



Turnkey IT Recruitment solution

The challenge:

IT professionals needed ASAP for local team

- Most top-of-the-line Dutch software developers work as ZZP, or at big name companies for a high salary. If not, there are many employers to choose from for candidates looking to move
- Highly competent professionals are required to ensure quality in the product, and in the software development and deployment process
- It is not interesting to take on a permanent employee, or to spend money on recruitment
- Little or no experience in successfully recruiting from abroad. No IND sponsorship permit for Knowledge Migrants?

The solution:

IT professionals from Eastern Europe

- Access to top-of-the-line English speaking IT professionals through the network of Rocketworks
- Candidates can often start one month after signing (Rocketworks provides full support in the visa process and with the 30%-ruling application)
- Due to tax benefits, personnel costs are typically slightly lower compared to a Dutch employee with the same title, but the professional level tends to be higher
- Quality is a “sacred cow” for Rocketworks and ensured in the recruitment process. We help our clients solve their challenges to completion. Not only do we find suitable candidates - we also conduct in-depth technical reviews with the candidate to ensure the skill level and personal interviews to ensure personal suitability and match with the client’s organization
- Our aim is not to place one candidate with the client – it is to partner with the client for all IT recruitment needs!

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The recruitment process:

From profile creation to welcoming your new colleague in your office

- **Rocketworks searches for suitable candidates** after a review of the role and organization profile, and conducts initial interviews. No advertisement needed – Rocketworks relies on reach of own network and partner networks
- **Shortlisted candidates are presented to the client**, after general and technical reviews with the candidates have been performed by Rocketworks
- **Interviews between candidate and client** for shortlisted candidates are planned and held
- **Contract is negotiated** with a successful candidate (Rocketworks can support if requested)
- **Final deep technical review** is performed in collaboration with the client. A reference check is performed
- **Signature contract**
- **The Visa process and the 30%-ruling** process are initiated and coordinated by Rocketworks
- **Candidate starts working in the Netherlands** after the visa is received and the move is coordinated between the client and the candidate