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# TALENT SERVICES



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# What is Pasiona Talent Services?

We are a consulting firm specialized in software development in the areas of Web, Mobile, UX/UI Design, Digital Accessibility, Cloud, Innovation, AI, Cybersecurity and Agile. We analyze the needs of the company, design a customized solution and accompany you throughout the process.

**Pasiona Talent Services**, was born from the need of our clients to incorporate qualified talent to their projects. Therefore, today there are many who trust us to expand their technology teams by providing an outsourcing service with high added value.



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# Pasiona Momentum

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**125** Collaborators

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**15** Years of experience

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**>1.948.817** Produced hours

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**247** Clients

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**35%** International turnover

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**1258** Projects completed

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# Value proposition

- As a company we bring 15 years of experience.
- Recruitment department specialized in attracting and retaining talent.
- We have specialized tools for the selection of technical profiles.
- A large technical team evaluates both the uptake and the technological level.
- Technical validation by our own technological references.
- High communication and transparency with the client.
- Quality assured selection process.



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# Phases of the process

- Analysis of the need and job description.
- Selection process by Pasiona.
- Publication in different portals and proactive search.
- Telephone and face-to-face interviews.
- Validation of personal and technical skills.
- Request for references.
- Presentation of applications to clients.
- Client interview and selection process.
- Joint evaluation of applications.
- Closing and negotiation of conditions.



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## SERVICES

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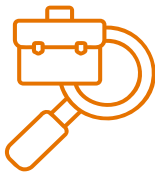


**Outsourcing**



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**Recruitment**



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**RPO**



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**Outsourcing**

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RPO

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# Outsourcing

Proposal

- The employee is part of Pasiona's staff and will perform his duties under the technical supervision of the client.
- A Pasiona Business Manager follows up with both the client and the consultant.
- The consultant has the support and advice of a technical referent assigned by Pasiona. The latter acts as a mentor.
- Annual evaluations of the consultant according to their professional development.
- The consultant receives Pasiona's social benefits and has access to ongoing training.

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**Recruitment**

RPO

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# Recruitment

Proposal

- Pasiona leads the selection process and the candidate joins the client's staff under the following conditions.
- It is possible to make an extended Recruitment, agreeing the incorporation after a few months of trial under the Outsourcing philosophy. In this case the Client obtains the verification after the trial period and the FEE is conditioned to the entry period to be stipulated between both parties.

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**RPO**

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**RPO**

(Recruitment Process Outsourcing)

Proposal

- Client with a high volume of incorporations and recurring needs
- Optional onsite model
- Contact person for requirements
- Pasiona Recruitment Team
- Optimization of selection processes
- 3 months guarantee to replace the candidate in case he/she does not fit in or leaves voluntarily.
- Incorporation of added value
  - Employer branding client
  - Attraction and recruitment campaigns
  - Construction of the candidate persona
  - Candidate Onboarding

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# Success stories

What is it?



Momentum

Operating in 39 countries in 6 continents, and home to around 29,000 employees, serving 16 million customers in 2021, Belron is the world's leading vehicle glass repair and replacement group. Belron has a clear purpose: 'to make a difference with real care'.

Proposal

The challenge that the company Belron poses to Pasiona is the creation of a technical team for a new Technology Hub in UK & Spain (RPO Project).

Process



Services

"Our collaboration with Pasiona has been very satisfactory. From the first contact in which they immediately saw our needs, with continuous monitoring of the correct operation and the ease of invoicing provided. They have a good response, fast and with very qualified staff to solve any needs you may encounter."

**Success stories**

**Jordi Gil**

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For more information  
contact our team.

**MORE THAN SOFTWARE DEVELOPERS**

info@pasiona.com

+34 692602565

[www.pasiona.com](http://www.pasiona.com)

