Architecture of Elite Tech Hiring

We find the engineers other agencies can't.

Executive Search & IT Recruitment

Today's Agenda

01 Introduction

02 Hiring Problem

03 TechWork Solution

04 Core Disciplines

05 Competitive Advantage

06 Impact Metrics

07 Engagement Model

08 Success Stories

09 Recruitment Process

10 Contact

Introduction

TechWork.bg is a specialized IT Recruitment and Executive Search agency based in Bulgaria. We identify hard-to-find engineering talent across AI, cloud, backend, robotics, aerospace, blockchain, game development and gaming.

The engineer you hire today will still be here in 8 years.
That's not luck - that's how we work.

The Real Hiring Problem

Most agencies fill the role. You still carry the risk.

01

Volume focus

Dozens of keyword-matched CVs can still miss the real technical requirement.

02

Probation failure

A weak technical or cultural fit creates months of lost onboarding time.

03

Hidden cost

Senior engineers and HR teams spend valuable time filtering unsuitable profiles.

Precision Search Method

01

Map

We map the active and passive market around the exact technical profile.

02

Validate

We assess technology depth, motivation, communication and long-term fit.

03

Present

You receive a focused shortlist of candidates who are truly worth interviewing.

Discover Our Services

Executive Search
C-level, VP and senior technology leadership profiles.

IT Recruitment
Senior engineers, tech leads, specialists and rare profiles.

Direct Headhunting
Proactive outreach to passive candidates beyond job boards.

Market Intelligence
Salary insights, talent mapping and hiring strategy support.

Core Disciplines

We focus on high-technology domains where a generic recruitment approach is rarely enough.

01 AI & Machine Learning

02 Cloud Infrastructure

03 Backend Engineering

04 Executive Search

05 Aerospace Tech

06 Robotics & Automation

07 Web3 & Blockchain

08 Game Development

09 Gaming Technologies

Mass Market vs TechWork

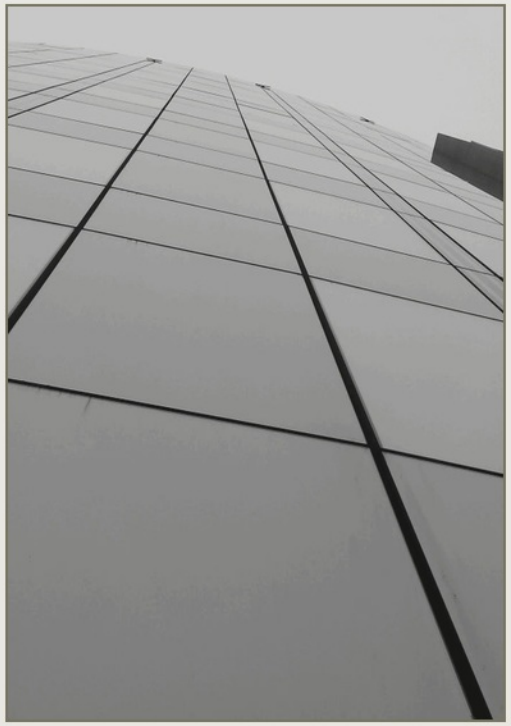
MASS MARKET RECRUITMENT

- Keyword-matched CV volume
- Shortlist without true technical validation
- Higher risk of probation mismatch
- Short-term replacement cycle

TECHWORK.BG STANDARD

- Targeted headhunting for passive talent
- Technical and motivation validation
- Long-term retention mindset
- 12-month replacement guarantee

Key Competitive Advantages



01 **Top 1% Talent Access**

We target senior engineers and leaders who are rarely active on job boards.

02 **Technical Understanding**

We speak the language of software, hardware, AI and cloud.

03 **Retention Focus**

Anyone can close a deal. We close the gap between hire date and year two.

04 **12-Month Guarantee**

A full one-year replacement support period reflects the quality of the search.

Impact Metrics

These numbers come from placements that are still active - not from closed tickets. A focused search process built around quality, speed and long-term retention.

98% TechWork retention

14d Average time-to-hire

12m Replacement support

Engagement Model

Priority Search

- Senior specialists
- Shortlist of validated candidates
- Fast process and feedback loop
- 12-month replacement support

Executive Search

- Tech leads and leadership roles
- Confidential direct approach
- Market mapping and calibration
- Stakeholder alignment

Strategic Partner

- Multiple hiring roadmap
- Talent market intelligence
- Long-term pipeline building
- Priority support and reviews

Selected Success Stories

2012-2026 Cayetano Gaming

Placed a Senior Delivery Manager who restructured 3 teams. Still there, 14 years later.

2018-2026 SolarEdge

QA Technical Leader hire that became the foundation of their Sofia engineering office.

2018-2026 Amadeus

Dual placement - Engineering Manager and PO - aligned from day one. 8 years in.

2026 Living Homes

First AI Engineer and Product Design Lead placed simultaneously for a greenfield product launch.

Recruitment Process

A clear, high-signal process that protects client time and raises the probability of a long-term hire.

QUALITY FIRST

40% Market Mapping

30% Direct Search

20% Technical Validation

10% Offer & Support

Let's Talk

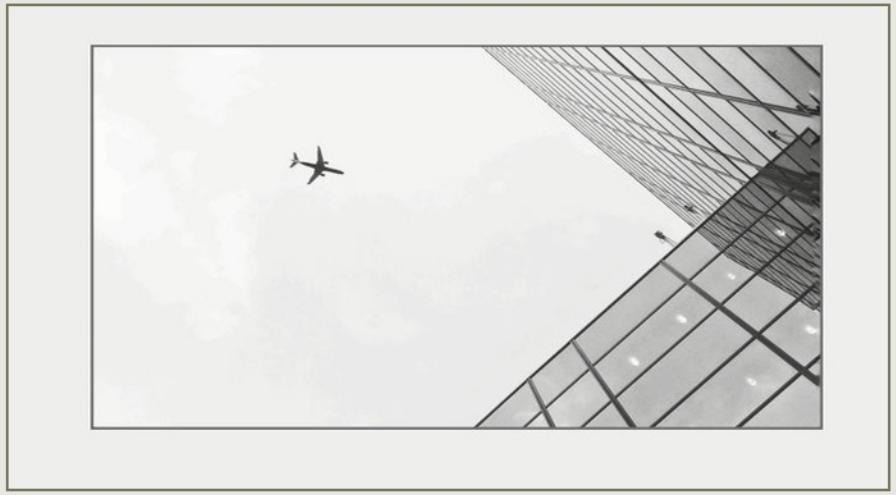
Tell us the role you've been struggling to fill.
We'll tell you if we can close it - and how fast.

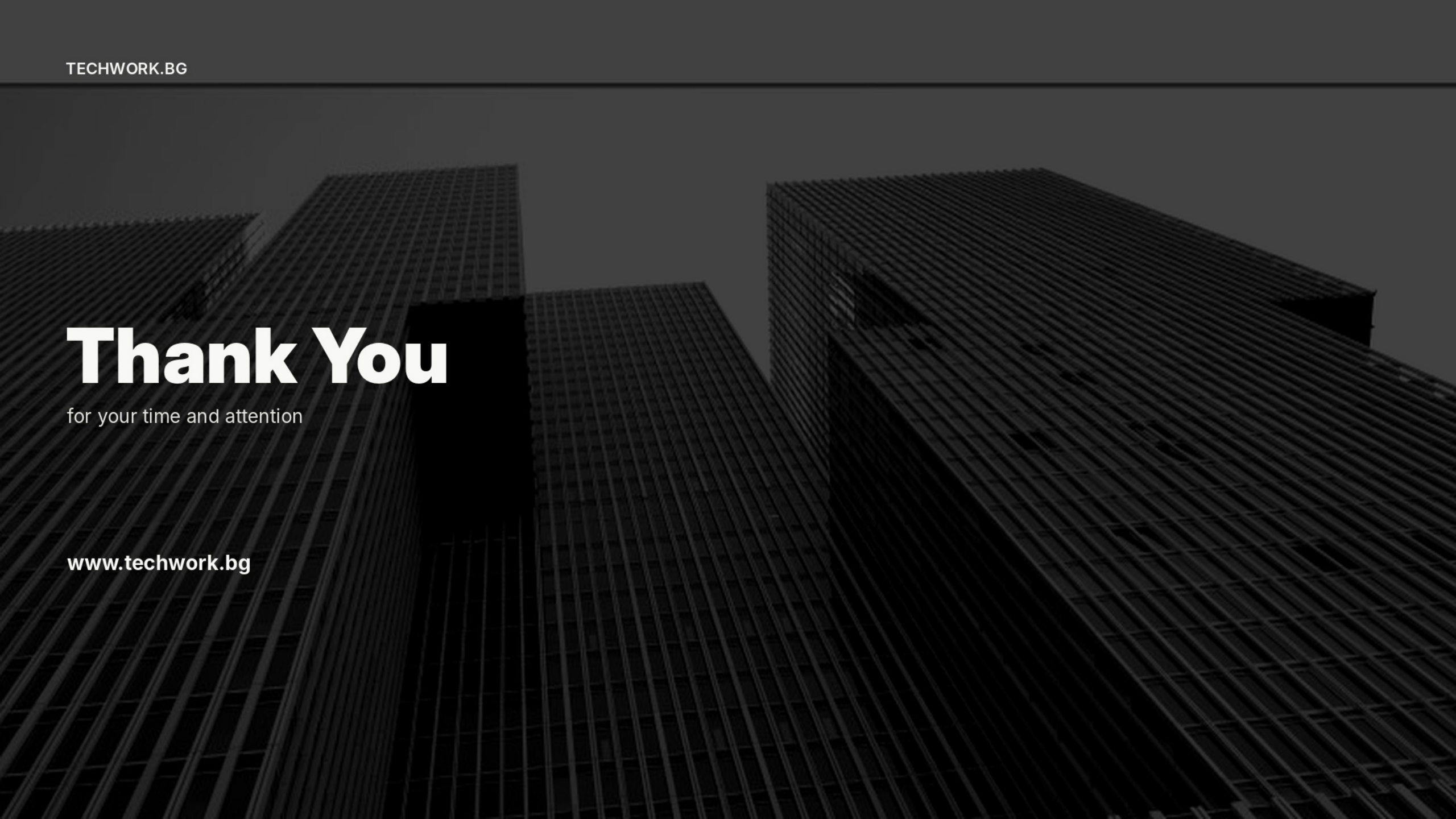
Phone
+359 8 777 88 174

Email
business@techwork.bg

Website
www.techwork.bg

Location
Sofia, Bulgaria





Thank You

for your time and attention

www.techwork.bg