

HAWK:AI CASE STUDY BY SUPERDEVES

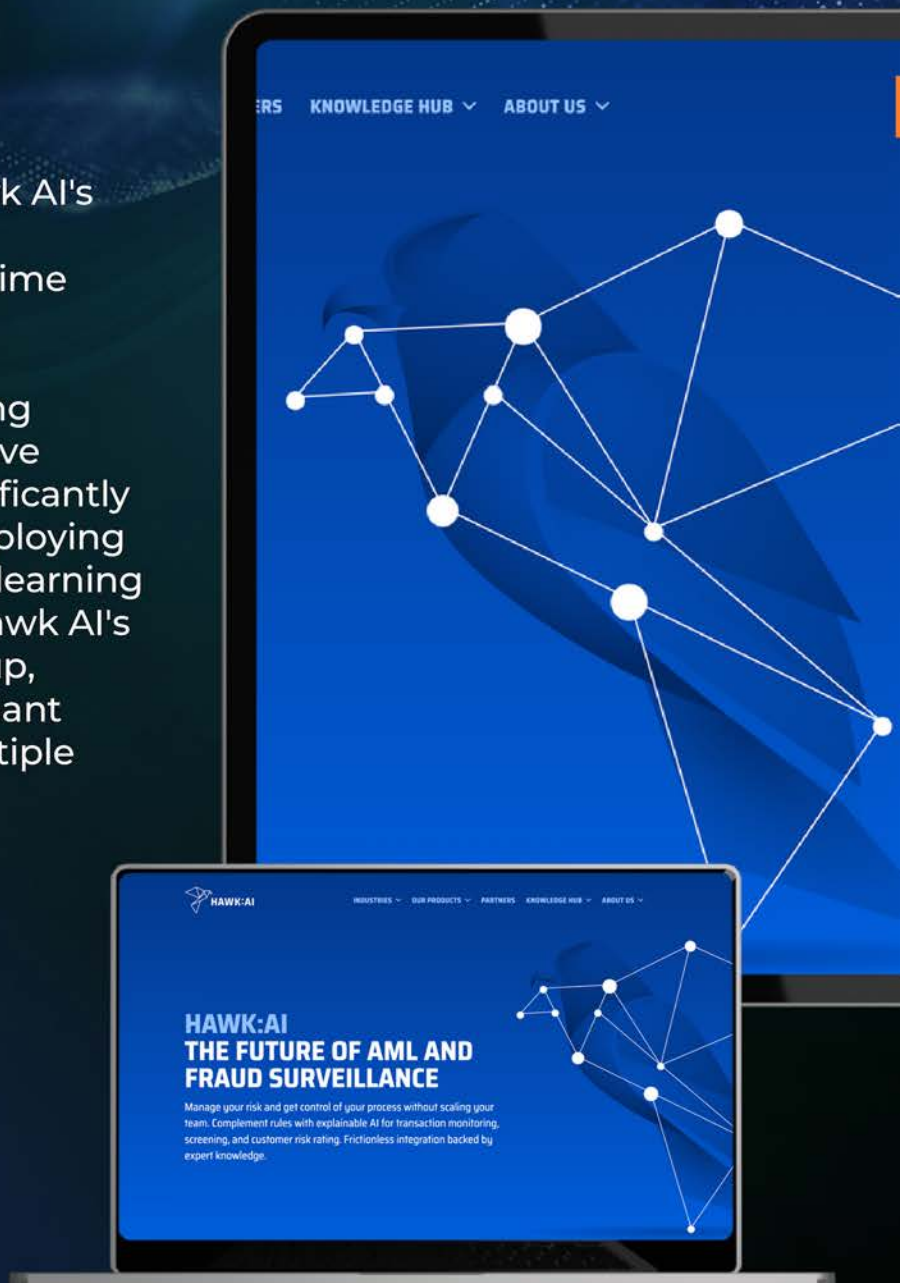
How to hire for seniority and culture fit and do it fast

About HAWK:AI

Founded in Munich in 2018, Hawk AI's mission is to empower financial institutions to detect financial crime more effectively and efficiently.

Leveraging AI, founders Wolfgang Berner and Tobias Schweiger have developed technology that significantly reduces false-positive alerts, employing transparent, auditable machine learning for high-volume transactions. Hawk AI's solution, built from the ground up, facilitates secure, privacy-compliant information sharing among multiple financial institutions.

The company aspires to set a new global standard in Anti-Money Laundering (AML), aiming to reduce costs significantly for financial institutions while combating financial crime effectively.



Challenge

Hawk.ai urgently required four Senior Java Developers who were not only technically skilled in Java but also a strong cultural fit.

Industry Knowledge

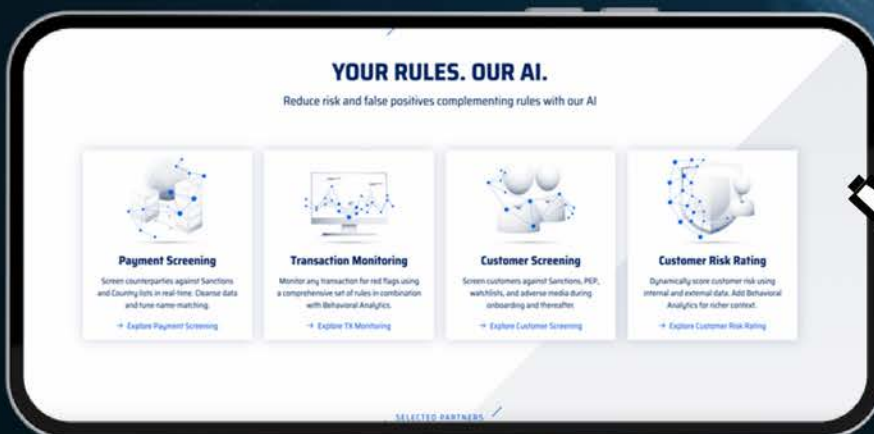
A deep understanding of the banking industry was critical, a challenging requirement given the scarcity of Java Developers with this specialization.

Immediate Availability

Developers were expected to be onboarded within 10 working days.

Attracting Top Talent

The high demand for experienced, highly skilled Java developers meant that the job offer had to be both financially appealing and holistically attractive.



Superdevs Solution

1 Diverse Candidate Sources

- **Passive Candidates:** We proactively reached out to passive candidates through various channels.
- **Internal Database:** Our database of over 5,000 candidates allowed us to quickly identify suitable Senior Java Developers.
- **Job Boards:** Investment in top-tier IT job boards expanded our talent network.

2 Focus on Quality

- We prioritized the quality of candidates, ensuring they met the specific requirements of our clients, including industry knowledge and cultural fit.
- Our recruitment team's technical knowledge allowed efficient selection and verification of candidates' technical skills.

3 Personalized Candidate Attraction

- We used tailored job offers and a deep understanding of what Java Developers seek in their careers to attract top talent.



The success of this rapid hiring led Hawk to request **two additional developers**. Impressed with the quality of our candidates, Hawk eventually hired a total of **seven developers**.

Results

11

CVs Sent

11

Invited for Interview

7

Offers Made

7

Offers Accepted

KPIs

1**100%**

CV Sent to Interview

2**63.6%**

Interview to Offered

3**100%**

Offered to Hired

Aftermath

Our collaboration with Hawk.ai began in January 2022. We invested time in understanding Hawk's culture and technical needs, forming a solid foundation for our partnership. When Hawk needed four Java Developers, our preparedness enabled a swift response. Hawk's positive experience with the quick hiring process prompted a request for two more developers. Being impressed by the caliber of our candidates, Hawk ultimately employed a total of seven developers.

This successful collaboration underscores the effectiveness of our approach and sets a positive precedent for future endeavors. The Superdevs team at Hawk.ai continues to grow and deliver outstanding results, reinforcing the value of our ongoing partnership. As of today, Hawk has added a total of 15 Superdevs developers.



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 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've 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.

Martin Stemeseder

CTO & Co-Founder, Superdevs

Let's start now! →

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