7 Steps to Deliver Quality IT Resources
from Client Intake to Remote Deployment

Objective of e2e Remote Interim offering is to offer our clients best fitted remote working software engineers fully dedicated to them. We have a well defined process and at each step we'll involve the relevant e2e staff for the job at hand. Our standardized process has 7 steps and starts with the client intake interview and is completed when the remote engineer joins the client's team.

Step I : Client Interview

The current reality is a scarcity of talented experienced software engineers in most mature IT markets in the world. In our interview with the client we dig deeper than the job description provided by the Client and will understand their working environment, the team ethos and their main processes. Generally the Job description provided by the client only states the technical skills with no emphasis on the personality of the engineer that is needed to fulfill the job. Our client intake interview does just that. We get to know the client and their environment so that we can shortlist and offer the best candidate that is not only technically compatible but also has the personality to add value to the team. Client interviews also help us to build a customer story that will attract the best and most talented resources and convince them to join.

Step II: First Interview - Conducted by HR

With the "*client intake package*" we start our client specific recruitment activities using multiple channels. Once we start receiving resumes, the e2e HR department reviews the resumes and contacts all the candidates verifying their technical skills, communication capabilities, personality traits and motivation. In addition, this is the time we first introduce the client and start the introduction with the customer story. First screening of the candidates is done at this stage.

Step III: Second Interview - by Tech Leads

The second interview is conducted by a staff member from our HR team together with one of our Technical Leads. This is the second stage of short listing. The technical skills are tested along with the candidates' personality in different pressure situations. Generally only 10% are moved to the final stage - a third interview by our CTO.

Step IV: Third Interview by CTO

The final interview is to test the most in depth knowledge and ability of the candidates including an assessment of the adaptability to change. Only candidates that are approved by our CTO will be proposed to our client for an interview. Our interview findings and resume of a proposed candidate will be shared with the client.

Step V: Final Interview - Candidate Interview by Client

The finalized candidates are proposed to the client and based on the clients feedback and assessment the approved engineer(s) will be added as potential extensions to the client development team. The final interviews with a candidate are conducted by the client team and an e2e representative. When client and candidate both conclude that there is a perfect fit the next steps in the process will be initiated.

Step VI: Contracting

The remote deployment contract between client and e2e is arranged and signed. e2e will employ the engineer in her office in Lahore (we do not work with freelancers). Longer term assignment is needed because we hire new staff specifically for a client. A 3 months probation period is a standard clause of our contract.

Step VII: Onboarding

Client defines the way the engineer will be onboarded in the team of the client. The engineer will align with working hours and the way of working of the client. Access to CI/CD, project mgt tools, hours reporting etc will be implemented. Engineer will be working from our modern office in Lahore and will be assigned a buddy as a technical sparring partner.

Ongoing and Continuous Relationship Management

E2E prides itself in continuous management of the resources even though they are directly working and reporting to the customer. We periodically stay in touch with the customer, their team and contact persons to assess the resource and conversely have regular feedback sessions with the resource to assess whether he/she has any issues or not. All these efforts ensure long term engagements which provide success and continuity to the client.

Planning

The process from client intake till the decision to deploy a specific engineer requires 4-8 weeks typically. Followed by a resignation period of 2-4 weeks towards his current employer.

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our story

e2e started in 2010 as a pure offshore software company designing and developing bespoke software. A lot has happened since then. We have experience of successfully delivering successful projects and resources in different geographic and time zones. With our offices in Lahore, San Francisco and Rotterdam we have the capability and reach to service customers in almost all parts of the world with our experienced team of 50+ software engineers. We have 3 business lines: software projects, venturing and product development and remote interim. e2e is a socially conscious and equal opportunity employer. The company has a proven track record of being a dependable partner for all segments, from Startups all the way to Large Enterprises.

more about e2e remote interim https://e2egoc.com/remote-interim/