



**Expert On-Demand**

**Much more than staff augmentation**

**Blue River  
Experts**

Member of the Art of Innovation Network

*According to the world economic forum, the skill gap is one of the biggest risks of organizations today. These days companies must cast a wide net to find new sources of talent. Also, Gartner named talent shortage one of the top three risks for organizations. The Infosys Knowledge Institute developed a talent readiness index to indicate how ready an organization is to meet its talent needs – and 70% of the enterprises surveyed are not prepared. **Clearly, there is a problem that needs to be addressed.***

*Our findings are that nearly every company is aware that they need to do something, but a lot are hesitating to invest into hiring and educating people as there is no guarantee of success.*

*Therefore, we came up with a new model to take the burden and the risk from companies and offer the famous “easy button” – we call it*

## Expert On-Demand

What if you could get any type of IT personnel on demand, without any need to hire or educate the person(s)?

No matter if you need additional resources for upcoming projects or special skills currently not available at your company.

We provide resources for most technologies and vendors in many geographies, speaking many different languages. They 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 simply means **no risk**; just pay what you need – no matter if it's a week, a month, half a year or more.

What is the difference between **Expert On-Demand** and standard staffing services?

We combine best practices of talent programs, customized education and staffing services to get you exactly the expert you are looking for even if such an expert may currently not exist on the market. We take the next best match and close all gaps to make it the exact match.

There is **no risk** for you. You just pay the agreed rental fee for the corresponding profile and we take care of the rest.

**Expert On-Demand** supports various skill levels (tiers), we provide the following expertise and services:

### ***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. We can't expect you to trust us from the start, so we have implemented a rigorous selection and quality assurance process.

- Suitable candidates are introduced to you by submitting a detailed CV and arranging an interview of the candidate
- Once a candidate has been accepted and an engagement has started, we will perform weekly reviews with your 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 you 50% of the accrued fee until this point in time

## ***Rent-To-Hire***

From time to time customers would like to hire one or more individuals because 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 will charge a small service fee that depends on the duration of the corresponding rental agreement.

## ***Educate-To-Hire***

This is our **flagship** offering to make it **very, very easy** for you if you are intending to hire one or more individuals.

We are aware that there are various trainee / talent programs on the market, but all require you to pay upfront without any real guarantee for success.

**We are convinced that we know what we are doing so we take all hiring and education risk; you only pay if you are satisfied with the skills of the individual and the individual itself.**

How does it work?

- We look for suitable candidates and will present them to you
- You select one or more candidates
- **We** hire the candidate(s) and close all their (skill) gaps
- Once they are ready you may hire the person(s) or proceed with a rent-to-hire model. In this case the minimum rental period is three months and all terms and conditions of rent-to-hire apply.
- If you hire immediately you have a trial period of usually three months to decide if you want to keep the candidate.
- If you keep the candidate, we will charge our service fee depending on skillset, model, etc.
- Otherwise you simply cancel the agreement without any further obligations

Too good to be true? Let's talk, we are happy to answer all your questions.