



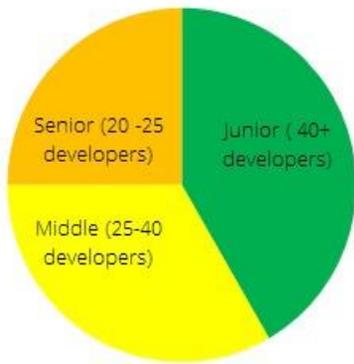
Artificial Intelligence Research

by
Qubit Labs

RESEARCH ON THE AVAILABILITY OF ARTIFICIAL INTELLIGENCE ENGINEERS IN UKRAINE IN Q1 2017

Greetings,

This document is a brief market research on available Artificial Intelligence engineers on the Ukrainian labor market in Q1 2017 that Qubit Labs team is capable of hiring within a couple of months for you. Please note that the information below is general, and to make more thorough research we need to have a detailed job description for every AI engineer you want to hire.



GENERAL QUANTITY OF AI SOFTWARE DEVELOPERS AVAILABLE FOR HIRING

In the last three years approximately 50 Machine Learning and Artificial Intelligence projects of different level of complexity were delivered in Ukraine, and we didn't include Big Data projects into the statistics. Our research shows that currently we are able to provide you with the CVs of about 85 – 125 AI Engineers of different level of competence and expertise.

As soon as we know more detailed job descriptions for each employee you want to hire, we will be able to ramp up a team of 5-7 AI engineers within a month.

APPROXIMATE MONTHLY RATES FOR AI ENGINEERS

Position	Rates in USD per month					
	1 to 10 Employees		10 to 40 Employees		40 and more employees	
	Min	Max	Min	Max	Min	Max
Project Manager	6000	8000	5250	7000	4800	6400
Team Lead	9000	11000	7875	9625	7200	8800
Senior	8000	10000	7000	8750	6400	8000
Middle	4000	7000	3500	6125	3200	5600
Junior	1000	2000	875	1750	800	1600

The final rate depends on the tech stack and skillset required from each employee

WHY CHOOSE QUBIT LABS AS YOUR OUTSTAFFING PARTNER?

- Qubit Labs has a skilled team of 5 internationally certified IT Recruiters and HR professionals with more than 10 years of experience in the IT market.
- We have a ready pool of 100+ qualified AI candidates to start our search for your perfect employee.
- Our project completion rate of 95%, even with unforeseen situations like the project shutdown, health issues, relocation, etc., is among the highest in the industry.
- Over 90% of our customers ask Qubit Labs team to hire additional resources for them.

OUTSTAFFING BY QUBIT LABS: GENERAL PROCESS DESCRIPTION

Milestone	Description	Description
1. General agreement	Negotiations on requirements and a general timeline. Signing a commercial offer and providing job descriptions, test assignments (if available) and other requirements.	1 - 2 days
2. Screening process	Search of the matching candidates, interview with a recruiter, tech interview with a Qubit Labs tech expert, completion of test assignment (if available)	2 - 4 weeks depending on the number of employees searched (up to 10 people) (hiring more than 10 employees at a time is discussed individually).
3. Initial approval by client	Recruiters select 3 to 5 best candidates and show their CVs for client's approval.	1 - 2 days
4. Client - developer interview (optional)	If client feels that he/she should interview the selected candidates in person, Qubit Labs team arranges individual Skype sessions with every developer.	1 - 2 days

5. Contracts	Client chooses developers he wants to hire. Client signs services agreement with Qubit Labs. Afterwards Qubit Labs signs contracts with developers and arranges appropriate workplace for them.	1 - 2 days
Milestone	Description	Description
6. Start of development process	On the first working day of a dedicated team in Kyiv, Qubit Labs sends an invoice to client for 50% of the agreed monthly fee. Client is expected to pay the bill within 15 calendar days of being sent.	15 days
7. First-month milestone	In the end of the first contract month Qubit Labs sends an invoice to client with the second half of the monthly fee required. Client is expected to pay within 10 days from an invoicing date.	10 days
8. Monthly invoicing procedure	On the first day of every month, Qubit Labs sends a monthly invoice for the services provided to client for the previous month. The payment for this invoice should be made before the 10th calendar day of the current month.	10 days
Average total time needed to ramp up a team of 10 or less people	The time needed to hire a team can vary due to the complexity of the client's requirements and a quantity of engineers that needs to be hired.	2.5 weeks - 5 weeks

We have an individual approach to every client and always try to meet your deadlines taking into account all your requirements. Moreover, we are always open for discussion on any topic.

You can calculate your possible monthly costs by multiplying the number of people with wished-for skills or send us a message, and we will help you with the calculations.

HIRE DEVELOPERS