



World class **AI-enabled** Engineers

A broken tech hiring system cannot give you the **quality and niche talent you need** to keep your tech delivery roadmap on track.

What's actually happening

- > You **open a role** – strong pipeline, weak signal
- > Candidates **look good, but don't hold up** when vetted
- > Agencies send **volume, not quality**
- > Internal processes **extend**, but you're still not convinced

So you either

- > Delay the hire
- > Lower your bar (and regret it)
- > Or leave the role open (for months)

What's changed (and why this keeps happening)

- > The **quality bar has moved up** – quickly and sharply
- > You need people, but much **stronger** ones
- > Engineering decisions **impact revenue** a lot **faster**

The **cost** of getting it wrong is high.

Model	Recruitment speed	Cost of hiring	Quality of talent	Structural limit
Local hiring	Slow	High	Good	Limited supply, rising salaries
Recruitment agencies	Slow	High	Inconsistent	Incentivised for placement, not quality or support
Contractors	High	Highest	Average	Poor continuity, low retention
Nearshore	Average	Average	Inconsistent	Quality dilution at scale, high churn
Traditional outsourcing	Average	Low	Poor	Poor culture fit, poor control, high churn



None of these solve **your real problem**:

The **certainty** that someone will **perform well** in your environment

What actually works

Not “potential hires” → **proven operators**, who:

- › Already operate at the level you need
- › Are vetted based on real-world performance, not interviews
- › Hit the ground running and integrate quickly
- › Contribute value within days, not months

Why Smart Working works

Smart Working is specifically designed to **remove tech hiring risk without lowering the bar**.

- › AI-enabled Engineers pre-selected for high-leverage environments
- › Assessed on how they actually work, not just how they interview
- › Embedded directly into your team (not sitting outside it)
- › Able to contribute quickly, and rapidly enhance productivity
- › Continuous AI training to keep you future-proofed

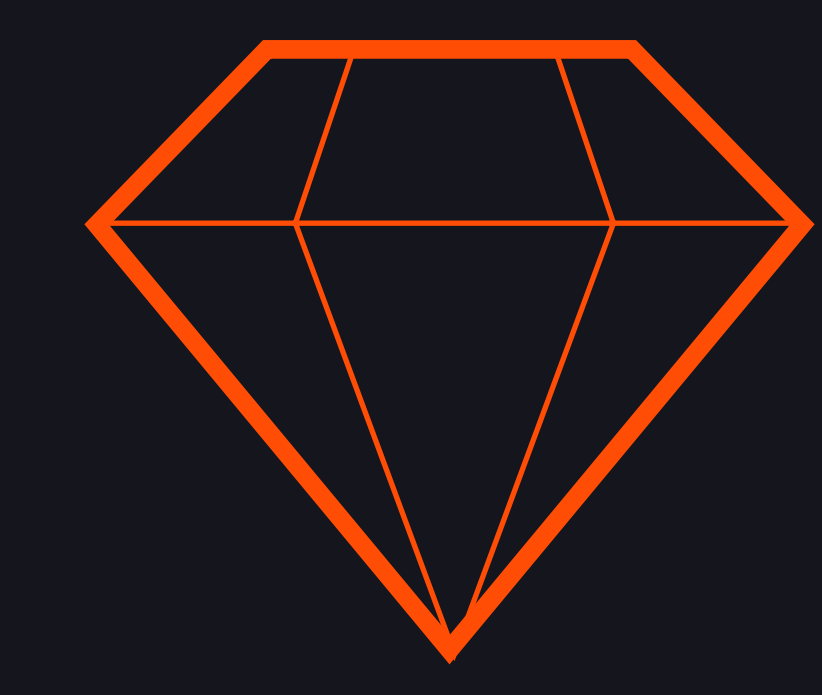
What this **changes** for you:



No long
hiring cycles



No “wait and see”
hires



No compromise
on quality

A proven model: Elite AI engineers, integrated fast, with confidence they'll deliver.

Hire better, hire faster
knowing the hire will work even
before you make it.

Get Engineers you can trust



'GLASSDOOR' 4.7

★ Trustpilot 4.7

 **SmartWorking**

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