



Fully embedded remote elite tech teams

Your anti-outsourcing, AI-enabled,
fully-managed **engineering solution**.

Why external talent has a bad reputation

- > Work gets **handed off**, not shared
- > **Context** is missing
- > Quality is **poor**
- > **Delivery** feels like a black box
- > No **AI training**/upskilling

So you end up

- > **Re-explaining** things
- > **Re-checking** work
- > Keeping everything **important in-house**

If **external Engineers feel external**, it simply won't work.

The result

External support becomes:

- > Useful, but **limited**; more often, a headache
- > Necessary, but **not trusted**
- > Never something you can rely on for **core work**

This keeps happening because most tech hiring models are **built around poor integration, ownership and collaboration**. Therefore, **output, delivery and roadmaps take severe hits**.

What actually works instead

You don't need **outsourced** tech talent.

You need:

- > **Fully-embedded Engineers** who operate inside your team
- > **Full visibility** into product and priorities
- > **Shared** tools, workflows, and **communication**
- > Complete **accountability** tied to outcomes

In other words:

People who **feel like your team**,
not adjacent to it.



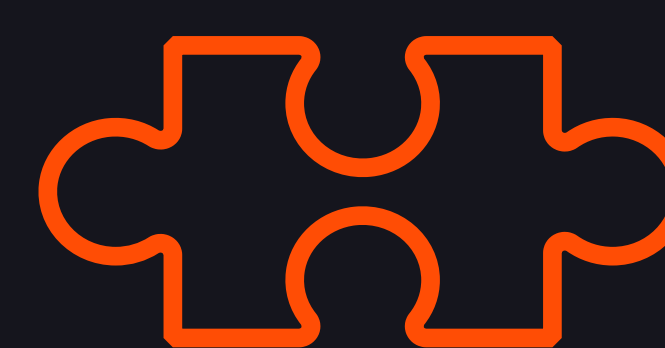
Why Smart Working is your solution

Smart Working is not **traditional tech recruitment** or outsourcing.

We are **Tech Talent as a Service** - a fully-embedded, fully-managed engineering model where elite, AI-enabled Engineers:

- Join your **team structures** (Slack, standups, workflows)
- Operate with full context and **total accountability**
- Align with **your standards**, not separate processes
- Are measured on **contribution**, not just delivery
- Are managed end-to-end so you can **focus on growth**
- Stay current with continuous, in-house **AI training**

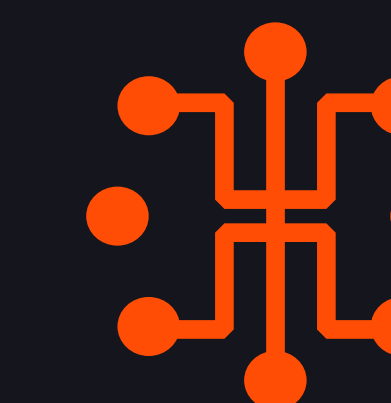
What this **changes** for you:



Embedded Engineers
in 2 weeks



Faster value contribution -
quicker ramp-up



Context-based AI usage -
less rework and tech debt



Your delivery roadmaps
stay **on track**



Output you can
fully trust



Continuous AI training to
ensure you're **future-proofed**

Smart Working Engineers are **fully part of your team** and deliver value from day one.

Welcome to tech talent 2.0 - **where remote feels in-house.**

Hire Engineers you can trust



'GLASSDOOR' 4.7 ★ Trustpilot 4.7



smartworking.io