GLOBAL TALENTS HUB

Professional Recruiters Help You Find And Hire The Right New Joiners

Get Interviews With IT & Engineering Candidates Booked By Our Certified Tech Recruiters Who Can Screen IT Candidates Technically.

https://GlobalTalentsHub.com

Our Story

Michal Juhas, an ex-CTO from a rapidly scaling startup, experienced firsthand the challenges of recruiting the right IT talent. His frustration with recruiters who lacked IT insight led him to a solution: **a recruitment agency with a deep understanding of IT.**

Our Expertise: Established in 2020, Global Talents Hub employs certified recruiters proficient in IT, ensuring that no random CVs reach the desks of hiring managers.

Global Reach: Proud partners with high-tech startups in key tech hubs: San Francisco, Boston, Western Europe (Switzerland, the UK, Germany), Dubai, Czechia, and Slovakia.

"75% of hiring managers state that finding the right IT talent is their most pressing challenge. We're here to change that."

Michal Juhas, Founder

GLOBAL TALENTS HUB

Today's Struggles With Finding And Recruiting Tech Candidates

On-Site Work Is Not "In:" Candidates are relishing the perks of high-paying remote roles, making on-site recruitment increasingly challenging.

IT Talent Sourcing Is Hard: Relying on a plethora of tools and databases, the hunt for the right talent becomes an intricate puzzle.

Job Ads Are Expensive: A hefty price tag accompanies job advertisements, often running into hundreds or thousands of dollars for each vacancy.

Technical Screening Is Hard: Distinguishing genuine talent from the sea of applicants poses significant technical screening hurdles.

Need To Attract Passive Candidates: Enticing those content in their current roles to even consider an interview is a battle in itself.

Use Novel Recruitment Strategies: The evolving landscape mandates devising fresh, innovative methods to attract potential candidates.
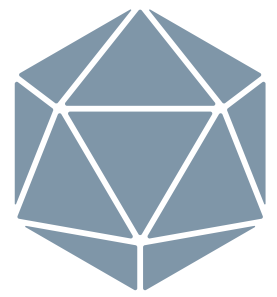
GLOBAL TALENTS HUB

We Don't Just Recruit, We Thrive In This Environment!

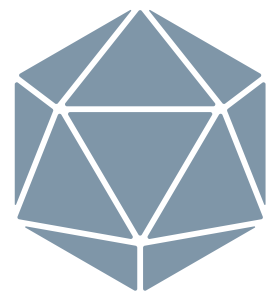Global Talents Hub is where expertise meets enthusiasm.

Superior Sourcing
With our niche focus, we don't just source IT & Digital candidates.
We excel at it, outperforming generic recruiters.

Speaking the "Tech Language"
Our interactions aren't just transactions. We converse, connect, and
'click' with IT talents by fluently speaking their language.

Masterful Job Opportunity Pitches
Our unique insights enable us to craft compelling pitches, turning
common job opportunities into irresistible career adventures.
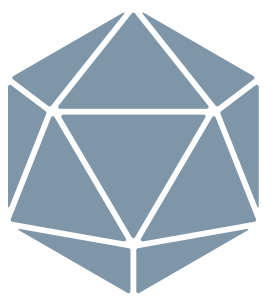
Proprietary Sourcing Technology Platform
Our proprietary tool, developed in-house since 2022, fuses technology
with human expertise for seamless recruitment.

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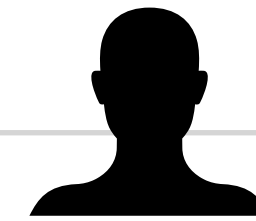# Why Partner With Recruiters From The Global Talents Hub?

Global Access

We consolidate 50+ local recruitment specialists, each with unique talent pools.

Efficiency Boost

Reduce time-to-hire with our collective expertise and resources.

Tailored Service

Solutions designed with the unique needs of high-tech startups in mind.
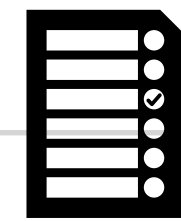
Quality Assurance

Rest assured, only relevant, screened, and vetted CVs reach your desk.

"We thoroughly screen IT candidates, ask them tough questions, and make sure only the best ones get on an interview with the client."

Michal Juhas, Founder

GLOBAL TALENTS HUB

Get _ONLY_ Vetted Candidates With Detailed Screening Reports...

Candidate Report

████████

https://www.linkedin.com/in ████████

█
Mechanical Design Engineer / International Welding Eng
Bosnia and Herzegovina · Contact info

Highlights:
- Became a Lead Design Engineer 5-6 months ago
- Now he's designing all tools necessary for production of large hydro plants (€20k each)
- In April finished welding certification and visual testing
- Worked on Upwork on several projects (mostly from the US and Australia, one of the clients was also in automotive - he produced oil filters)

Overall experience with engineering:
- Finished college in 2019 (in the technical department, in charge of 3D models, and 2D drawings)

Experience with the automotive industry:
- One of the clients from Australia was in automotive - he produced oil filter
- He designed lots of tools but not necessarily in automotive - he said he designed more complex things in the past ;)

Experience with 3D CAD drawing:
- Curing mold => he'll show it on the next call

Used Solidworks? Alternative?
- Yes, uses Solidworks - he says it's the best

Has experience with Project Management?
- Yes, when he was working in the previous company, it was up to him to manage the whole project. In this company it's similar, he's the Lead and trains the team.

Has electrical or pneumatical knowledge? Describe
- Yes, on the college had pneumatics and hydraulics.
- High-voltage cabinets in the previous company PIMS Elektro Oprema d.o.o.

Dream job:
- He wants to work in the automotive industry - he had this dream when he started the school. This could be the first step, maybe will move to Germany at some point later.

Candidate Report

Mr. ~~Adnan Naseem~~
████████

█
Senior Technology Leader - CTO | Senior Vice President | Program Director - Digital Transformation | Engineering | Delivery - Public Speaker
United Arab Emirates · Contact info
500+ connections
40 mutual connections: Steve Pikett, Gigo Joseph, and 38 oth

Live Nation Entertainment (Fortune 500)
– Leading teams (Frontend team, backend developers, testers, UX experts, copywriters, UI creators) as a VP.

"The value add from my side is not just with digital media but also cross-industry experience which includes airlines, eCommerce, digital, advertisement."

Sports entertainment - Olympics, Manchester United was a client for a white-labeled website.

Software engineering background.
Did Masters in LSE with full scholarship.

Ticketmaster (eCommerce) - Head of Engineering
Senior VP of Technology
– Adnan was responsible for Ticketmaster International (which excluded USA)
– Had 26 million monthly unique visitors
– Reported to the Chairman of Ticketmaster (3rd largest eCommerce website on the world back then) => mission-critical second because 1 second downtime would cost 1 million dollars.
– Overall 400 people in IT in total (including architecture, product management, biz analysts)

At Unilever - Global Technology Director
– Responsible for Dove brand

At Emirates
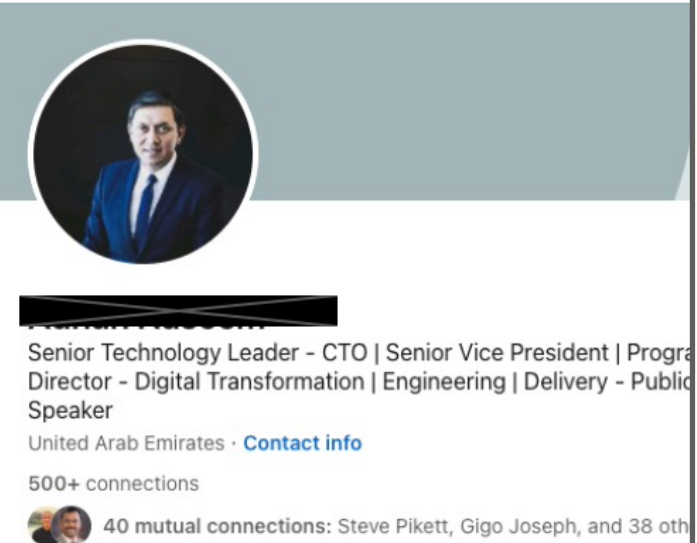– Responsible for Skywards, loyalty, contact center platforms.

At MediaOcean - booking of digital media space (Processing $150 billion in annual media spen

At Health & Social eCare Solutions he was a co-founder & CTO => co-founded and exited.
– Trend-setter & marketer
– Entrepreneurial mindset

International experience - in London several years.
Born in Pakistan, moved to Dubai in 2015.

⚠️ No tangible experience with Digital Media (games, video, music) but is keen to get up to speed quickly.

Follows Trends
– Speaks publicly about digital transformation (at universities)
– Implemented blockchain with one of the companies they worked with in the past.
– Focused on aviation industry in the last few years
– Keen to explore telco industry and digital content

Candidate Report

Mr. Ivan ████████
████████

Ivan ████████ · 2nd
Frontend Engineer - HQSoftware
Warsaw, Mazowieckie, Poland · Contact info

Highlights / Industry experience:
- Working on a similar project - visual detection of people crowds

Experience with Frontend web development:
- 5 years

Frameworks:
- Most of the projects were in Angular (major experience)
- One project in Vue, two small projects in React (but not preferred)

Experience with PRODUCT companies (not agency, not SW house, not consulting):
- Working on a similar project - visual detection of people crowds
- Augmented reality - 3D builder
- Admin panels for different projects (coupon apps, blockchain)

Experience with DATA visualization:
- Yes, current project has lots of charts and graphics

Experience working in Product teams:
- Yes, see above

Experience with large projects?
- Current project 1-man show => wants to change
- The previous project was 3-5 people
- All previous small teams great

Experience starting from scratch & scaling products:
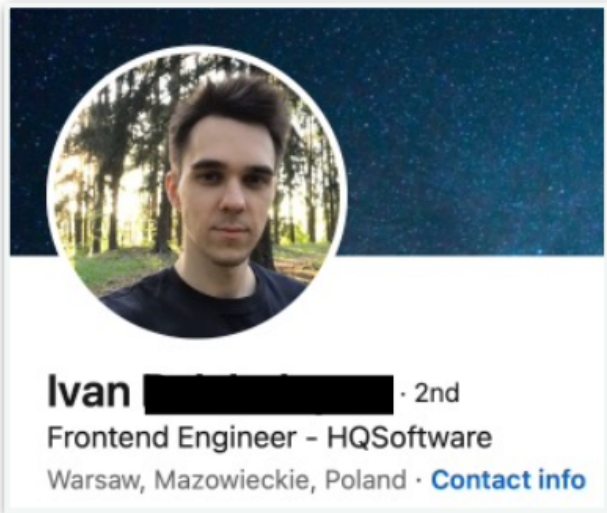- Yes, likes it and wants to.

Dream job:
- Wants to work in a team with other FE developers.
- Wants to work with great people and enjoy good atmosphere.
- Cares more about people.

Reason to change the job:
- He's working alone as a one-man show but wants to work in a team to get feedback and exchange ideas.

Experience

HQ Frontend Engineer
HQSoftware · Full-time
Jun 2020 - Present · 2 yrs
Minsk, Republic of Belarus
in helped me get this job

S Frontend Engineer
Smartym Pro · Full-time
Dec 2016 - Jun 2020 · 3 yrs 7 mos
Minsk

English: Fluent
Location: Poland (2m ago relocated from Belarus due to the situation)
Availability: 1-2 months
Salary: 4,000 USD invoiced
Freelancer contract: yes, in Poland
Personality: Friendly, fun to talk to

GLOBAL TALENTS HUB

…Because All Our Recruiters Are *Certified Tech Recruiters:*

Marcin C.
Poland

Iuliana A.
Romania

Mykhailo P.
UK

Ivana M.
Croatia

Marija M.
Serbia

Joyce R.
USA

Zuzana P.
Slovakia

Peter K.
Slovakia

Diana R.
Equador

Aleme G.
Serbia

Iva J.
Serbia

Gorana C.
Serbia

Tech Recruitment Academy

CERTIFICATE OF COMPLETION

This certificate is proudly presented to

Jack Smith

for successfully completing the **CTRFCS Certified Tech Recruiter Full-Cycle Specialist** certification program.

May 2, 2023
Date

Michal Juhas
Program Coordinator

GLOBAL TALENTS HUB

Clients

Our Clients Include High-Tech Startups & Scale-ups

Most Of Them Come From High-Tech Industries

FinTech

Gaming

PropTech

HealthTech

TravelTech

Manufacturing

DeepTech

EdTech

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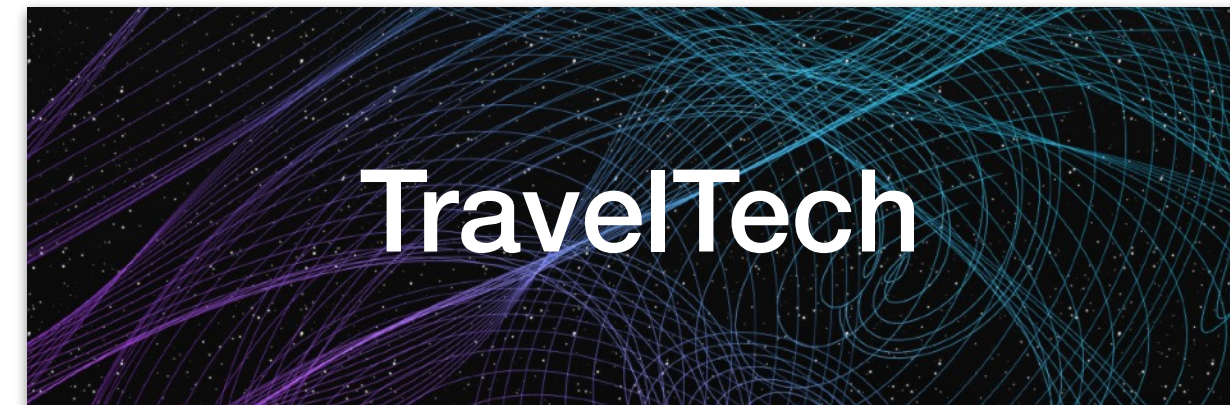
We Helped Them Fill 100+ Tech, Digital, and Engineering Vacancies

- AWS DevOps Engineer
- Azure Solution Architect
- Backend C# ASP.NET Engineer
- Backend JavaScript Engineer
- Backend Node.js Engineer
- Backend Python Engineer
- Business Intelligence Specialist
- C# .NET Software Engineer
- C++ Software Engineer
- CTO Chief Technology Officer
- Cybersecurity Specialist (PhD.)
- Data Scientist (Python)
- Frontend Angular Engineer
- Frontend Engineer
- Frontend JavaScript Engineer

- Frontend React Engineer
- Full Stack JavaScript Engineer
- Full-Stack C# Engineer w/ SAP Exp
- Full-Stack JavaScript Engineer
- Full-Stack TypeScript Engineer
- Full-Stack PHP Engineer
- Full-Stack Python & React.js Dev
- iOS Swift Mobile Engineer
- IT Product Manager
- Java Application Architect
- Java Engineer
- Junior Frontend React Engineer
- Junior Python Backend Engineer
- Manual QA Tester
- Marketing Specialist

- Next.js React Engineer
- MS SQL Database Administrator
- Product Designer UX/UI
- Product Manager
- Project Engineer
- Python Backend Engineer
- QA Test Automation Engineer
- React Native Mobile App Engineer
- Ruby on Rails Software Developer
- Software Architect
- System Administrator
- Technical Support Specialist
- VP of Engineering
- …and more!

GLOBAL TALENTS HUB

…From The Most Popular European Tech Hubs:

Stockholm

London

Warsaw

Kyiv

Berlin

Prague

Bucharest

Sofia

Lisbon

GLOBAL TALENTS HUB

Flexible Recruiting Packages

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Take Advantage Of Our Flexible Recruiting & Hiring Packages

Hire contractors and employees with peace of mind.

Pay-as-you Go

Secure proficient short-term or long-term specialists, tailored to your project demands:

- Hire part- or full-time IT contractors in Europe
- From **€3,000/mo** FTE

One-time Payment

Scout and onboard the perfect full-time team member:

- Hire full-time employees
- Fees from **18%*** of the hired candidate's gross annual salary

* rate depends on the guarantee and management level

Payroll

Skip the intricacies of local entity setups and hire talents under our local umbrella:

- Assure adherence to local laws
- Streamline your financial process with a singular invoice covering all employment costs.

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Strong Guarantee

Easily replace a new joiner who does not perform up to your expectations.

3 Months Guarantee	6 Months Guarantee	12 Months Guarantee

Short-term assurance:

- **3** months candidate replacement and partial refund guarantee

Affordable option at only **18%** commission.

Balanced protection:

- **6** months candidate replacement and partial refund guarantee

Commission **20%** of annual gross salary.

Maximum security:

- **12** months candidate replacement and partial refund guarantee

Premium service at **25%** commission of the candidate's annual gross salary.

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Recently Hired Candidates

Choose the right combination of Location, Seniority, and Salary. Pay on a success fee only for successfully HIRED candidates.

Role	Location	Seniority	Salary
Junior Full-Stack Java Angular Developer	Czechia	1 year	€2,450 / mo
Senior Ruby on Rails Software Developer	Poland	12+ years	$4,440 / mo
Senior QA Automation Engineer	Romania	7 years with PhD	€6,000 / mo

Case Studies

Securing Top CTO for a Telco Business In The Caribbean

Position: Head of Software Engineering

The Challenge: The Telco client on the scenic island of St. Lucia faced a daunting task. The search for a new Head of Engineering experienced in Java seemed insurmountable given the regional talent limitations.

Our Approach: Understanding the client's unique geographic and technical needs, we expanded our search beyond borders, targeting top Java tech leads in Europe, willing to embrace the opportunity to relocate.

The Result: Our global reach and targeted search bore fruit in record time. Within just a month:

- We sourced multiple high-quality candidates,
- Facilitated interviews with seven potential hires,
- And ensured a smooth hiring process, with one candidate beginning their new Caribbean journey within weeks.

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Bridging Leadership Gaps in Dubai's Digital Media Space

Position: CTO

The Challenge: A budding FinTech startup in the vibrant city of Dubai had grand ambitions. They sought a visionary CTO, not just skilled in leading a sizable engineering team, but also experienced in navigating the dynamic world of digital media, user-generated content, and streaming platforms.

Our Approach: Recognizing the multifaceted requirements, we tailored our search to headhunt top-tier talent from premier global companies. Our focus: individuals who've left lasting marks in digital media and showcased ability in leadership roles.

The Result: Our meticulous headhunting yielded incredible candidates:

- We tapped into an elite talent pool from top tech hubs,
- Shortlisted candidates with unmatched digital media expertise,
- And facilitated the seamless relocation of a stellar candidate from Russia to Dubai, cementing the startup's path to innovation.

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Elevating Streaming Capabilities Through Niche Talent

Positions: Video Encoding Specialist & QA Engineers

The Challenge: In the heart of tech innovation, San Francisco, a swiftly rising video streaming startup had a distinct need. Their CTO was on the lookout for specialized video encoding experts and quality QA engineers who could seamlessly integrate into their team, all while working remotely from Europe.

Our Approach: Our strategy had two parts: First, we tapped into the wealth of GitHub, we refined our search with precise keywords like 'ffmpeg' and 'HCL', unveiling profiles of seasoned software engineers adept in video encoding. For QA engineers, our gaze turned to the Balkans. A deeper exploration led us to a standout talent in Romania.

The Result: The intersection of technology and targeted headhunting culminated in success:
- We found niche video encoding specialists with substantial expertise
- And identified a stellar QA engineer from Romania who effortlessly transitioned into the team.

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Streamlining Remote Integration in HealthTech

Positions: Senior Frontend Engineer

The Challenge: A rapidly growing HealthTech startup in London found itself in a complicated situation. The aspiration to bolster their team with a senior frontend talent was at odds with the steep salaries demanded in London's competitive tech market.

Our Approach: We didn't just scout for talent; we equipped the CTO with insights on harnessing remote expertise. Our eyes set on Central Europe, we channeled our efforts into uncovering top-tier React.js engineers. With over 7 years under their belt, these engineers were primed to enhance the startup's digital prowess.

The Result: Our approach bore fruits of collaborative success:

- We empowered the CTO with strategies to seamlessly integrate remote talent into their workflow,
- Shortlisted elite React.js specialists from Central Europe, willing to commit full-time remotely,
- And achieved cost efficiency by securing expertise at rates lower than mid-level developers in London.

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Overcoming Global Challenges with Agile Recruitment

Positions: Russian-speaking Full Stack PHP Engineers

The Challenge: Amidst geopolitical turbulence, a Boston-based EdTech platform confronted unexpected roadblocks with their Ukrainian software development team. The pressing need: Russian or Ukrainian-speaking PHP & Vue.js engineers to bridge the gap and provide immediate assistance.

Our Approach: Understanding the gravity of the situation, our search was both swift and strategic. We cast our net over regions known for tech talent - Poland, Italy, and Germany. Within this pool, we identified potential candidates possessing the specific language and technical acumen.

The Result: Our agile approach and vast network delivered:

- A rich slate of mid-level and senior candidates within a short span,

- Expedited interview process adapting to the urgency,

- And three prime hires: One senior and two mediors integrated into the team, all within a month of collaboration.

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Ensuring Digital Safety in Europe's TravelTech Landscape

Positions: Cyber Security Specialist

The Challenge: In the heart of Central Europe, the region's fastest-growing startup was on the hunt. Their goal: a proficient cybersecurity specialist who could fortify their digital travel platform, anchored in Brno, Czechia.

Our Approach: Recognizing the importance of advanced expertise for such a role, we turned our focus towards the academic community. Scouring among the brightest minds, we identified Ph.D. students, zeroing in on an exceptional talent based in Prague.

The Result: Sometimes, the perfect fit is worth the wait:

- We identified a top-tier cybersecurity expert amidst Ph.D. scholars in Prague
- And built rapport which led to a swift job offer after the initial interview.

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Do You Need
Great Candidates
From Europe?

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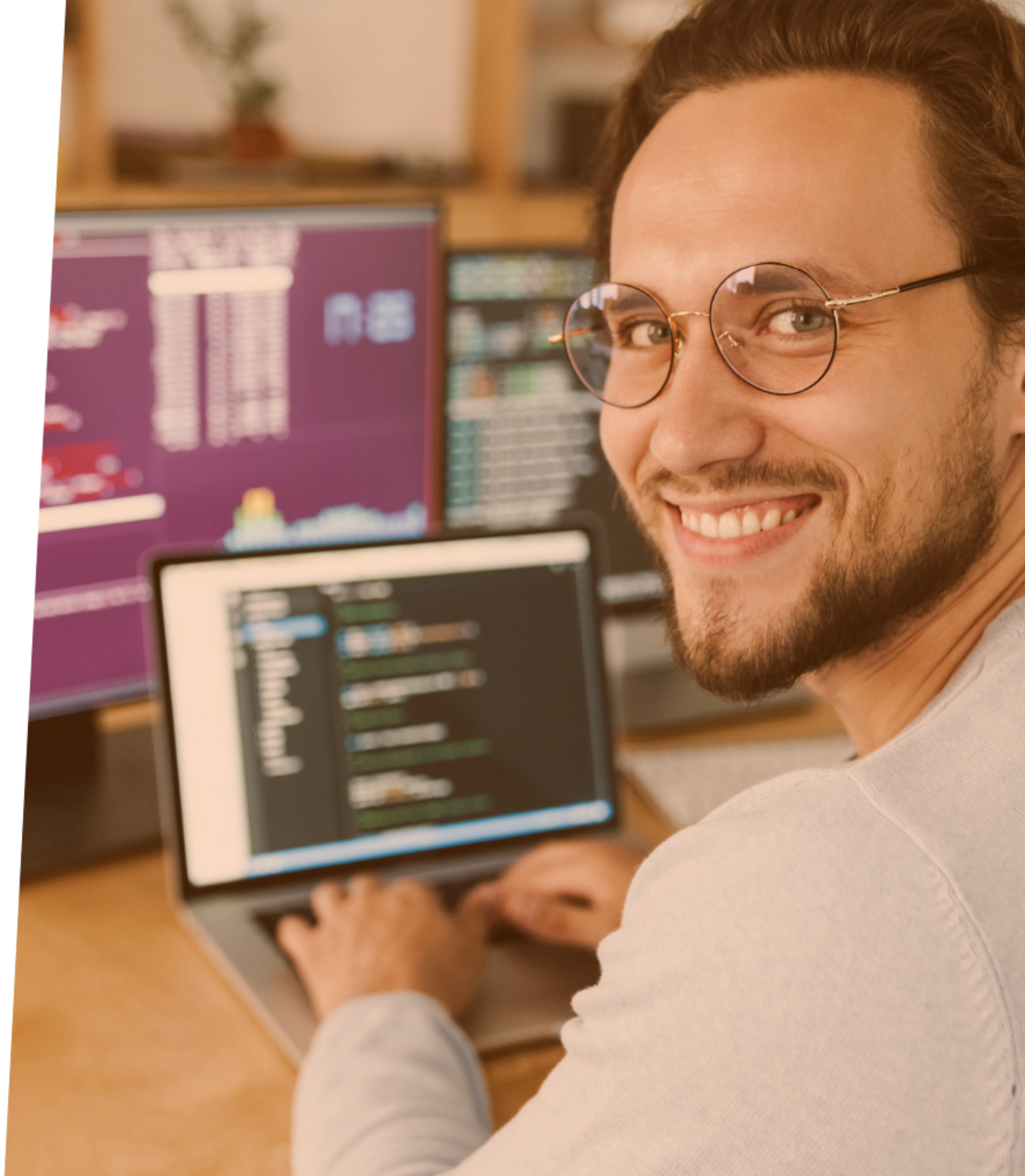
Stop Wasting Time Sourcing And Meeting Unqualified Candidates!

Partner with GTH Recruiters to find and hire Tech talent with the right technical and soft skills to support your product development.

Contact:

- **Michal Juhas,** CEO & Founder
- michal@GlobalTalentsHub.com
- +421 905 114 682 (WhatsApp)
- https://globaltalentshub.com

"Jelena started working yesterday. She's an absolute dream hire! Thanks again guys, it's amazing working with you!"

Bernhard Kratzwald, Co-Founder & CTO at EthonAI

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