

WHAT WE DID:

2017 - 2018



Pre-Sale

- Conducted 2 rounds of qualification, defining current challenges, needs, and plans.
- Nailed down the ideal candidate profile and target region for building the nearshoring team: Ukraine.
- Alongside Global-e's Project Manager, we crafted a job description for each required position.



Project initiation: Recruiting

- Arranged the 1st interview during the 1st week of our collaboration.
- Hired the 1st team member—a Team Lead—within 3 weeks.
- Conducted 117 technical interviews for the client.
- Recruited 11 professionals in 8 weeks.
- Achieved an interview-to-hire ratio of 1:11, compared to the tech industry benchmark of 1:13.



HR part / Facilities

- Provided the team with a dedicated office in an A-class business center.
- Presented each newcomer with a gift box.
- Offered all team members HR perks, including mental health sessions and educational courses.



Legal, Tax, and Payroll

- Handled all legal matters and the registration of new employees.
- Managed taxes, social security, health insurance, pension contributions, and other benefits—saving Global-e approximately 20% in taxes per employee.
- Helped Global-e save around \$45,000 per employee per year simply by taking advantage of the salary differences between Israel and Ukraine.

2018 - 2019



Scaling: Recruiting

- Hired an additional 14 engineers, to scale up the team.
- During the second year of collaboration, we reached the average TTH (time-to-hire) - 7 weeks;
- Interview-to-Hire Ratio decreased to 1:9, saving our customers 1 hour per hire.
- Within 3 weeks after Global-e's request, we replaced an engineer that didn't fit the customer's requirements.



HR part / Facilities

- Added another dedicated office space for the team.
- Arranged 2 corporate events specifically for Global-e's team.

2019 - 2021

The customer was actively preparing to go public.

Covent IT facilitated this process by retaining the current team and replacing employees who had left.

In 2021, Global-e successfully went public, completing its IPO on NASDAQ.

WHAT WE DID:

2021 - 2025

Team extension

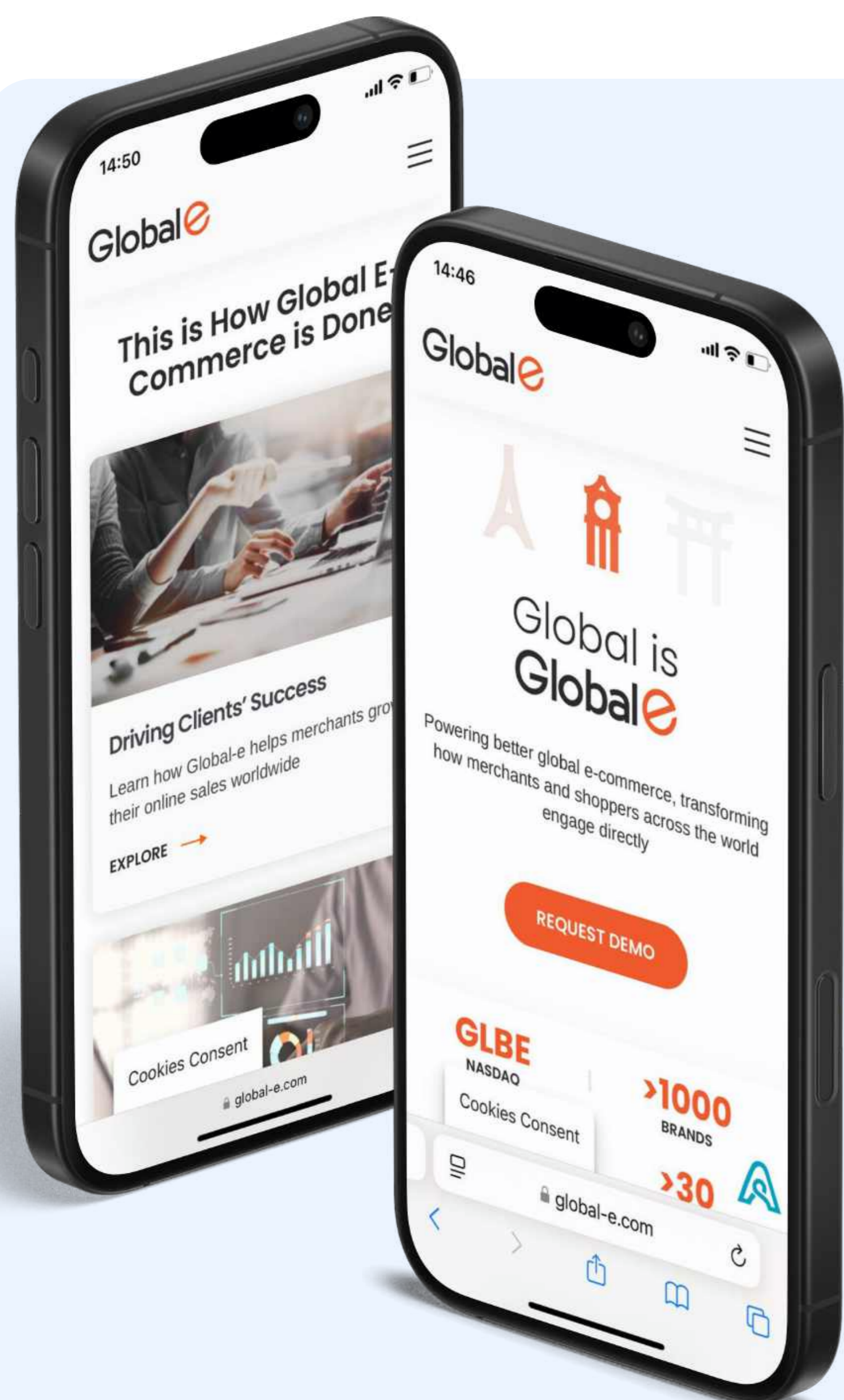
The following year experienced rapid growth.

- Scaled the team by 2.5 times, expanding it to 85 professionals across various specialties;
- Achieved a Time-to-Hire (TTH) rate of 6 weeks;
- The final interview-to-hire ratio was set at 1:7;
- Established an additional nearshoring location for the customer in Eastern Europe.

SUMMARY:

After more than 7 years of collaboration, we're proud to highlight our shared achievements:

- Established two nearshoring teams in Eastern Europe.
- Built a team from 0 to 85 employees.
- Maintained an interview-to-hire ratio of 1:7.
- Achieved a Time-to-Hire (TTH) rate of 6 weeks.



A SPECIAL BONUS 🎁

Dear Reader,

If you've read our success story all the way to the end and have reached this section, you probably belong to one of these groups:

- You're interested in nearshoring and are wondering if it's a good fit for your organization.
- You're a competitor trying to decipher the secret of our success.

If you belong to the second group, we genuinely wish you luck 😊

But if you're interested in learning more about staff augmentation, we invite you to a free consultation with one of our professionals. You'll get answers to all of your questions.