Bringing in a technology talent partner: *the six answers leadership will ask for.*

Fill in the **[brackets]**, then forward. Facts about select by Viamagus are as the company states them, October 2026. Ask them for the evidence behind any line before the pilot; the security and procurement pack is available on request: team@viamagusselect.ai.

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01 · The need

What are we solving, and why now?

Our centre is taking on **[the mandate or programme]**. To deliver it we need **[n]** engineers in **[roles]** by **[date]**. We hire these specialist roles rarely and have no ready pipeline for them, so each search would start from zero. Every month the roles stay open delays **[the outcome leadership expects]** and keeps our senior engineers screening instead of building.

02 · Options

What else did we consider?

Grow our own TA capacity for these roles: **[cost]** and **[time to first hire]**. Our TA team keeps the roles we hire often. select by Viamagus covers **[roles]**, where a ready bench and engineer assessment save time. From month 13 the engineers join our payroll, so the capability stays ours.

03 · What they add

Beyond a recruitment vendor?

We are buying an assessment, not CVs. Engineers who build production AI score each candidate on five skills against a pass mark of 75 and write a verdict. We interview only those who passed; the decision stays with us.

select by Viamagus: a bench of 10+ vetted people per role, refreshed weekly; a dossier per candidate, signed off by a senior engineer.

04 · How it works

How would the engagement work?

One role as a pilot. Within 48 working hours, 3 to 5 written verdicts. In months 1 to 12 the engineers work in our team on a contract with Viamagus; from month 13 they join our payroll.

Terms: no search fee, no conversion fee, free replacement within 30 days of the start date, no cost for the initial pool.

Cost: **[rate per engineer per month, from select by Viamagus]**

05 · Measures

How will we know it worked?

We agree these before the pilot and review them after the first hires.

Measure	Target
Brief to written verdicts	48 working hours for roles on their bench (10 am to 7 pm India time, Monday to Friday)
Shortlisted candidates we interview	**[target]**
Interview to offer	**[target]**
Offer to joining	**[target]**
Engineer hours spent screening per hire	From **[baseline]** to **[target]**

06 · Evidence

What supports the decision?

select by Viamagus is part of Viamagus, an AI product engineering company in Bengaluru since 2014: 100+ engineers, 350,000+ engineering hours. For an enterprise client whose AI initiative had stalled, they hired 8 engineers in 4 weeks; the proof of concept is now in production. A senior data scientist for a BFSI GCC: 4 days to first interview. Three ML engineers for a US-headquartered GCC: 3 of 3 cleared the client's technical rounds.

ISO 27001 · SOC 2 Type II · HIPAA · ISO 9001 · NASSCOM Partner · Claude Partner Network. Held by Viamagus. The contract is with Viamagus Technologies Pt. Ltd.

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