

bixbite

Connecting The Best

New Brand. Proven People. Effective IT Recruitment.
Fast • Precise • Affordable

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Connecting The Best



The Problem We Solve

Polish IT Market Reality:

- ✕ 43% of companies struggle with IT recruitment
- ✕ 85% can't find specialized technical skills
- ✕ Average time-to-hire: 36 days
- ✕ 50,000 IT specialist shortage

Your Challenge:

- ✕ You need talent NOW, not in 5-6 weeks
- ✕ You want technical precision, not random CVs
- ✕ You want fair pricing, not agency markup games

Our Solution: 21-day average recruitment with technical accuracy.

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Why Bixbite Exists

We're not a new agency. We're a new approach.

After 15 years in IT recruitment across Poland, USA, and India, we built something different:

- ✗ A company that understands technology first
- ✗ Partners who solve IT problems, not just send CVs
- ✗ A model based on results, not beautiful presentations

We are IT recruitment specialists. We understand technology.

We know what customers want: **talent, speed, fair price.**

No marketing fluff. Just **results.**

We are a group of friends who have known each other for 20+ years.

Our Experience:

- ✕ 15+ years in IT recruitment and technology
- ✕ Worked in-house, agency-side, and as consultants
- ✕ Recruited for: Citi Group, Nordea, T-Mobile, Orange, Atos, Bank Handlowy, Comarch, Frontex, Future Processing, British Council, Movii, Thomson Reuters and many more
- ✕ Global experience: Poland, Europe, USA, India, Latin America

The Difference:

- ✕ We combine deep IT knowledge with HR expertise
- ✕ Most agencies have either IT understanding OR HR skills – we have both
- ✕ This hybrid expertise means faster, more accurate matches



1. **SPEED:** 21 days average vs. 36 days industry standard
2. **TECHNICAL PRECISION:** We validate technical skills properly. We know what "SAP EWM", "DevOps with IaC", "backend with high-volume transactions" actually means
3. **HYBRID EXPERTISE:** Rare combination of IT + HR knowledge
4. **GLOBAL REACH:** Active networks in PL, EU, USA, India, LATAM
5. **PARTNERSHIP APPROACH:** We extend your team, we don't compete with your HR
6. **PRICING:** Having been on the client side, we know that fair pricing is essential. Our fees are always sensible, because we believe recruitment should enable success—not block it.

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Connecting The Best

Two main services that solve 90% of your problems.

1. PERMANENT RECRUITMENT

- ✕ When you need to hire someone permanently
- ✕ Hidden/confidential searches
- ✕ Specialized technical roles your HR can't handle
- ✕ Scaling (5, 10, 15 people at once)

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RECRUITMENT

Our Services are Simple & Effective

Two main services that solve 90% of your problems.

2. IT STAFF OUTSOURCING (Contractors)

- ✕ When you need someone NOW
- ✕ Project-based work
- ✕ Headcount freeze but you need help
- ✕ Try-before-you-hire model

Both services: Fast, precise, fair pricing.

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IT STAFF OUTSOURCING

When Companies Use Us

Internal HR teams are excellent at operational recruitment.

We appear when you need:

SPEED

- ✗ "We need someone to start next month"
- ✗ Urgent project support
- ✗ Scaling teams quickly

SPECIALIZATION

- ✗ Technical roles beyond HR expertise
- ✗ Niche technologies and skills
- ✗ Senior/expert level positions

CONFIDENTIALITY

- ✗ Replacement searches
- ✗ Sensitive projects
- ✗ Competitive hiring

We work AS EXTENSION of your HR team, not instead of them.

Our Approach: No Nonsense

UNDERSTAND YOUR PROBLEM

- ✗ What exactly do you need?
- ✗ When do you need it?
- ✗ What's your budget reality?

FIND THE RIGHT PEOPLE

- ✗ Technical validation (we know the technology)
- ✗ Cultural fit assessment
- ✗ Availability and motivation check

DELIVER RESULTS

- ✗ Present 2-3 qualified candidates
- ✗ Clear feedback and communication
- ✗ Support through hiring process

NO marketing presentations. NO complicated models. Just results.

PERMANENT RECRUITMENT:

- ✕ Success fee model
- ✕ Payment only when candidate starts
- ✕ Replacement guarantee included
- ✕ Competitive market rates

We believe in fair pricing. No games, no surprises. You pay for results, not for promises.

Pricing: Transparent & Fair

CONTRACTORS/OUTSOURCING:

- ✕ Monthly billing for worked hours/days
- ✕ Transparent rate structure
- ✕ No hidden costs
- ✕ Flexible contracts

We believe in fair pricing. No games, no surprises. You pay for results, not for promises.

Technologies We Recruit For

We don't claim to be experts in everything. We focus on what we know well:

- ✕ BACKEND: Java, .NET, Python, Node.js, Go, Scala
- ✕ FRONTEND: React, Angular, Vue.js, TypeScript
- ✕ CLOUD: AWS, Azure, GCP, Kubernetes, Docker
- ✕ DATA: Python, SQL, Big Data, Analytics, ML
- ✕ DEVOPS: CI/CD, Infrastructure as Code, Monitoring
- ✕ MOBILE: iOS, Android, React Native, Flutter

Plus: System Administration, Cybersecurity, Product Management, Business Analysis

If it's not listed and you need it – just ask. We'll tell you honestly if we can help.

Client Success – Facts, Not Marketing



TRACK RECORD:

- ✕ 15+ years of successful placements
- ✕ Major clients: Citi Group, T-Mobile, Orange, Atos, Bank Handlowy
- ✕ Global experience across multiple markets

WHAT OUR CLIENTS SAY:

"Fast and accurate" – most common feedback

"They understand technology" – technical managers

"Fair pricing, no surprises" – procurement teams

"Easy to work with" – HR professionals

METRICS THAT MATTER:

- ✕ 21-day average time-to-hire
- ✕ High candidate acceptance rate
- ✕ Low dropout rate during notice period

Next Steps – Simple

No lengthy sales processes. No complicated contracts.



TELL US YOUR CHALLENGE

- ✕ What position(s) do you need to fill?
- ✕ When do you need them to start?
- ✕ What's your budget range?



WE'LL GIVE YOU HONEST FEEDBACK

- ✕ Can we help? (We'll tell you if we can't)
- ✕ Timeline expectations
- ✕ Pricing estimate



IF IT MAKES SENSE – WE START

- ✕ Clear agreement on scope and pricing
- ✕ Regular updates and communication
- ✕ Results within agreed timeline

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Let's Talk About Your IT Team Needs
Your Biggest Risk Is a Success

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WHAT TO PREPARE FOR OUR CALL:

- ✗ Job descriptions or requirements
- ✗ Timeline expectations
- ✗ Budget range
- ✗ Current challenges you're facing

We'll give you honest, practical advice – even if you don't hire us.