



# AI-enabled Engineers – your competitive **cheat code**

Competing in today's tech space means you need someone who can do **a lot more than just write code**. You need high-quality, **AI-enabled Engineers**. But you're trying to find them using **hiring processes** built for yesterday's engineer. That, right there, is the problem.

## What you actually need now

Someone who can:

- Work well with AI and **review AI output** critically
- **Understand systems** and architecture
- Research, build and **deploy AI models**
- Operate across **product and engineering**
- Contribute to **outcomes**, not just output

## Why this gap exists

Because **traditional tech hiring models** haven't caught up.

**Most processes still assess for:** Coding ability, experience, theoretical knowledge.

**But not for:** Judgment, adaptability, real-world problem solving, ability to operate in ambiguous environments.

## How this gap impacts you

At a time when teams are smaller, **expectations are higher** and impact per engineer matters more than ever, you end up hiring people who:

- Need **more support** than expected
- Don't raise the **quality level** of your team
- Struggle in **high-context** environments

## What traditional recruitment is giving you

- Candidates who **rely on AI** but don't challenge it
- Strong coders with **weak product thinking**
- **Execution-heavy** profiles that need constant direction
- People who look good in interviews, but not in **reality**

## What bridges the gap

**AI-enabled Engineers** who are already:

- Operating in **AI-enabled** environments
- Used to **making decisions**, not waiting for direction
- Comfortable working across **systems and product**
- Able to **integrate into teams** quickly
- Continuously trained in **AI skills**

## Smart Working – your competitive edge

Smart Working gives you **powerful, high-performance engineers**, not just available ones:

- > Engineers selected for **how they think**, not just what they know
- > Proven ability to **work with AI tools** in real workflows
- > Strong **system and product** awareness
- > Able to step into existing teams and **contribute immediately**
- > **In-house AI Academy** to continuously train your engineers



## Smart Working AI Academy

A **3-stage continuous capability system**, embedded into your team. Designed to upgrade engineers:

AI-aware → AI-capable → AI-native builders

- |                  |                          |                      |
|------------------|--------------------------|----------------------|
| Stage 1          | Stage 2                  | Stage 3              |
| <b>Decode</b>    | <b>Build</b>             | <b>Deliver</b>       |
| (AI foundations) | (Applied AI engineering) | (Real-world systems) |

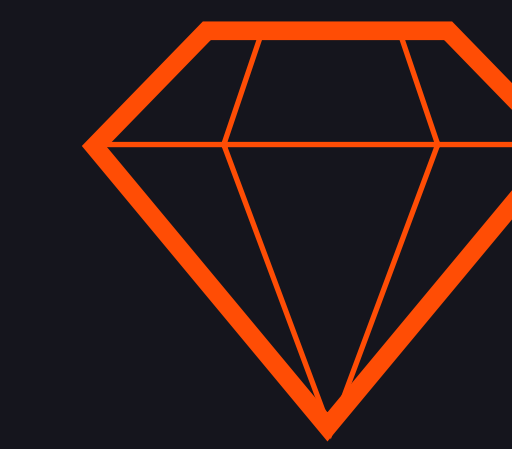


'GLASSDOOR' 4.7 ★ Trustpilot 4.7

## What this **changes** for you:



**Future-ready teams** in 2 weeks



**Higher-quality** architectural decisions



**Less rehiring**, lower long-term cost



**Reduced** technical debt, less rework



Increased output per engineer, **faster delivery**

**Software development** is no longer just about writing code; it's about how **effectively** your engineers **work with AI**.

Hire Engineers you can trust

SmartWorking

smartworking.io