

# Ideamotive

**We're Here to Make IT Hiring Easier**

# Become one of our **most satisfied clients**

Clutch ★ ★ ★ ★ ★ 4.9 / 5.0 based on 27 reviews



Millennium  
bank

"What I appreciated the most was a clear and well thought-through candidate profile. Punctuations of key information and other seemingly small details made a big difference for hiring managers."

**Joanna**  
IT Team Manager, Bank Millennium



Carlsberg®

"We broke the record in negotiating and processing the framework agreement, which would not have been possible without your (Ideamotive) open and flexible approach."

**Krzysztof**  
Business Ethics & Compliance Officer,  
Carlsberg

"Ideamotive seamlessly combines technical expertise with thorough understanding of our needs. Their data managers' clear documentation and accessible communication kept both our team and management on track."

**Katarzyna**  
Pricing & Sales Analysis Manager, DHL



DHL

"Ideamotive is a key supplier to my division. I appreciate the partnership approach, the speed of action and the fact that when a problem or crisis occurs, I can count on them."

**Joanna**  
IT Project and Purchasing Manager, Orange



orange™

# We provide IT Talents, With a guarantee of **reliability**.

Ideamotive is a Polish technology company specializing in **recruiting IT professionals and body leasing for corporate clients**.

To insure stability, our company maintains a minimum **8-month runway** as part of its financial strategy.



**Kamil Osiecki**  
CEO



**2014**

Founded in



**98%**

Client satisfaction



**50+**

FTEs in 2024  
(B2B)



**300+**

Delivered specialists  
in the last 5 years

# Scale Your Tech Team with Top IT Experts

**Team Extension** with Ideamotive is a flexible staffing model that allows companies to:

- quickly expand development teams with highly skilled IT professionals.
- ensure seamless integration with in-house team.
- provide expertise without the hassle of recruitment.
- boosts scalability, efficiency, and cost-effectiveness for tech projects.

**And more →**



## Try & Hire

You take over an employee after 12 months.



## Pay-as-you-go

You only pay for actual work time used. (T&M)



## Short-term contracts

Shorter contracts (1-3 mth) work well for fast-paced projects.

# What **sets us apart** from other IT Vendors in the market?



## Technical verification at the highest level

We make sure that our clients receive only the best-matched specialists. Instead of dozens of untested resumes, we provide **2-3 carefully selected profiles** that meet all technical requirements.



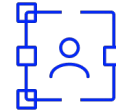
## Transparency of costs through explicit margins

Full financial transparency is our priority. Clients know exactly how much each developer earns, which makes project management and communication much easier.



## Guarantee of success and responsibility for the result

If a specialist fails to meet expectations, we respond immediately, offering replacement and ongoing support. Our talent care model and regular feedback ensure high customer satisfaction, as evidenced by our **NPS score of 72**.



## Team stability thanks to minimal turnover

The satisfaction of our professionals is the key to our success. Thanks to our high level of satisfaction, we achieve very **low turnover rates of 8%** among corporate clients.

# Our **track record** of working with multinational corporations



## IT Experts with relevant experience

We organize our base of specialists according to their industry and project experience guaranteeing a high level of customization.



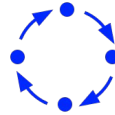
## Building teams from scratch or scaling up

Thanks to our unique matchmaking process, we are able to identify team leaders with both technical and soft skills who are capable of building their own teams.



## We have the trust of large companies

Corporate clients such as Orange, Millennium Bank, Carlsberg and DHL trust us with their most essential projects. **Full references are available upon request.**



## Clients and experts remain with us for a long time

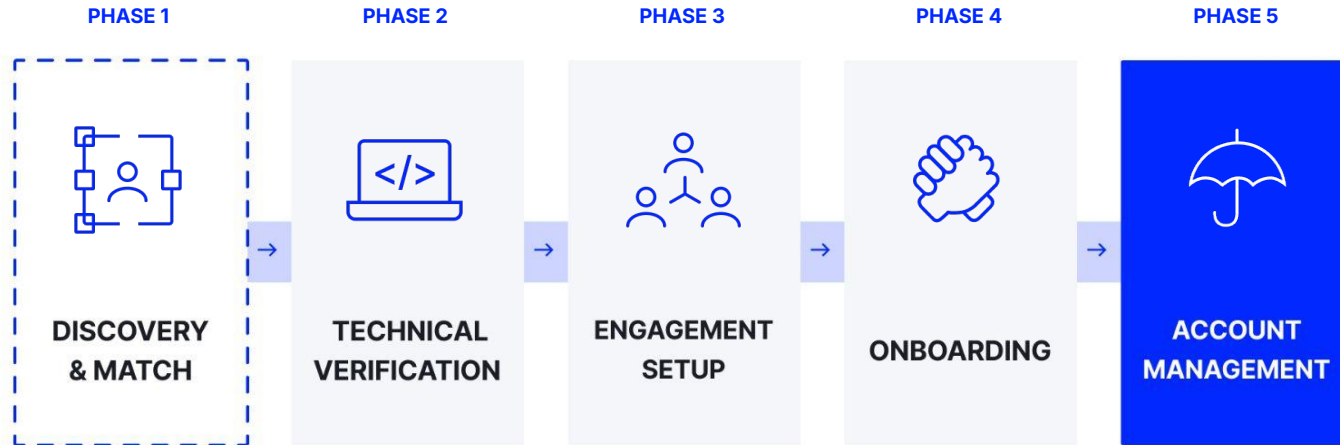
The average length of our specialist's engagement with a corporate client is 3 years and turnover is just 8%.



## Handling 100% of inquiries

Having the capacity to handle both standard and high-specialization inquiries we never leave the customer unanswered.

# What does our **process** look like?



**8%**  
**Turnover Rate**

Thanks to advanced pre-screening in the matchmaking phase



**48h**  
**Response Time**

From requirement gathering to candidate presentation



**100%**  
**Verified Candidates**

All of our candidates are verified for technical skills, soft skills, and industry experience



#### PHASE 1: DISCOVERY & MATCH

---

## Going beyond the offer sheet

Our assessment ensures we capture all technical requirements and cultural fit aspects as well as any other preferences about candidates that may not have been verbalized at this stage.

**0% of other vendors have technical backgrounds, necessary to understand role requirements as well as we do**



#### PHASE 2: TECHNICAL VERIFICATION

---

## CV is not a candidate

Overwhelming you with CVs' does not speed up nor does it improve the quality of the recruitment process. This is why we provide a curated list limited to fully verified and well matched candidates.

**100% of presented candidates have their technical skills, soft skills and experience relevance verified**





### PHASE 3: ENGAGEMENT SETUP

---

## Close out to drive things home

We coordinate client-talent interaction, including rate negotiations and legal matters. Our transparent approach to contracts and financial terms has earned us trust among Fortune 500 companies.

**87% success rate in engagement finalization**



### PHASE 4: ONBOARDING

---

## Every step of the way, we're here to support you

Our structured onboarding process ensures smooth integration of talent into your team, covering technical setup, team integration, and initial project alignment.

**96% client satisfaction rate (NPS) during onboarding**



**PHASE 5: ACCOUNT MANAGEMENT**

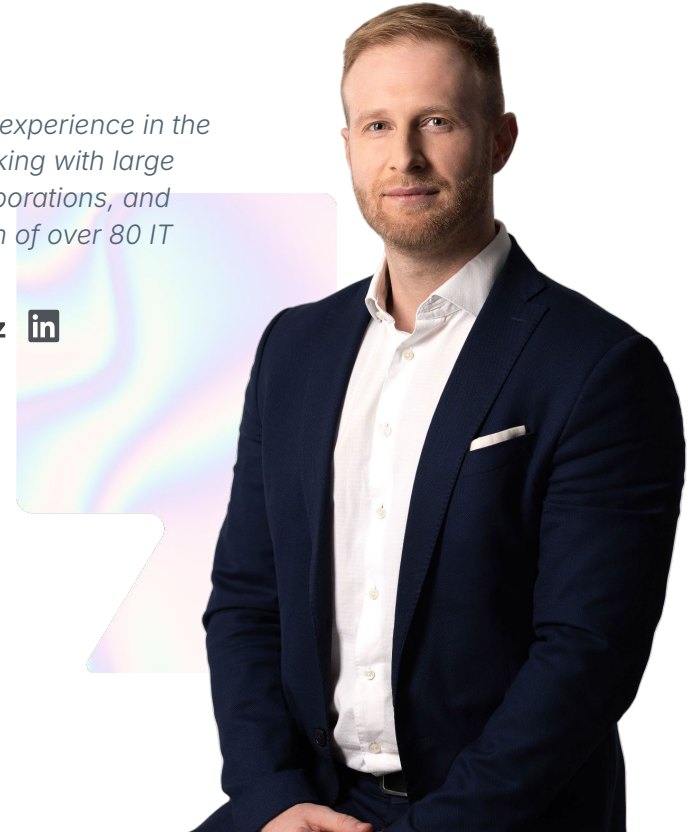
## Continuous Support & Monitoring

Regular performance monitoring and motivation assessment ensure long-term success and satisfaction of both the client and the candidate.

**4.98/5 CSAT score in ongoing management**

*Over 10 years of experience in the HR industry, working with large international corporations, and managing a team of over 80 IT consultants.*

**Tomasz Garbarz**   
Business Consultant



# A team that **guarantees success.**



**Kamil Osiecki**  
CEO



Personally involved in customer care and streamlining Account Managers' processes.



**Dawid Karczewski**   
CTO

Responsible for understanding customer needs and technical verification of candidates.



**Anna Biedrzycka**   
Head of Finance and Legal

A former manager at EY, experienced in working with large companies. Guarantees financial stability and compliance.



**Tomasz Garbarz**   
Business Consultant

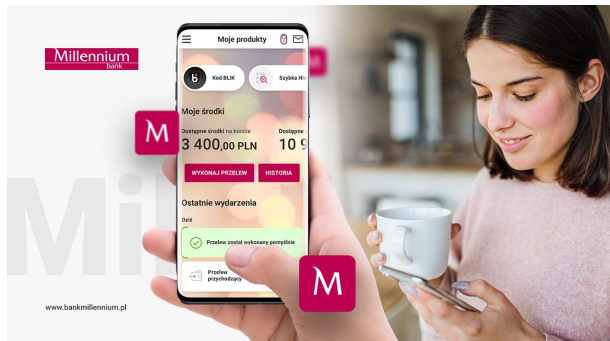
In the IT staffing industry for 10 years. Dedicated client and talent mentor.



**Michał Karpik**   
Head of Talent Acquisition

Responsible for finding the right candidate, with almost a decade of experience supporting Fortune 500 companies in their recruitment needs.

## Bank Millennium S.A.



Ideamotive completed a key mobile project for Millennium, providing a comprehensive IT team in a staff augmentation model.

We now support the entire mobile, web and leasing application divisions, ensuring the ongoing involvement of top industry professionals.

**Industry: Finance / Banking**

**Partnership launch: 2021**

Involvement of specialists in the fields:

Flutter .NET React Native Android  
DevOps Analytics QA iOS

## Orange Polska



Ideamotive's specialists completed Orange's flagship project for Orange by implementing React Native technologies into the corporation.

Currently, we are a key provider for Nju mobile and Orange Flex, supporting them in achieving success in the mobile services market.

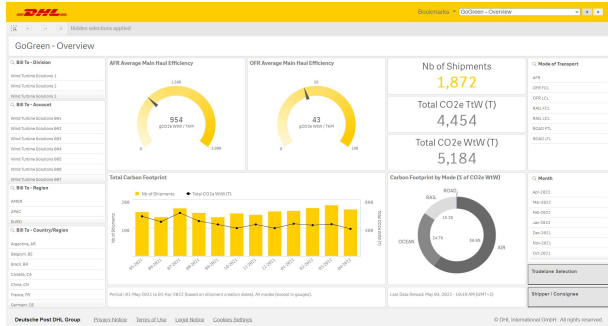
**Industry: Telecommunications**

**Partnership launch: 2017**

Involvement of specialists in the fields:

Product Owner Architecture Analyst DevOps  
QA Java Android iOS React Native

## DHL Express



We provided a skilled IT team that carried out the automation of data management, reporting and support of data warehousing and analytics processes.

Currently, our specialists are supporting the client in analytics, warehousing and AI.

**Industry: Logistics**

**Partnership launch: 2022**

**Involvement of specialists in the fields:**

**PM** **Data Science** **Analitika** **Machine Learning**

## Carlsberg Group



In record time, Ideamotive delivered a full team of developers to complete a key project for the client.

The flexibility of our model allowed us to not only efficiently match resources to the client's urgent needs, but also to provide project maintenance support, which was critical to the long-term success of the overall project.

**Industry: FMCG**

**Partnership launch: 2023**

**Involvement of specialists in the fields:**

**Security** **AWS** **.NET** **React** **Mobile**

Ideamotive

**Drowning in unverified CVs  
and settling for subpar hires  
can be a thing of the past.**

**Make the first step  
Let's talk**

**Tomasz Garbarz**

Business Consultant

+48 786 664 467

[www.ideamotive.com](http://www.ideamotive.com)

[tomasz.garbarz@ideamotive.com](mailto:tomasz.garbarz@ideamotive.com)

