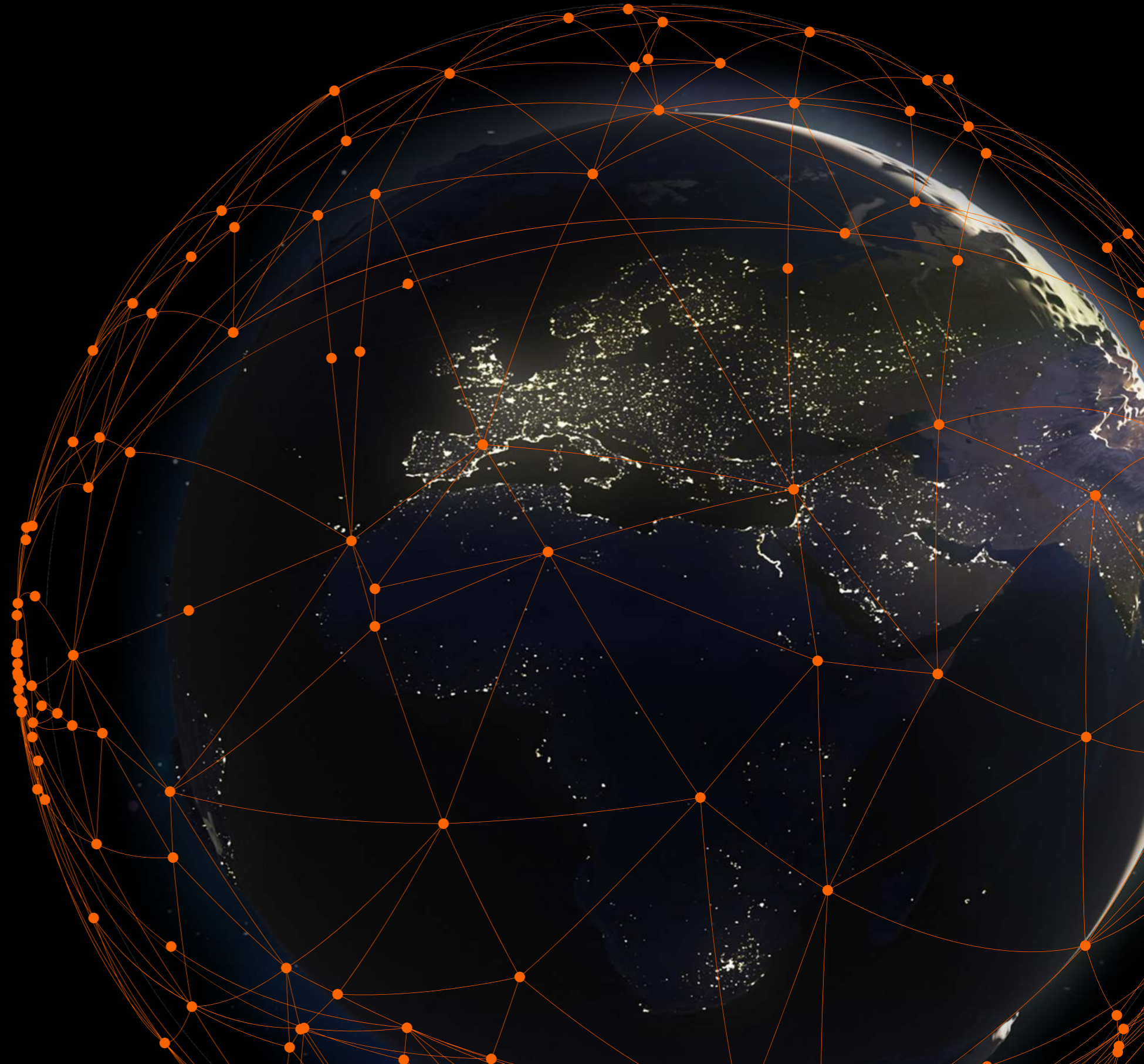




**Beyond local
talent!**

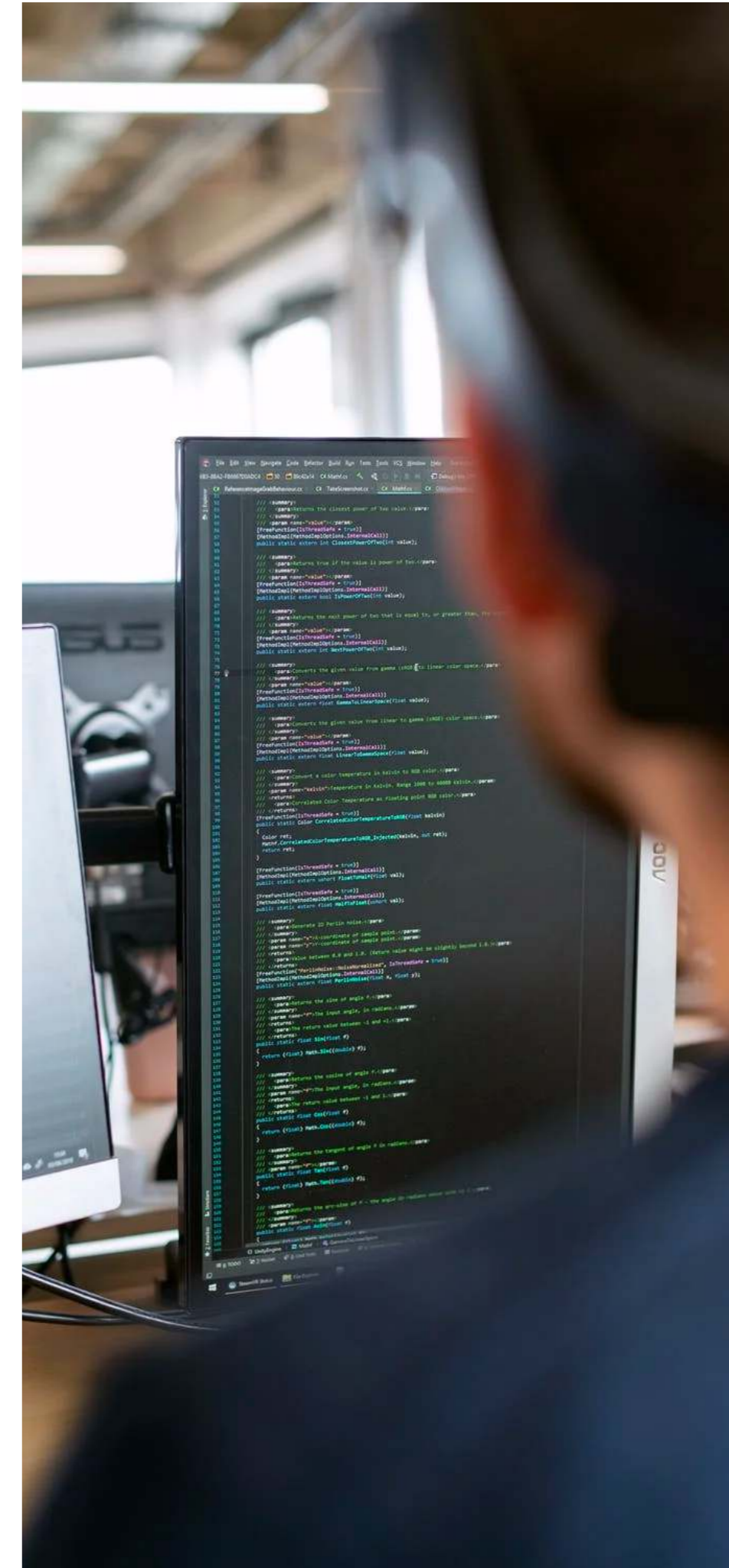
kyniska.eu



Who We Are

KYNISKA is a **global developer network** that works with talented developers from all over the world, breaking the barriers between countries and putting a higher value on experience, communication and skills than country/location, skin color, religion or gender.

Our clients are mid+ size forward thinking design & development agencies and startups from Europe that are looking to add **international resources** to their projects in order to stay competitive in their local or regional markets.



Brief History

Beginnings ●

KYNISKA was founded in 2020 by software engineers with experience working remotely in a global setting. It started as a web development agency looking to help the adoption of open source technologies and programming languages in the heart of Portugal's IT hub.

Growth ●

Over the years they enjoyed a steady growth focusing on building numerous MVPs, building internal products and actively organizing one of the most vibrant dev communities in Porto, the Fullstack Meetups.

Remote ●

Having seen the limitations of a local development team and the fundamental changes that were to come in the remote working environment they decided to prepare instead of react to the trend and move everyone to a remote-only environment as well as streamline their business practices to fit more with their clients needs.

Global ●

Since then KYNISKA was able to reach new records and become a strategic partner for multiple businesses looking to access the global senior developer market and scale to fit customer demands.



Team augmentation



100% vetted seniors



Long term partnerships



**Global talent pool
spanning 8+ countries**

Focus

Validation Process

01

Scout for senior
talent

02

Pre-screening call with
English assessment

03

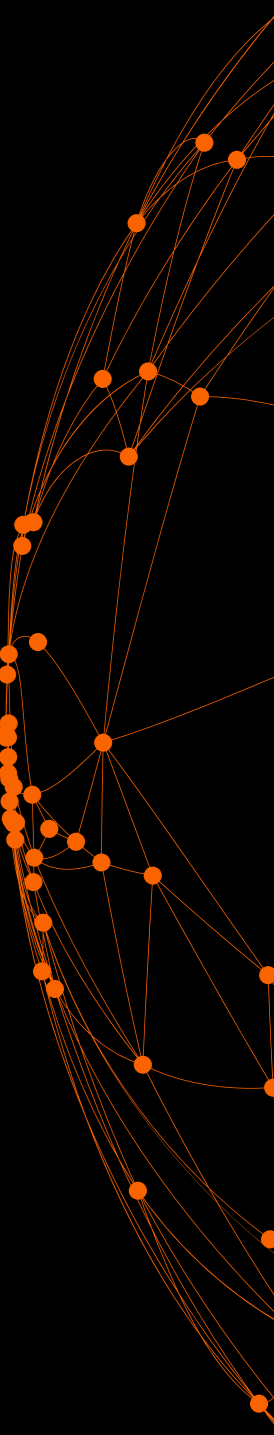
Technical interview with a
senior interviewer

04

Client culture fit

05

Feedback & review
(first 3 months)



Tech stack we cover

Currently we cover the following technologies:
**NodeJs, React, Go, Ruby on Rails, Elixir, React Native,
Vue, Angular, PHP, Symfony, Laravel, Blockchain**

We're only **limited by our internal ability** to validate the tech skills on a specific technology. Most interviewers are internal senior developers or architects, however we do work in partnership with some of our clients to validate uncovered technical skills.



Services



Team augmentation



Dedicated team



Consulting



**Cybersecurity
Audits & training**



**Manual & automated
testing**

Numbers

8+ countries

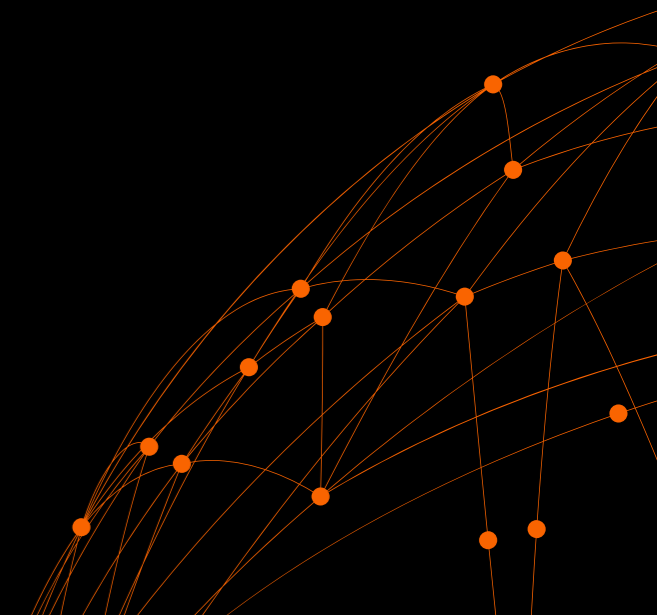
45+ active senior devs

800+ dev network size

10.3% growth MoM

Small successes

- ✓ Grew a team from **3 to 10 members** for one client in Sweden
- ✓ An A series company **promoted our dev** from Go developer to Staff Engineer within 1 year of joining
- ✓ We represent **40% of all dev outstaffing** for a partner agency in Poland
- ✓ Expanded our team from one country to **7 countries within 1 year**
- ✓ Our team worked on **13 projects** for a partner during a single year
- ✓ We established a **strong partnership** for a new technology with a new client



Who we work with

Senior or above developers

Experienced manual and
automation QA Engineers

Certified cybersec experts

Top devs from tech agencies



Who you are



You're a funded startup struggling to grow your engineering department with senior talent.



Your company values a person's skill more than their location, skin color or gender.



You're a digital agency with ambitious goals of growth, but are limited by your hiring efforts.



You believe in strong, long lasting, mutually beneficial partnerships.

By establishing a partnership with us you can:



Become a global company with senior talent that delivers.



Find and work with senior talent in less time than with traditional methods.



Source pre-validated candidates from network of freelancers and development agencies.



Eliminate the ongoing expense of sourcing, validating and hiring people from other countries.

**Who you
can be**



Reach out

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