

# ■ YOUR PARTNER IN ENGINEERING, DATA, AI, AND CLOUD

We help companies scale engineering teams, build modern digital products, and modernize platforms.

# By the numbers



**30+**

Years of product delivery experience

**15**

Countries of presence and 26+ locations

**200+**

Engineers available across FE, BE, QA, DevOps, Data, AI

**20+**

Active clients across industries

**80%**

Senior-level experts

**100%**

Successful engineer placements

- Ukraine
- Poland
- Romania
- Bulgaria
- Moldova
- United Kingdom
- Spain
- Cyprus
- Czech Republic
- Slovakia
- Hungary
- Canada
- Kazakhstan
- Armenia
- Azerbaijan

Cross-domain SaaS, Fintech,  
Healthtech, Edtech, Retail & Logistics,  
Manufacturing, Hospitality, Media &  
Entertainment

# Build the Right Delivery Model for Your Product Growth

Align your engineering capacity, ownership, and scalability with the right engagement model to drive consistent business outcomes



**Unpredictable Scaling**  
Teams are hard to scale up or down quickly based on needs



**Delivery Gaps**  
Lack of ownership, delays, and inconsistent execution



**Hiring Bottlenecks**  
Slow recruitment and difficulty finding high-quality engineers



**Fragmented Teams**  
Misalignment between internal and external contributors



**Limited Delivery Capacity**  
Inability to support growing roadmap

## Key Challenges

## How we can help

Design the right engagement model — from Staff Augmentation to Dedicated Teams and Center of Excellence — to ensure scalable, high-quality, and predictable delivery

## Benefits

**Flexible Team Scaling**  
Easily adjust team size and capabilities as your needs evolve

**Predictable Delivery**  
Clear ownership, structured processes, and measurable progress

**Access to Top Talent**  
Pre-vetted engineers aligned with your stack and goals

**Aligned Teams & Processes**  
Seamless integration with your workflows and product organization

**Scalable Delivery Capability**  
Support multiple teams, initiatives, and long-term growth

# Flexible Engagement Models

Tailored Around Your Needs

01

Access specialized  
talent on demand

**Staff Augmentation**

Flexible access to high-quality engineers embedded into your workflows to support fast execution

02

Ensure predictable and  
scalable delivery

**Dedicated Team**

A structured team model with shared ownership, enabling stability, efficiency, and continuous progress

03

Drive strategic impact  
and innovation

**Center of Excellence**

A long-term capability model combining governance, expertise, and innovation to maximize business value

Consistent quality, management, and accountability **across all models**

**Buy Out option at any time**

# How We Engage In More Detail

## Staff Augmentation

Extend your team with high-quality engineers aligned with your workflows

### What happens

- We match vetted engineers to your stack, goals, and team setup
- Engineers integrate seamlessly into your processes and rituals
- You retain full ownership of delivery and priorities
- We ensure quality, performance, and long-term fit

### Deliverables

- Features, fixes, and improvements delivered within your roadmap
- Code contributions, pull requests, and technical documentation
- Performance tracking and feedback loops
- Continuous support for scaling and team adjustments

## Dedicated Teams

A cross-functional team aligned with your product goals

### What happens

- We build a dedicated team around your roadmap
- Team operates with shared ownership and aligned objectives
- Techbar manages hiring, onboarding, and delivery performance
- Close collaboration with your product and engineering stakeholders

### Deliverables

- Working software delivered in iterations (features, releases)
- Sprint demos, progress tracking, and delivery metrics
- CI/CD pipelines, QA processes, and documentation
- Design and architecture support when needed

## Center of Excellence

A long-term delivery capability with full ownership and governance

### What happens

- We establish a structured delivery unit with clear governance
- Mixed set of teams led jointly
- Multiple teams can operate under a unified framework
- Focus on scalability, knowledge retention, and long-term impact

### Deliverables

- End-to-end delivery across multiple streams or products
- Standardized processes, frameworks, and best practices
- Knowledge base, documentation, and reusable assets
- Continuous optimization of delivery, quality, and team performance

# How Our Engagement Models Differ in Practice

	Staff Augmentation	Dedicated Team	Center of Excellence
Operating model	Client-led delivery with embedded engineers	Shared ownership with a managed cross-functional team	Joint delivery with structured multi-team setup
Governance & cadence	Follows client processes and delivery cadence	Joint governance with aligned rituals and reporting	Defined governance model with standardized processes and KPIs
Quality & engineering excellence system	Quality ensured through vetting and ongoing performance tracking	Structured QA, code reviews, and delivery standards	Centralized quality system, best practices, and continuous improvement
Talent system	Access to pre-vetted engineers matched to your needs	Stable, cross-functional team with managed hiring and retention	Scalable talent pool with leadership, knowledge sharing, and development
First 10 - 90 days blueprint	Fast onboarding and integration into existing team	Team setup, onboarding, and alignment with roadmap	Setup of teams, governance, processes, and delivery framework
Outcomes	Increased delivery capacity and faster execution	Predictable delivery and scalable product development	Long-term delivery capability and continuous optimization

# What makes Techbar different

We provide different engagement models, but **the same level of quality, accountability, and care** across all of them.

## Fast Onboarding

- Engineers integrated into your workflows within 1-2 weeks, ready to deliver.

## Seamless Collaboration

- Fully integrated into your processes – meetings, planning, reviews.

## Knowledge Retention

- Stable teams ensuring continuity, knowledge retention, and efficiency.

## Flexible Scaling

- Rapid ramp-up or ramp-down aligned with your business priorities.

## Cross-Functional Roles

- Cross-functional teams combining engineering, data, and AI capabilities.

## Transparent Delivery

- Clear ownership, measurable progress, and predictable delivery processes.

## Domain Expertise

- Proven experience across SaaS, Fintech, Healthtech, Edtech, Retail, and more.

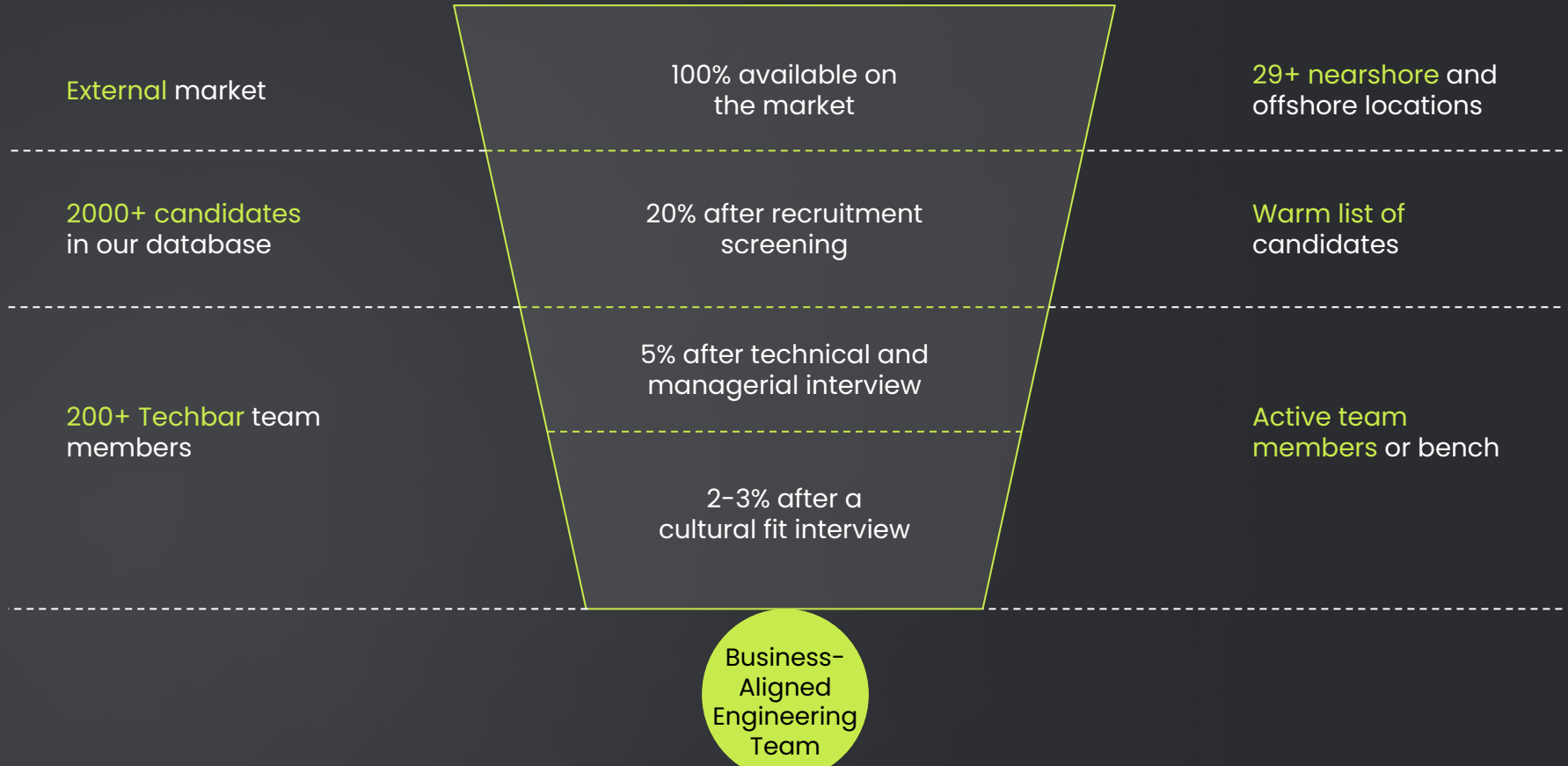
## Engineering Excellence

- Senior engineers with hands-on expertise and a strong product mindset.

## Communication Culture

- Proactive communication and seamless collaboration across time zones.

# Vetting Process



## Infrastructure & Access Control

- Secure cloud and network environments
- Role-based access control (RBAC) and least privilege principles
- Secure development environments and isolated workspaces
- Encryption in transit and at rest

## AI Security & Data Protection

- No sensitive data shared with public AI tools without approval
- Use of enterprise AI environments (ChatGPT Enterprise, Azure OpenAI, etc.)
- Human-in-the-loop validation for all AI-generated outputs
- Compliance with client-specific AI and data governance policies

## Security Processes

- Documented information security policies and procedures
- Secure SDLC practices embedded into delivery
- Regular security training and awareness programs
- Incident management and response processes

## Compliance & Standards

- Alignment with ISO 27001 principles and best practices
- Support for industry-specific compliance (e.g., SOC 2, HIPAA, GDPR)
- Readiness for client and third-party audits

## People & Culture

- NDA and confidentiality agreements for all employees
- Background checks (on request / per project requirements)
- Security awareness as part of onboarding and continuous training
- Clear ownership and accountability for access and data handling

## Legal

- Strong contractual frameworks covering data protection and IP
- Alignment with client security policies and requirements
- Data handling practices defined per project and jurisdiction

# Technology Capabilities for Scalable Product Delivery

We work with all modern, scalable technologies and bring hands-on expertise.

## Build Modern Frontends



NEXT.js



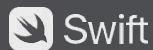
Scalable UI architectures, design systems, performance optimization

## Cloud-Native Platforms



Scalable infrastructure, resilience, cost optimization

## Mobile



Native apps

## Build Scalable Backends



.NET

Microservices, APIs, high-load systems

## Data & AI Systems



MACHINE LEARNING

NLP

BIGDATA

Data-driven products, AI features, analytics



# Ready to build?

Let's connect and explore how we can help.

No back-and-forth delays — just direct, hands-on collaboration.

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VP of Partnerships

Maria Tolkacheva

