



Brochure 2024



*"We connect your ideas with innovation driven by
Artificial Intelligence"*



joyit.io

Confidentiality

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About us

JoyIt is a multinational company that offers solutions to businesses and ventures. Our team of digital specialists and agile strategists work together to create extraordinary projects.

Some Indicators

+10 
Years

+10 
We operate in

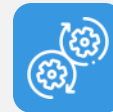
+96% 
Success Rate

"People and technology with the purpose of improving the world"

Main Services



Talent Services



Technology Solutions

Our Services

Talent Services



Staff Augmentation

Solutions to empower your team with external IT specialists on demand, optimizing the execution of projects without long-term commitments.



Headhunting

We find the right talent that fits seamlessly into your team, driving your organization's long-term growth.

Technology Solutions



DevSecOps & Cloud

Optimize the synergy between Development and Operations and accelerate product implementation.



QA Continuous Testing

We optimize the quality of your products and services through early error detection and continuous improvement.



Cloud native Application Development

We develop Cloud Native applications using recognized Cloud Computing techniques and technologies, with a focus on the cloud and open source.



Inteligencia Artificial

We empower growth and innovation through AI solutions that transform data into strategic decisions and optimize processes.



Agile

We specialize in the implementation of agile methodologies, project management and software development

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AI in Talent Selection: The Future of Business Competitiveness

Companies that incorporate AI into their selection processes gain a key competitive advantage: they reduce time and costs, improve hiring accuracy, and ensure the success of their projects. Those that do not adopt these technologies run the risk of losing relevance and being left out of the market.

Reduction in time to hire

AI automates repetitive tasks such as searching for and filtering candidates.

✓ **70%**

Source: Gartner

Improvement in the quality of recruitment

AI improves accuracy in the technical and cultural fit of talent.

✓ **50%**

Source: GitHub

Leaders in HR consider AI key

Leaders in HR believe that AI is crucial to staying competitive.

✓ **80%**

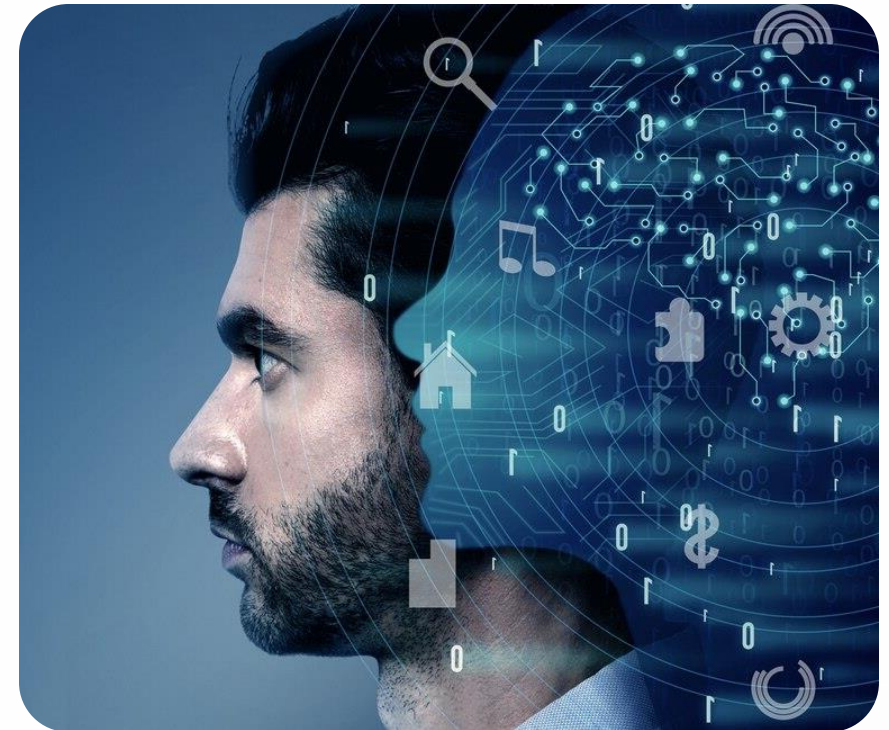
Source: LinkedIn

Reduction in selection costs

AI reduces costs by automating the early stages of the hiring process.

✓ **60%**

Source: Gartner



Staff Augmentation

Greater flexibility and agility in personnel management

Through Staff Augmentation, companies can **quickly scale their workforce based on project needs**, without the complexity and time involved in traditional full-time hiring.



Benefits



We meet **aggressive deadlines** for your projects without compromising structure.



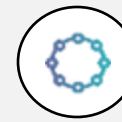
Hire **qualified and certified specialists** with full availability.



Reduction of administrative and legal burden.



Perfect Match: Find the perfect talent with AI to drive your team's success



Key benefits of contracting with JoyIT.



Key Benefits of Staff augmentation with JoyIT

Continuous Improvement Plans



- Performance Improvement
- Improved Project Speed
- Improved Engagement

Digital Platforms

3

Platforms



Indicators

- Performance
- Project



Knowledge base

- Onboarding
- Process Standardization



Safety

- Information Security (IS) Courses
- Phishing

Youth Plan



Continuous learning



Training



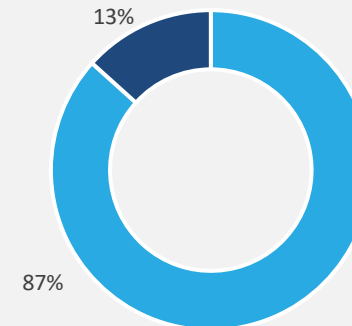
Courses



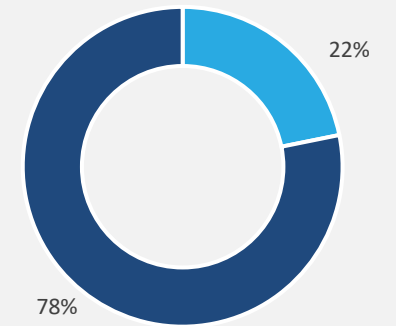
Onboarding

360 Evaluations

Leader Evaluation



Consultant Evaluation



(1) Very dissatisfied (2) Dissatisfied (3) Satisfied (4) Very satisfied

Roles Coach



They provide support and accompaniment to the teams

Activities that promote engagement



Awards

Virtual Assistants (AI)



Staff Augmentation

Our Process

Assessment of Customer Needs

A thorough analysis of the skills, experience, and competencies required for the project or role is conducted.



Selection and Search for Talent

We use our extensive network of contacts and resources to identify the most suitable candidates.



Staff Integration

Once the right candidate is selected, they are incorporated into the client's team.



Continuous Management and Monitoring

We offer ongoing support, professional development, and performance evaluations to ensure a high level of quality and satisfaction.



IT profiles we recruit

Certified in TOGAF – PMP – ISTQB – CSM – PMI-ACP



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Development of Software & Programming

Java
.Net
C#
Ruby
C++
Python
Perl
Power Builder
RPG
Xamarin
Ionic
Go
Visual Basic
Angular JS
Node
React



Databases and Systems Administration

Oracle
SQLServer
DB2
DBA

Servicios de Infraestructura TI

Cloud Infrastructure
Network Administrator
Server Administrator
Infrastructure Architect



Development and Design of User Experience

Front End
Full Stack
UI/UX Design
Visual Designer
Interaction Designer
UX Designer

Data, IA & ML

Teradata
Data Science
Data Engineer
Data Integrator
Data Analyst
Machine Learning
Data Quality Architect
Data Warehouse Architect



Project Management and Analysis

Business Intelligence
Business Analyst
Functional Analyst
Scrum Master
Agile Manager

Agile Coach
Technical Lead
Project Manager
Delivery Manager
PMO
Government Architect

CRM, ERP y otros

Salesforce
SAP
Magento
Sharepoint
Message Broker

Cyber Security

Security Architect
Security Analyst

QA, Automation & RPA

QA Analyst
QA Automation
RPA - UI Path

SAP profiles we recruit

SAP R/3 - S/4 HANA



Development and Programming in SAP

ABAP
SAP PORTAL
HCI-CPI
WORKFLOW
SAC
BIBW (BEX)



Administration and SAP Management

BASIS
NETWEAVER
SAP PORTAL
SCP



Management of the Supply Chain

EWM
TM
WMS



Functional Modules and SAP Management

SD	TRM
ISU	CRM
SRM	HCM
MM	SCM
PS	PP
CO	C4C
FI	ARIBA
PM	CONCUR
BPC	FIELDGLASS
QM	SUCCESS FACTOR

SAP: Transform your business with efficiency, accurate data, and smart decision-making. Boost your competitiveness and growth with the leading business management platform.

Headhunting

Find the talent that will transform your company.

We take care of finding and selecting the most outstanding professionals in the market so that you can **strengthen your team with the best talent available.**



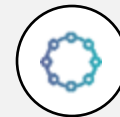
Benefits



Record time: Thanks to the use of technologies, we reduce the response time of our deliverables (AI, cloud base, machine learning and BI).



Quality of the shortlist: We deliver qualified personnel with the Fit-cultural of the company.



Employer brand: We highlight our clients' employer brand



Extensive ATS database: Thanks to our ATS we have a powerful database of qualified professionals throughout the region.



Perfect Match: Find the perfect talent with AI to drive your team's success

Headhunting IT: Impact and Guaranteed Results

Four candidate profiles are displayed, each with a profile picture, name, title, location, remote status, skills, and salary. The candidates are:

- Sofía Alvarado**, Frontend, Remoto, Lima, Perú, \$3,000/mes. Skills: JavaScript, HTML, CSS, React, Vue.js, +8.
- Renzo Cárdenas**, Frontend, Remoto, Lima, Perú, \$3,000/mes. Skills: JavaScript, HTML, CSS, React, Vue.js, +5.
- Carlos Villanueva**, Frontend, Remoto, Lima, Perú, \$3,000/mes. Skills: JavaScript, HTML, CSS, React, Vue.js, +3.
- Ángela Vargas**, Frontend, Remoto, Lima, Perú, \$3,000/mes. Skills: JavaScript, HTML, CSS, React, Vue.js, +2.

- **+100** Global companies hire our candidates
- **+10,000** Talent were hired at the LATAM level
- **+60,000** Registered Talent Base
- **72** Hours, turnaround time for our candidates

 Thanks to our database and networking we have qualified professionals throughout the region.



Key Benefits of Headhunting with JoyIT

Core Service

Service Indicators



Dashboard de Avance

Process View

Digital Platforms



Indicators

- Performance
- Project



Knowledge base

- Onboarding
- Process Standardization

Design and execution of evaluations

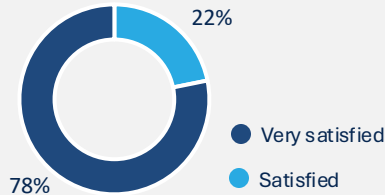


Base de datos



Networking
Hunting IT

Psycho-occupational report



Team

- HR Business partner
- Talent acquisition specialist
- IT Business partner
- Agile Manager

Prime Reviews



- Code Challenge
- Hackaton
- Job stability

Artificial intelligence



Perfect Match

Profile Analysis

Continuous Improvement

- ✓ IT Headhunting Procedures
- ✓ Synchronization Meeting

Deluxe Service

Premium Validations

- ✓ Credit Analysis
- ✓ Police and Criminal Records
- ✓ Integrity

Assessment Center 360



Focus Group Assessment

Headhunting

Our recruitment process

We carefully analyze the skills, experience, and specific characteristics needed to make informed and equitable decisions.



Our Services

Talent Services



Staff Augmentation

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Headhunting

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Technology Solutions



DevSecOps & Cloud

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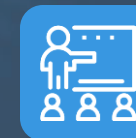
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AI Technology Solutions: Driving Innovation and Efficiency

Companies that implement AI in their technology solutions gain optimized performance, reduce costs, and accelerate development times. Failing to harness the potential of AI in technology infrastructure and project management can limit the ability to grow and compete in a changing digital environment.



Increased development team productivity

AI helps automate routine tasks, freeing up time for the team and increasing productivity.

⬆️ **47%**

Fonte: Accenture

Reduction in the risk of operational failures

AI systems anticipate and correct potential failures in real-time, reducing the risk of operational problems.

⬇️ **30%**

Source: McKinsey & Company

Improved business decision-making

Companies that adopt AI for data analytics improve the quality and speed of their strategic decisions.

⬆️ **55%**

Source: Deloitte

Reduction in IT infrastructure costs

By optimizing the use of resources and anticipating needs, AI can reduce technology infrastructure costs.

⬇️ **45%**

Source: PwC

DevSecOps & Cloud

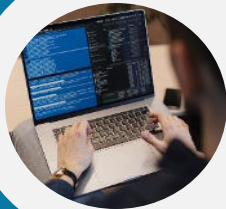
"It optimizes the synergy between Development and Operations and accelerates product implementation."

Solutions



Consulting and diagnostics

We analyze the current state of DevOps in the organization and deliver the improvements to be implemented



DevSecOps y Cloud Implementation

We carry out the DevOps adoption plan AND implement it in the organization



Process and culture transformation

We change current paradigms of product delivery and the people involved

Benefits



Reduce the time to deliver new functionalities.



Increased early deliveries to market of software products.



Improve application recovery time.



Improve the product with the use of good quality and safety practices.



QA Continuous Testing

"It ensures software quality at every stage of development, enabling companies to deliver more reliable products and adapt quickly to market needs."

Solutions



QA Process Assessment

We evaluate and improve your QA processes to optimize the quality of your products and services.



Test Implementation

We implement test automation solutions to streamline your QA processes and ensure greater test coverage.



Measuring Progress with Metrics

We set custom quality metrics and KPIs to continuously measure and improve the quality of your products and services.

Benefits



Reduction of defects and errors in products/services.



Process optimization for greater operational efficiency



Continuous quality improvement



Strategic alignment with business objectives



Cloud Native Application Development

"It enables companies to scale quickly, innovate with agility and maintain high resilience, boosting their competitiveness in the digital marketplace."

Solutions



Consulting Research & Design

We provide advice on developments, technology and new trends in order to improve the productivity of your projects.



Application Development

We develop software in the cloud, accessible from any device with internet, guaranteeing robustness, reliability and efficiency.



Cloud Migration & Optimization

We help companies migrate their legacy systems to the cloud and optimize their performance and security.

Benefits



Allow focus on the code and not the infrastructure.



Adopt DevOps best practices.



Get support for cloud solution providers.



Use open source.

Artificial intelligence

"We empower growth and innovation through AI solutions that transform data into strategic decisions and optimize processes."

Solutions



Implementation of Artificial Intelligence Agents

We transform and optimize processes, improving decision-making and elevating the customer experience through the implementation of artificial intelligence agents.



Implementación Personalizada

We implement customized AI solutions that align with unique needs and goals



Synthetic Data Management and Training

Creating and managing synthetic data that enables organizations to innovate, develop AI models, and comply with privacy regulations

Benefits



Automation of key processes: AI automates repetitive tasks, improving operational efficiency.



Data-driven decision-making: Analyze large volumes of data in real-time for more accurate decisions.



AI-powered product development: Facilitates the creation of innovative products and accelerates their time to market.



Resource optimization: Allowing you to do more with less and increasing overall productivity without increasing costs.

Agile

"Agility drives companies to be more adaptable, innovative and customer-oriented, creating an environment where efficiency and employee and customer satisfaction enhance each other."

Solutions



Assessment agile

We assess the level of maturity in implementing agile practices. We offer concrete guidance and strategies.



Agile coaching & mentoring

We help you introduce agile methodologies to all teams, at a corporate and technical level



Adopting Safe Frameworks

We introduce agile scaling to the enterprise, driving continuous delivery with reduced wait times.

Benefits



Improve the time to market .



Size projects for the Risk reduction.



Collaboration between the business and technical team.

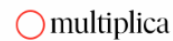


Eliminate unnecessary tasks.

Technologies and tools that drive our innovation



Our clients





Contact us for more information



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