SOURCE CODE

Why recruit ICT Talent through
SOURCE-**CODE?**

www.source-code.com

Sophisticated ICT hiring platform enabling companies to slash recruitment costs and source ICT talent across Europe.

" *Source-Code was developed to address the shortage of ICT professionals in the major markets of Northwestern Europe. Source-code has a considerable database and network of contacts across the Education sectors and the ICT industry in Central & Eastern Europe. Source-Code uses these databases, networks and the technology it has developed to bring hiring managers and ICT professionals together in a timely and cost efficient manner.* "

SOURCE CODE

5 reasons

The ICT Talent Pool

Source-Code has an extensive database of IT professionals across Central & Eastern Europe.

We save the hiring manager time by shortening the 'Recruitment Cycle'

Source-Code's sophisticated matching algorithms and pre-screening tools ensure you don't waste time reviewing unsuitable candidates and allows for a highly targeted and accurate recruitment process.

Applicant Tracking System (ATS)

Source-Code's ATS simplifies the management of the end-to-end recruitment process.

Video Interview Technology

Source-Code's on-demand video interviews will allow for further pre-screening of candidates and interviews are recorded for review by the hiring team. The Source-Code platform also facilitates live video interviewing.

Cost Effective

The IT hiring process through Source-Code is significantly more cost effective than sourcing talent through traditional recruitment agencies.

How does Source-Code work?
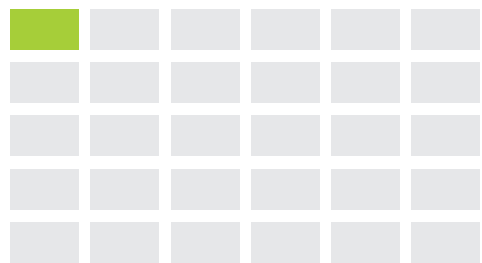
- The employer completes a comprehensive job specification including all technical, experience and language requirements. This level of detail will ensure the system can identify ICT professionals with the skills and competencies that the employer is looking for.

- The hiring manager will then place the job live.

Stage 2:
Day 2 > Day 5

- The Source-Code platform will match the candidates in the system with the details contained in the job spec.

- Candidates who match the requirements of the job specification will be informed and provided with details of the role, the employer and the location. They will be asked if they wish to have their name put forward for consideration by the employer. They have a maximum of 5 days in which to decide. Candidates may agree to their names being put forward to more than one employer at a time.

- The top 20 matches from those indicating a willingness to be put forward will be presented to the hiring company for review. This is not an exclusive list. Candidates may have agreed to their names going forward for other companies also.

1 / 2

Stage 3:
Day 6 > Day 10

- The hiring manager will receive the shortlist of up to 20 candidate profiles. They will review these and decide which ones should receive pre-screening questions for video, or alternatively, they may be invited for a live one-on-one video interview.

- Candidates may also be invited to complete aptitude/IT skills tests.

MR. SZABOLCS BUGAR

E-mail: bsz@nextra.sk
IT Skills:
- Java (Advanced, 4 years)
- Pascal (Advanced, 4 years)
- SQL (Advanced, 4 years)

SCABLOCS BUGAR
CODE

SAVE AS FAVORITE   DOWNLOAD CV   SHOW CV   SEND MESSAGE

+ − ◀ ▶

T-Systems GE   IT-Services Hungary Kft. - Senior Project Mana

| 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 |

MR. BRANO COROS

E-mail: bcoros@gmail.com
IT Skills:
- C++ (Basic, 1 year)
- Java (Intermediate, 2 years)
- Perl (Basic, 2 years)

SAVE AS FAVORITE   DOWNLOAD CV   SHOW CV   SEND MESSAGE

+ − ◀ ▶

\   IBM Inter. Servic

E   GIST co., UK - Warehouse staff

BM Sy: Carrefour - Store staff   Foxconn CZ   T-Systems Slovakia - Project Migration a

| 1999 | 2000 | 2001 | 2002 | 2003 | 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 |

MR. GRZEGORZ JOZEF DYMEK

E-mail: g_dymek@o2.pl
IT Skills:
- C (Expert, 10 years)
- C++ (Expert, 10 years)
- Java (Intermediate, 3 years)

SAVE AS FAVORITE   DOWNLOAD CV   SHOW CV   SEND MESSAGE

+ − ◀ ▶

I   M.

IAESTE - local comete   Novomatic Group of Companies   GJP.data - private buissness activity

Weserbud Ltd. - IT consultant

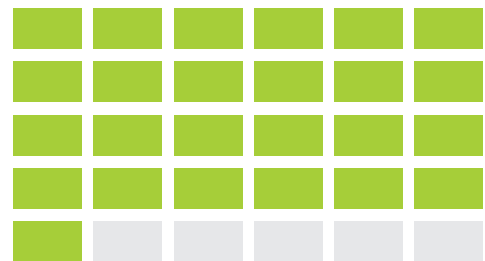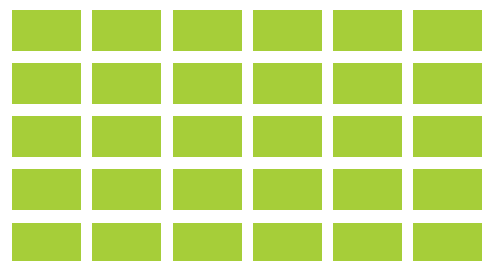| 1999 | 2000 | 2001 | 2002 | 2003 | 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 | 201 |

Stage 4:
Day 11 > Day 25

- Hold interviews. Complete interview notes. Upload notes to campaign file.

- Decide on preferred candidate. Make offers.

- Release unsuccessful candidates.

- Provide feedback to final round candidates.

- If the process didn't identify a preferred candidate(s) the closing date may be extended or a new campaign started.

MR. SZABOLCS BUGAR

E-mail: bsz@nextra.sk
IT Skills: - Java (Advanced, 4 years)
- Pascal (Advanced, 4 years)
- SQL (Advanced, 4 years)

SCABLOCS BUGAR_

SAVE AS FAVORITE | DOWNLOAD CV | SHOW CV | SEND MESSAGE

Dear Szabolcs,

Thank you for participating in the interview process. We are glad to inform you that you are invited for a final round interview at our premises this coming week.

Please confirm back your availability for next Friday (12th) at 3pm.

SEND MESSAGE

T-Systems GEI G   IT-Services Hungary Kft. - Senior Project Manager (till

2007   2008   2009   2010   2011   2012   2013   2014

Stage 5:
Day 26 > 30

- Close the campaign.

- Source-Code's support centre will monitor the activity of the hiring manager/organisation to ensure candidates are contacted as they move through the various stages of the recruitment cycle

Meet the Source-Code team

Glen Farrell
Managing Director

Brian Donohoe
Commercial Director

Marek Kapicak
Marketing Director

Antonio Casado De Prada
Operations Director

Tomas Kapicak
Head of Software Development

Jana Sefcikova
UX Manager

Tamar Makharadze
Recruitment Director, Ukraine, Russia & CIS

Justyna Sygacz
Recruitment Director, Central Europe

Petr Poupe
Lead Programmer

SOURCE CODE

in partnership with

cut-e

SYMBIO
BUSINESS SOLUTIONS