

THE 4-STEP FRAMEWORK TO SCALING YOUR TECH TEAMS

1. IDENTIFY YOUR ENGINEERING HIRING CHALLENGES

Before adopting an AI-powered talent marketplace, evaluate your hiring process.

🔑 Key Questions to Ask:

- Are we struggling to hire DevOps, AI/ML engineers, or cloud architects
- How long does it take to fill key roles (40-60 days?)?
- What is our long-term hiring cost per engineer?
- Do we have a pipeline for scaling teams quickly?

👉 **Why It Matters: 87% of companies face a skills gap (McKinsey), slowing down digital transformation efforts**

2. DEFINE THE RIGHT TALENT STRATEGY

Not all talent marketplaces work the same way. Ensure your strategy matches your needs.

🔑 Key Considerations:

- Do we need full-time, contract, or project-based engineers?
- Should we prioritize nearshore talent for better collaboration?
- Are we looking for pre-vetted, enterprise-ready engineers rather than freelancers?

👉 **Why It Matters: Torc's AI-driven marketplace provides a 91% match rate and a 99% trial success rate.**

3. IMPLEMENT AN AI-DRIVEN HIRING MODEL

AI-powered hiring accelerates recruitment, giving you faster access to top talent. While AI streamlines the process, human expertise ensures every placement aligns with your specific needs—reducing hiring risks and improving retention.

🔑 How Torc Accelerates Hiring:

- AI-driven talent matching identifies top candidates based on skills, culture fit, and past projects.
- Human oversight ensures precision, validating every AI match before placement.
- Predictive analytics continuously refine hiring decisions, improving quality over time.
- 7.4-day hiring speed (compared to 40+ days with traditional methods).

👉 **Why It Matters: A bad hire costs 5X their annual salary (Harvard Business Review). AI eliminates hiring risks.**

4. SCALE AND OPTIMIZE WITH NEARSHORE TALENT

After integrating AI hiring, optimize your workforce with nearshore engineers.

🔑 Key Benefits of Nearshoring:

- Time zone alignment enables real-time collaboration.
- 40-70% cost savings compared to U.S. hiring.
- Pre-vetted teams require minimal onboarding and deliver 40% faster project execution

👉 **Why It Matters: Companies using nearshore tech talent improve project delivery speed by 40% while cutting costs by 50%.**

FINAL STEP: BUILD A REMOTE-READY TECH TEAM TODAY

[Download our full AI-Powered Hiring & Nearshoring Guide](#)