

# SFOX model

by InventorSoft

A smart way to **Recruit** , **Build** and **Keep** your  
own team of developers working from Ukraine

# Challenge .

Deficit of over 30 000 IT professionals in Sweden and Norway.

The number of IT related study places has not increased notable since 2012 in Sweden.

In 2017 Norway had 4846 IT study places for 48 000 applicants.

It's estimated that between 2022 and 2025 there will be a lack of over 140 000 IT professionals in Sweden and Norway.

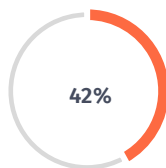
Almost all industries are transitioning over to be data driven at its core.

High cannibalization in the market over top talents and salary inflation.

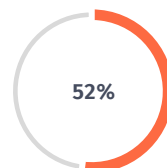
# Challenge.



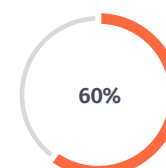
Of businesses report that they don't get to fill open IT vacancies over the last 12 month



Of the businesses report that they had to turn down new customer orders as a result of lack of internal capacity.



Of businesses report that its hard to get qualified IT people to their business.



Of businesses report that the lack of IT professional is the biggest threat for their future growth

Källa: Exidos och Dataföreningen,  
Årsrapport IKT-Norge 2017

# Challenge .

## Traditional and old Near shoring services in the market today

### **Nordic Consultancy Companies.**

Both local and remote organizations that need to be managed.

Long decision chain and bureaucracy of communications and decision making.

Prices drive up when both local and remote organizations get into the revenue stream.

### **Foreign consultancy companies.**

“Top heavy management” is often a recurring factor as well as an abundance of middle management and different departments.

It’s challenging to fully understand how the Nordic market works and the business of the customer.

High turnover of employees.



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Our solution.



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# WHY UKRAINE ?



## Time Difference

Only +1 hour time difference between the Nordics and Ukraine



## No VAT

0% VAT on exporting services from Ukraine



## Available Competency

Short delivery time



## English

High level of English speaking IT professionals



## Prices

Price for senior competency ratio is very beneficial





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*We help you:*

## **Recruit** ,

Our professional recruiters will start their quest of finding the right candidates for your needs.

We are confident that we will find the perfect match for your organization, that's why the recruitment service has no fee.

## **Build** *and*

We integrate your developers into your own processes and ways of work. They are working in our development centers in Ukraine where we have implemented the Nordic corporate culture.

They communicate directly with you, without middle management and bureaucracy.

## **Keep** *for a*

Our mission is to keep your developers motivated, valued, educated and focused. They all have their own personal development plans.

This results in minimal employee replacement and high efficiency.

## **Monthly Fixed fee**

We don't bill by the hour! Instead we invoice a fixed fee every month based on the developers' salary and not based on the amount of hours they work.

Our price model is transparent and predictable so you always know the costs and the reimbursement your developers are getting.



### **Hand Picked**

We find and recruit the talents that you specify and require.

### **Personal HR support**

A dedicated HR support person in Ukraine will work together with you to keep the developers effective and motivated.

### **Direct Relation**

You work directly with the developer without any middle management.

### **Infrastructure and Office**

We take responsibility for your developers to have a good workspace and efficient tools in Ukraine.

### **Dedicated**

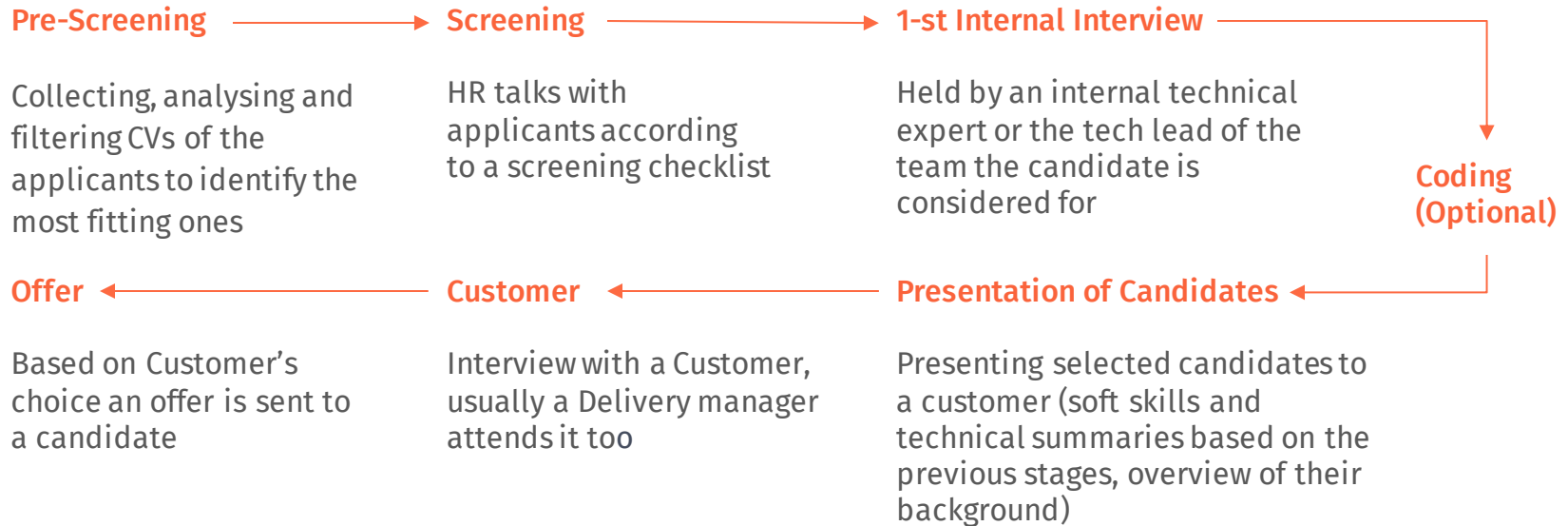
The developers work directly for you full time as if they would be your full-time employees.

### **Integration**

We adapt so that your developers work with the processes and systems that you already use.



# RECRUITMENT PROCESS ●



# PRICE MODEL EXAMPLE ●

	Recruitment	Salary	SFox Services 30 %	Infrastructure Fixed Fee	Total Monthly Fixed Fee
Senior 6+	€ 0	€ 3000	€ 900	€ 400	€ 4 300
Regular 3+	€ 0	€ 1800	€ 540	€ 400	€ 2 740

# YOUR LOCAL SUPPORT TEAM .



Our core mission is to Recruit the best developers for your needs. Build a team and integrate them with your organization and processes. Keep the developers over time and tightly monitor their development, motivation and progress working for your organization.

# CUSTOMER MEETINGS IN OSLO .



# ONBOARDING MEETINGS IN GOTHENBURG.



# • NET FEST

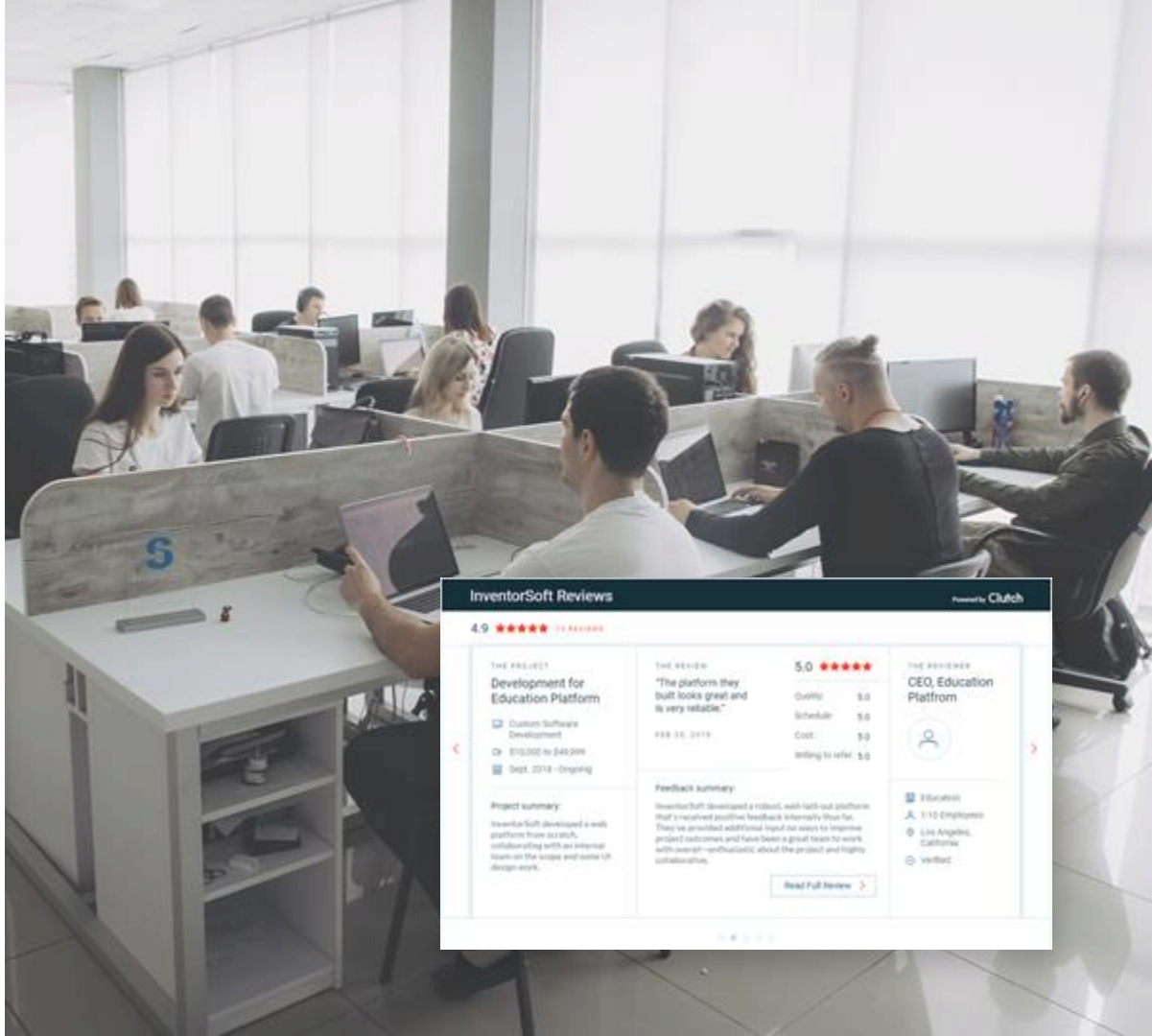


# INVENTORSOFT OFFICE IN CHERNIVTSI .



# PART OF INVENTORSOFT GROUP.

SFoxModel is a core service by InventorSoft Nordics LLC and part of Inventorsoft Group - Ukrainian software development company which provides services for offshore software development, custom programming and IT outsourcing.



**InventorSoft Reviews** Powered by Clutch

4.9 ★★★★★ 10 REVIEWS

THE PROJECT	THE REVIEW	THE PROVIDER
<b>Development for Education Platform</b> Custom Software Development \$10,000 to \$49,999 Sept. 2018 - Ongoing	<b>5.0 ★★★★★</b> "The platform they built looks great and is very reliable." Feb 15, 2019 Overall: 5.0 Schedule: 5.0 Cost: 5.0 Willing to refer: 5.0	<b>CEO, Education Platform</b> 1-10 Employees Los Angeles, California Verified

**Feedback summary:** InventorSoft developed a robust, well-built platform that's received positive feedback internally from us. They've provided additional input on ways to improve product outcomes and have been a great team to work with overall - enthusiastic about the project and highly collaborative.

[Read Full Review](#)





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