Since 2020, I have moved from the office and have been working from home for over a year now. I began to see my family more, spend more time with children. Because I usually came home late from the office, then I see more advantages working from home. I used to leave in the morning while the children were still asleep and came when they had already gone to bed and talked mostly on weekends. Now we talk a lot during breaks, play board games together, collect Lego sets. The office has advantages - that you can fully concentrate on work and no one distracts with family matters, but you can always agree on the work schedule within the family. In my case, I took the bedroom for a mini office and close myself for the duration of calls.

In my third year in 2009, I went to work as a layout designer, after 2 years I got a job as a front-end developer. I worked as a front-end developer for about 3 years. In 2014, I took the first order for Elance (now UpWork), and in January 2015 I rented an office, and in March 2015 I opened a legal entity in Russia under a web development agency. Until 2018, we hired full-time developers and grew twice a year. Since 2018, I decided to retrain the business model for recruitment, because I see more potential in this market, more opportunities for growth, and business process automation.

As a recruiting agency, we are focused on learning as much as possible about a specialist's technical skills in the shortest possible time. Time in recruiting is a decisive factor - the faster the hiring company makes a decision, the more strong specialists will be able to get an offer. Even if you do not have the best offer on the market - if you make an offer faster than your competitors, you can get strong specialists for your team. At the moment, as soon as a candidate responds on our website, all information on him is automatically entered into our CRM.

The next step is to offer a specialist to undergo online testing using software that performs projection during testing. This type of online testing allows you to get the results of execution, analysis of the candidate's behavior immediately after the test. We analyze the questions every 50 tests passed, if the statistics show that experts do not answer this question correctly, regardless of competence, and vice versa, all answer correctly, we remove this question.

In the final step, we suggest going through a technical interview with a technician. For each candidate with whom we have tested since the beginning of 2019, we offer a detailed report on the results of all stages of the interview.

In the current month, we plan to complete the automation of the CV assessment process and automatic transfer of the candidate for online testing. We also plan to automatically transfer to a technical interview based on the results of online testing. Thus, the candidate will be able to pass online testing and choose the time for a technical interview on the day of response on any site where we will post a vacancy.

Our turnover for 2020 has decreased by more than 2 times compared to 2019. At the end of 2019, 4 clients did not pay off our bills, which also greatly influenced the financial stability. In early 2020, the business practically stopped and I was forced to lay off most of our full-time employees. From October 2020, we are actively recruiting specialists again.

Yes, as I mentioned in the previous question, I had to lay off most of our full-time employees. The layoff of each of the specialists was a difficult but necessary decision for the further work of the company.

We initially worked remotely, so there were no noticeable changes in this area. Zoom and Microsoft teams have become noticeably more popular means of communication.

If we talk about ways to improve interaction with the customer, then the main thing is to first understand as quickly as possible what kind of company we are in front of and what its requirements for the candidate are. Further, it is also as quickly and easily as possible for the client to find a suitable specialist. In recruitment, in my opinion, recruiting time is a key factor that cardinally affects the survival of a business. Moreover, it should be understood that if we offer a specialist who has not approached the vacancy, this is the same time that the customer and we are losing.

I always try, whenever possible, to make at least one video call with the customer in order to better understand the tasks on the project. During even a short call, you can find out much more details about the project, the company, which may not have been mentioned during the correspondence.

Our company received tax breaks, like most companies from Russia. We didn't have any additional support. In general, the Coronavirus had a little effect on the team's work regime, because we have been working completely remotely for more than 2 years.

I believe that the Coronavirus epidemic should significantly slow down the growth of large cities and increase the number of people choosing suburbs for permanent residence, and, accordingly, the remote format of interaction with business. Remote work and online interviews should gradually become the norm for the IT industry, and it is in this direction that our company has been working for more than 6 years.