career seeker

Agency specialized in recruitment and selection of candidates in the IT sector

How much time did you spend on interviews with candidates who have come with completely **wrong expectations** about your company?

How many times have you hired someone whose **knowledge and skills were not** in line with what was **expected**?

How many times did you hire a competent and experienced **candidate** who **could not fit in**?

How many **resources** have you **wasted** into the training and assimilation of new workers who have left your company because they did **not FIT IN**?

Career Seeker is making the BEST FIT
between IT professionals and companies!

BEST FIT means the possibility of sending your business offers
worldwide exclusively to those candidates whose competence
and preference are in line with goals and culture of your company

What we have to offer?

- Recruitment FIT
- Technical FIT
- Personality FIT
- Best FIT

Recruitment FIT

All candidates from our database fill out a questionnaire through which they define their preferences, expectations and criteria related to their desired job position and future company.

Based on the candidate's answers, we create a profile of the desired company organization and culture - company prototype.

After we determine the match between your company profile and the candidate's company prototype, we connect you only with those candidates for which your company would be the fit.

Technical FIT

Each candidate passes through a structured procedure of technical assessment adapted to candidate's experience and work position.

First part of technical evaluation consists of a questionnaire that examines the technical knowledge and skills of every candidate.

If candidates meet the set criteria, they access to a technical interview with our recognized IT experts.

After comprehensive evaluation through questionnaires and interviews, we create a detailed profile of candidate's technical competences.

Personality FIT

Our team of experienced psychologists interviews each candidate after which they conduct a thorough psychological assessment.

In order to determine the fit between candidate's psychological competences and future organizational culture, our dedicated team of experts will provide you with a detailed psychological profile of every candidate who would fit in your company.

During the profiling, we are focused on those aspects of the psychological functioning of candidates that are relevant for a position you're hiring for.

Best FIT

The best fit package includes the entire service - recruitment and assessment of technical and psychological competencies for each candidate.

It involves bringing together all the data we have received through extensive evaluation into one comprehensive report which gives you a clear picture about candidate's profile and their capacity and motivation to adapt to your organizational culture.

This service allows you to gain a deeper insight into the strengths and weaknesses of each candidate for the purpose of selecting exactly the candidate who is the best fit for your company

Example of technical interview report

Experience

Candidate XX is currently working on a project related to online store platform development. He is experienced at Spring, ORM, BigData, Angular and REST. As ORM layer, he used Hibernate. He has experience in HQL query language. Frontend layer was implemented in Angular 1 JavaScript framework, but he is also familiar with basic concepts in Angular 2 and type scripts. It is interesting to note that he was working with BigData.

Knowledge

XX showed really good theoretical knowledge of Object-oriented programming and Spring framework and satisfying knowledge of SQL databases.

OOP

First test was the one regarding OOP (object-oriented programming) where the candidate XX has shown enviable knowledge. Questions about base OOP concepts and advanced use of patterns were simple for him. He was good at Java syntax but had some doubts with semantics regarding polymorphism. He has some experience in multithreading and knows how to deal with it. Also, he has good theoretical knowledge about data structures.
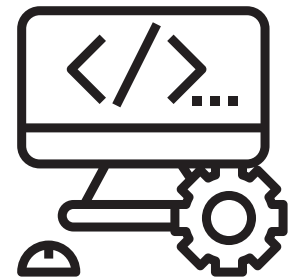
Example of technical interview report

Spring framework

On the Spring test, he showed an excellent understanding of IoC and DI concepts. He explained the mechanisms of Autowiring, although he did not know the details of the implementation (the types of containers). He explained the design patterns used in Spring framework. AOP is an area he did not have experience in. Although he knew its purpose, he did not know how it works. He explained the MVC pattern well.

SQL database

On the SQL test, candidate XX showed solid theoretical knowledge, but he did not have a big experience with the query languages. He showed difficulties with the SQL syntax, which did not have much influence on the problem-solving method and the logic he applied. He did not have experience with stored procedures, triggers, and cron jobs, so this part was briefly functionally described. On the other hand, he showed good knowledge of data structures, database relationships and DB modeling.

Recommendation

I see him as a great candidate for a medior position. He showed great theoretical knowledge, but throughout his career he was working on just one project. If he had had experience in working on different projects, he would have shown a wider range of knowledge. Beside that, I see him as a bright person who quickly absorbs knowledge.
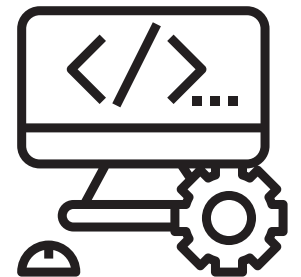
Example of psychological interview report

Candidate ZZ wants to change his job because he is looking for security and stability at work. He is interested in staying in Macedonia and working full time remote for family reasons. If he gets a chance to work in company headquarter in Serbia, he is ready to spend some time in Serbia at work, during the process of adapting and developing team work. It would not be convenient for him to travel more than 15 days in 3 months, 4-5 times per year, roughly.

Expected working conditions

The candidate believes that NET pay should not be below 1.200,00 €.
It would suit him to work on projects for the European market, due to adequate working hours.
He does not emphasize other benefits as significant.

Work ethic / implementation

He is a person who strives for stability and security, as well as a familiar environment, so he has a low tendency to change jobs.
During the work on the projects he had the opportunity to implement modern systems in the work, i.e. implementation of best practice. It emphasizes the importance of improving working methods and continuous technical self-development.

Example of psychological interview report

Social skills / Leadership skills

During his career, he had the opportunity to work on projects both in the team and the one man show way of work. He finds advantages and disadvantages for both, but the general impression is that he manages well both ways. While working on projects, he had the opportunity to be a mentor to younger colleagues. Adequately understands his tasks and responsibilities as a team leader. He strives to get to know people with whom he works and adjust his communication, i.e. feedback, to their style of social interaction. During work, he seeks to teach new colleagues to work independently and to constantly improve themselves. He is aware of the responsibility of the person who leads the project for task failure and has realistic expectations about the work and knowledge of colleagues who are beginners. When disagreeing with the decisions of their superiors, he tends to give objective reasons for his perspective.

Reactions to a stressful situation

In problem situations, he is focused on the most efficient way to solve the problem. Primarily he works on task analysis. He decomposes the problem to smaller tasks and estimates the necessary resources for their realization. The focus is on estimating the necessary time resources and the way people from the team work.

Recommendation

The main advantages of the candidate ZZ are experience, analytical skills and social skills, i.e. leadership skills. Reduced flexibility in terms of working hours, travelling and the need for a mostly remote work may be a potential problem.

Meet our team

The **recruitment team** consist of 4 psychologist and 1 management engineer who directed their higher education to the field of personality psychology and HR. All with proper experience in the IT industry.

The **technical team** is made of 4 senior developers with 7+ years of working experience with different program languages and frameworks. All of them finished technical faculties and they have a great knowledge of OOP concepts.

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You don't need to accept nothing
less than the best fit!

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