

# Startup Grows Significantly After Hiring a Remote Developer

What if you could get not only the talent that you need to perform a certain set of tasks for a project, but also an individual that would help to shape your company and grow your business?

And what if you could hire this person in less than a month?

When the **Managing Director of Upaknee** contacted **DistantJob**, he hoped he was going to get the hire that he'd been searching for. But after working with the remote recruitment agency, he got much more.

This is a story that began with the need for a Developer and ended with business growth.

## About DistantJob



DistantJob is a unique recruitment agency that specializes in hiring remote Employees. We go all over the world to find the best and smartest IT specialists that would work remotely for North American and Western companies.

Visit us at [www.distantjob.com](http://www.distantjob.com)

## The Company



Upaknee is a leading Canadian-based technology provider of email, mobile, and social media messaging. They build products and services on the premise that organizations, regardless of size, should have access to easy-to-use, sophisticated, and effective online messaging tools.

## The Search

Upaknee was a startup looking to hire qualified people that would help them build a strong presence in the market. Trying to establish a product in such a competitive and fast-paced industry was challenging. Being a startup, they needed to make the most out of their budget as much as they could, without resigning sacrificing quality. But they were having trouble finding that talent.

“We had interviewed a few candidates on our own, and spoke to recruiters that were either too expensive or didn’t provide candidates that were up to par.”



## < A Remote Solution >

They’d been looking for a while but it wasn’t until Stuart Dow (Managing Director at Upaknee) met Sharon Koifman (CEO at DistantJob) at an industry event, that they agreed to consider vetting resumes from remote candidates.

And *everything* changed.

Dow and his team got their first resume - of a candidate located in Bulgaria - within a few days of handing the job description to DistantJob's specialized IT recruiters.

After conducting two separate interviews, they were sure that the person was more than qualified for the job, so they offered him the position.

"DistantJob provided a candidate whose skills were exceptionally high, higher than most developers we had interviewed locally." -  
Stuart Dow, Managing Director at Upaknee.



## The Results

It was clear: This remote developer was not interested in a short-term gig. His enthusiasm and innovative ideas soon elevated him from junior collaborator to an essential team member for the core business.

He brought expertise that the company had lacked, and was smart and determined. He was rewarded for these characteristics; Upaknee embraced his talent and encouraged their new hire.

He also worked closely with the direction of product development, building the foundation that established the brand as a leader in the marketplace.

Today, Upaknee is a leading provider of email and communications technology. Through the power of innovation, just as when it was a startup, it continues to grow and develop in different areas. Their initial DistantJob remote employee is now a Senior PHP Developer and Manager for Upaknee.

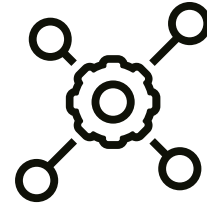
# The Road to Success

## The Right Fit



From learning about his environment and locale to ordering food delivered right to his house so he can join them on company lunches, Upaknee is the perfect example of how to successfully integrate remote staff into a company and its culture.

## Management



Upaknee was able to see beyond the tasks they expected the employee to perform, and embraced his innovative ideas, hunger for growth, commitment, and dedication. They listened to his insights, which soon became a focal point for executives.

## Widening The Net



By being open to hiring internationally, they didn't have to settle with the talent available. Instead, they got to hire a qualified full-time employee who was also a great fit for the company, at an affordable cost. It was just what they needed.

## Working With a Boutique Agency



By working closely with Upaknee, DistantJob provided a tailored service with a high focus on cultural fit and was able to find the right person for Upaknee just within a few days after they supplied the job description.