build team

Elevate your team potential



Software development is a complex endeavor, but growing an engineering team also requires resources and unbiased feedback.

Surely you'd want to avoid derailing your teams' flow just to participate in off-shoot interviews or to accommodate and transfer knowledge to a new hire.

Let's team up, to help your engineers focus.

Our onboarding and support process gives your new hires coaching and tech support, reducing a significant load off the shoulders of other team members. It also gives them the time back, and confidence to develop great products.



```
>_ curl -X GET best.engineers
```

Hire the best engineers from Romania's growing pools



Romania is a very good spot to find software engineers. There are great universities and the companies in the technology sector are growing fast. This creates a lot of opportunities for new ventures and existing ones to thrive around the local talent pools.



We have dedicated well-connected people in Cluj-Napoca, Bucharest and Timișoara, allowing you to expand your reach and fill new positions in a shorter time.



```
>_ ssh -i dev.key team.dev
```

Turn remote interaction to face-2-face experiences



Hiring is challenging, but hiring over a video call may lead to possibilities for mismatching skills over experience, or even fraud.



In a call, the amount of information you can get on a new hire is limited by their ability to speak in a foreign language, and often the camera angles are not the best.

Also some people don't shy away from looking up answers or translations to interview questions using ChatGPT.

Your brand will have tremendous benefits using direct feedback from professionals during the hiring process.



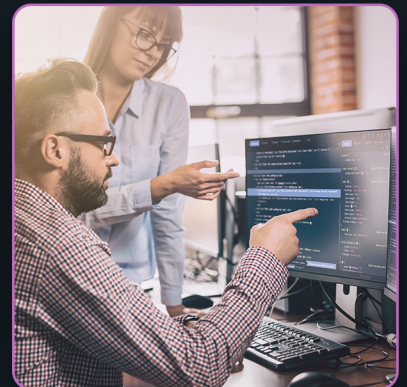
```
>_ cp .env.local .env.brand
```

We're here to bridge



✓ *Make in-person technical interviews, allowing you to level up your brand and company engagement.*

✓ *Provide training and mentorship for juniors and new hires, keeping your team focused on the product.*



✓ *Organize workshops and coaching sessions for your teams, guiding them to discover new tech and AI tools.*



```
>_ cat ./etc/resolv.conf
```

Let's get in touch

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