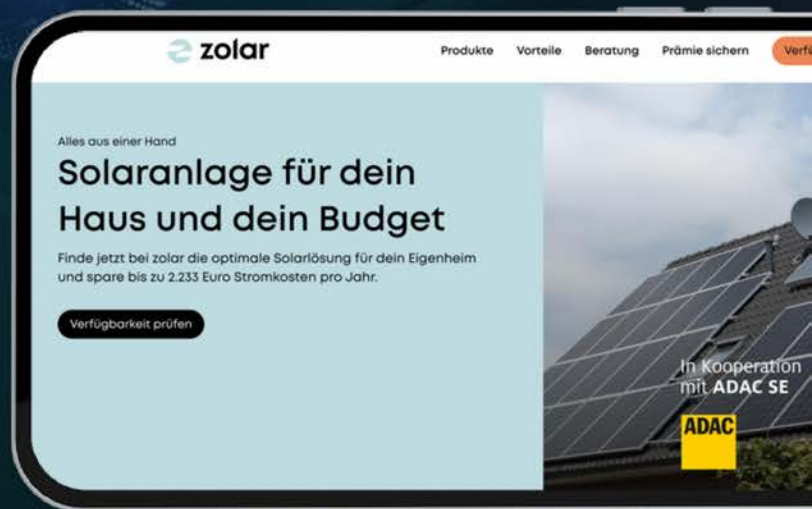


## ZOLAR CASE STUDY BY SUPERDEVs

# How to score an entire team of experts in less than a month

### About Zolar

**Zolar is a Berlin-based online solar configurator startup that empowers homeowners to customize photovoltaic (PV) systems tailored to their specific needs. With a team of approximately 400 employees, the company facilitates personalized assistance from solar energy experts and collaborates with a network of local partners for on-site installations.**



As a green energy company, Zolar enables customers to transition into energy providers for their homes, reducing their carbon footprint and actively contributing to climate protection. The company's mission is encapsulated in the pursuit of "A green world for everyone."

Zolar's digital platform serves as a solar pioneer, offering a seamless experience from individualized planning and purchase to expert on-site installations through their local partners. By investing in a Zolar solar system, customers not only gain access to sustainable electricity but also achieve independence from large utility providers, protecting against rising energy costs for the next two decades.

Zolar emphasizes a community-oriented approach. The company encourages individuals to join their zolartastic team, emphasizing the collective effort toward climate protection.



## Challenge

**The primary challenge was the urgent need to hire five skilled Senior PHP developers who not only possess a solid set of technical skills but also fit into the company's distinctive culture. Another factor contributing to the challenge was the necessity for selected candidates to start work immediately. It is crucial to note that the standard notice period in Poland is one month.**

### Time

Finding senior-level developers instantly was essential. The competition for experienced developers is intense, making it challenging to swiftly recruit candidates with the necessary skills.

### Accelerated recruitment process

Accelerating the recruitment process may constrain the ability to comprehensively assess whether candidates align with the organizational culture.

### Negotiation

In a rapidly evolving team-building scenario, negotiating employment terms can become more complex, especially in a competitive job market. There is a risk of offer rejections and delays in acceptance.

### Incomplete candidate evaluation

A shortened recruitment process may hinder the candidates' ability to gain a comprehensive understanding of the project, team, and expectations, potentially leading to hesitancy in accepting the offer.



## Superdevs Solution



1

### Various sources of candidates

- Internal database - our success is rooted in a database we've carefully built over the years. With over 5,000 candidates, it helps us to quickly find skilled senior PHP developers when needed. A vast database of pre-screened candidates accelerates the early stages of the recruitment process, enabling quick identification of people whose profiles closely match the client's requirements.
- Job boards - we are actively investing in top-tier IT job boards to connect with fresh talents and expand our network. This strategic move enhances our efforts to discover skilled professionals who can contribute to our success.
- Approaching passive candidates – Superdevs Recruiting team acquires passive candidates through various channels. This strategic approach allows us to proactively connect with highly qualified individuals who may not be actively seeking opportunities. Our team's expertise ensures targeted and effective outreach to discover top talent.



2

### Focus on Quality and Speed

Our recruitment team was laser-focused on maintaining a delicate balance between speed and quality. Our goal was to present only the best-fit candidates, understanding the importance of providing the client with perfect matches to avoid wasting time on reviewing CVs and conducting interviews. In such a situation, it is better to send fewer but the best candidates, saving valuable time and ensuring a more efficient selection process for the client.

The commitment to quality and speed was a critical success factor. The ability to swiftly identify, verify, and present candidates without compromising on the meticulous evaluation process ensured that the client received a pool of highly qualified individuals within a remarkably short timeframe.



3

### Technical Knowledge of our Recruitment Team

Thanks to our hiring team's expertise in software development we can effectively identify and assess candidates' technical abilities. This proficiency ensured that only candidates with the essential specialist knowledge were introduced to the client.



## Results

1 **5**

candidates profiles  
sent in **3 days**

2 **11**

profiles sent overall

3 **5**

Senior PHP Developers  
hired in **3 weeks**

4

Developers started working within **2 weeks** after accepting the offer

## KPIs

1 **100%**

CV Sent to Interview

2 **45%**

Interview to Offered

3 **100%**

Offered to Hired

## Aftermath

In March 2023, our collaboration with Zolar commenced.

We took time to understand Zolar's culture and technical requirements. This period of familiarization allowed us to gain valuable insights into their expectations and preferences, fostering a robust foundation for effective collaboration. When Zolar urgently needed five PHP Developers, we have managed to meet their expectations quickly and effectively. The success of this rapid response is a clear result of the groundwork we laid during the learning phase.

The Superdevs team that joined Zolar continues to grow rapidly, delivering excellent results. Positive feedback reinforces our commitment to a successful and lasting partnership. We value the ongoing collaboration and look forward to continued success together.



## About Superdevs

**Superdevs connects top IT talent with leading companies, scale-ups, and startups globally. We offer staff augmentation, IT recruitment, and managed services to enhance technical capabilities and deliver cutting-edge products for our clients. Building high-performance tech teams is our expertise!**

Our founder team comprises seasoned entrepreneurs with years of experience in ideating and nurturing projects from inception to successful exits. Having been on the other side of the business and building numerous startup and scale-up teams ourselves, we have personally witnessed the challenges associated with tech talent acquisition. We have a long track record of collaborating with Polish developers, drawn to their great skills and work ethic. Leveraging our technical expertise and our extensive network of both fellow entrepreneurs looking to scale their tech teams and talented developers, we ventured into the IT recruitment business. Since then, we have been steadily growing, committed to delivering the highest quality, ethical practices, and long-lasting value to our clients.





WHY

# Why Staff Augmentation

## Eliminate lengthy recruitment processes

Gain speed by onboarding ready-to-work external talent, without spending time on the time-consuming steps involved in traditional hiring

## Scale your team fast and remain in control

Efficiently adjust team size and resources as needed while maintaining oversight and management of the augmented team's activities

## Get access to broader talent pool

Tap into specialized skills and expertise from external professionals who may not be available within your company's existing team.

## Leverage cost flexibility

Optimize expenses and avoid fixed overheads associated with traditional in-house hiring.

## How we work

Our process is designed for your convenience. With no upfront payments, we adapt to your requirements, conduct interviews, present technical tasks, and empower you to make informed decisions. We then facilitate a seamless onboarding process and continue to provide ongoing support.

Your success, your control - we're here to make it happen!

**Gain access to top-tier tech talent with risk-free contracts prioritizing your needs.**



***Staff augmentation is not just about adding hands to your team; it's about adding value to your projects, all while building lasting relationships and in remaining in control.***

**Paulina Parth**

Co-Founder, Superdevs

**Let's start now! →**

Get in touch, learn about the teams we have built and let's hit the market!