



Expert-On-Demand

Staff Augmentation 5.0

Blue River
Experts

Member of the Art of Innovation Network

The (Digitalization) Talent Gap



The need for a new model

Some findings of the recent World Economic Forum

- The skill gap is one of the biggest risks of organizations today.
- Companies must cast a wide net to find new sources of talent.
- Ignore the “gig economy” at your own risk.

Another finding but this time from us is that nearly every company is aware that they must act. But a lot are hesitating to invest as there is no guarantee of success.

How to solve this problem? We believe it's by providing the famous “easy button” and take the risk and burden from companies by applying a new model. We call this model **Expert-On-Demand**.



Expert On Demand

What if a company could get any type of IT personnel on demand, without any need to hire or educate anyone.

No matter if you need additional resources or special skills currently not available at your company, we have what you need.

Our resources cover most if not all job roles, ranging from architects to project managers, field engineers, security experts, software developers and even first and second level support staff.

For you this means **NO RISK**; just pay what you need – no matter if it's a week, a month, half a year or more.

We call this **Expert-On-Demand**. A flexible service combining best practices of trainee (talent) programs and staff augmentation.

Skill Levels

In order to support most requested job roles and skill levels, our model supports various tiers with different engagement requirements:

- Talents (Trainees)
- Associate Level
- Professional Level
- Expert Level

Talents (Trainees)

- Trainees need a lot of education, in-person guidance and coaching
- They must be local (same country, same city) to the customer
- We identify and hire suitable candidates
- We educate, coach and guide them for a pre-defined period
- During that period, they also perform work related to their skills and target job role
- After this period, the customer may hire the individual, continue to rent them or decide to cancel the agreement

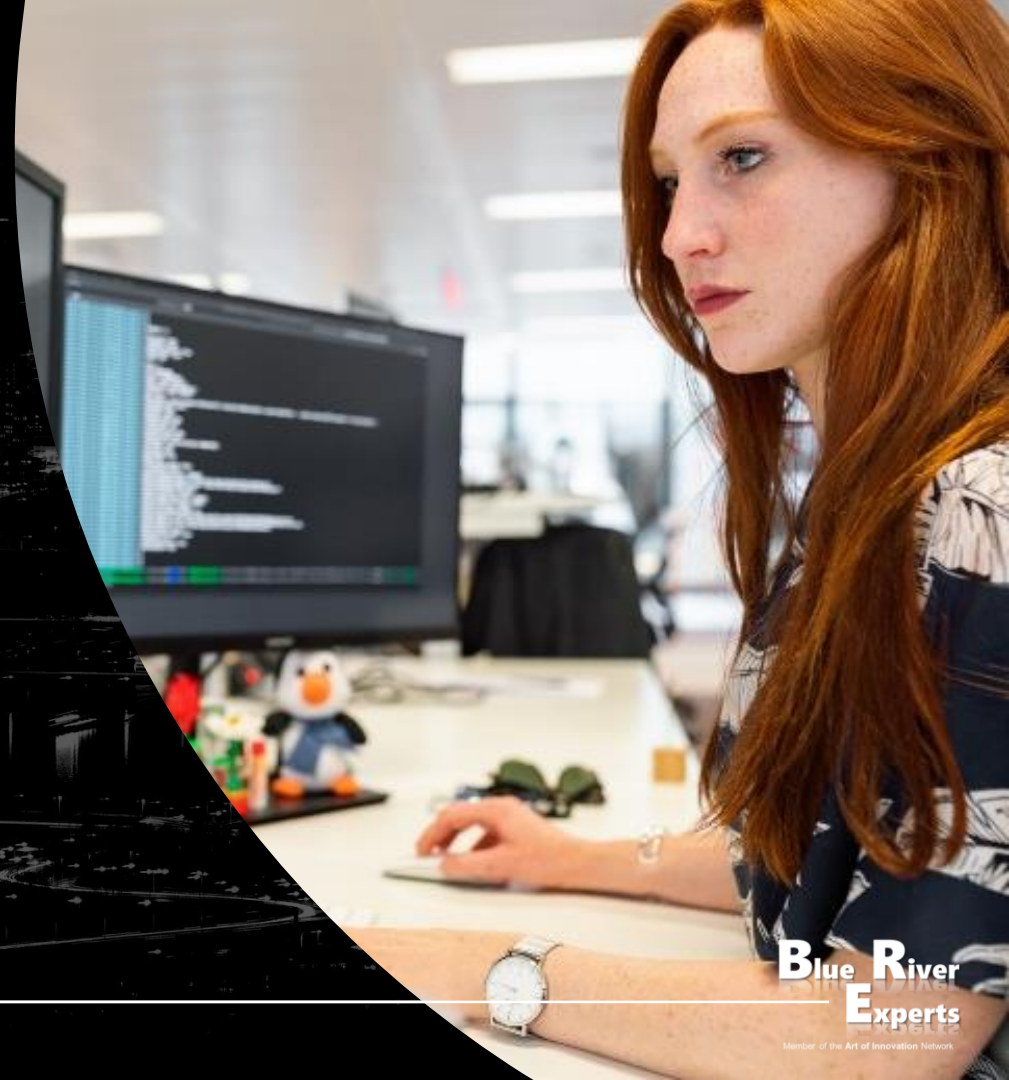


Associate Level

- This is a similar scenario as trainees
- However, associates already have foundational skills and therefore can be assigned for work at a different skill level or for a different job role
- They still need education and coaching to immerse their skills and gain confidence and experience
- Like trainees, associates must be local (same country, same city) to the customer

Professional Level

- As the name implies, professionals have already solid skills and experience
- In some cases they may need additional education / skills to fully meet all requirements of the customer
- Depending on the urgency of the request this education may happen before or during the assignment to the customer
- Professionals don't need a lot of guidance, therefore they could be at a different location than the customer provided the customer accepts remote workers





Expert Level

- Experts do not require any additional education
- They meet the requirements of the customer from the start
- Provided the customer accepts remote workers we are more flexible to identify suitable candidates

Job Roles & Services

Depending on the tier we provide the following skills:

Trainees / Associates

- IT Support / Helpdesk
- User Administration / Rollout
- Server / Network Administration
- Infrastructure Deployment
- Cloud Administration
- Junior SW Developer

Professionals / Experts

- Infrastructure / Network Experts
- Data Center / Virtualization Experts
- Cloud Architects / Cloud Developers
- Big Data / AI / Machine Learning Experts
- Software Architects / Developer
- DevOps Experts
- Project Manager
- Network Security Experts
- Cyber Security Experts

Quality Assurance

Customer satisfaction and trust is THE most important factor in this business

Therefore we implemented a rigorous selection and quality assurance process

- Suitable candidates are introduced to a customer by submitting a detailed CV and arranging an interview of the candidate by the customer
- Once a candidate has been accepted and an engagement has started, we will perform weekly reviews with the customer's point of contact
- Should we identify any issues, we will first try to resolve them by assigning an experienced coach to help the individual to meet expectations
- If this is not possible within a reasonable time, we will replace the person and will credit the customer 50% of the accrued fee until this point in time

Options

Rent-To-Hire

- A customer would like to hire one or more individuals as they feel our expert(s) are the right fit for them
- We won't be in the way if this is what all parties desire, however we are asking for a service fee to compensate us for our "loss"
- This fee depends on the duration of the corresponding rental agreement

Educate-To-Hire

- A customer is looking for staff with a certain skillset, but the desired skills and / or the desired quantity can't be found on the market
- At the same time the customer is hesitating to hire one or more individuals and train them for various reasons, for example
 - Nobody available to take care of new hires
 - Uncertain results

Educate to Hire

We are dedicated to provide the famous “easy button” so here is the solution:

- We look for suitable candidates, present them to the customer
- The customer selects one or more candidates
- We hire those candidate(s) and close all their (skill) gaps
- Once this is done the customer decides if they want to hire the person immediately or if the next step should be a Rent-To-Hire model
- If the customer hires immediately, the customer has a trial period of usually three months to decide if they want to keep the candidate
- Once the customer decided to keep the candidate, we will charge a service fee depending on skillset, model, etc.
- If the customer decides not to keep the candidate they can cancel the engagement without any further obligations
- If the customer decides to move to a Rent-To-Hire model, the minimum rental period is three months and all terms and conditions of RTH apply

Educate to Hire

Advantages for the customer

- Absolutely no risk, the customer only pays if they decide to keep the individual
- All hiring and education risk is on us
- Lower total cost of ownership than traditional staffing models
 - We are not luring people away from highly paid jobs by simply offering more money
 - We are carefully selecting ambitious candidates and are educating them
 - Such individuals are usually not as expensive, on average we see that they are one tier lower than their skills
 - In other words, the customer gets an expert for the cost of a professional or a professional for the cost of an associate



**The river knows how
to reach the sea.**

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**We know how to
achieve business
outcomes.**
