



Human Resources expert consultants  
and the latest Information Technology.



[www.joyit.pe](http://www.joyit.pe)

# Mission and Vision

"People and technology with purpose to improve the world."

## Our Mission

Empowering our clients to leave a positive impact on the world and supporting them in their transformation.

## Our Vision

Being global leaders of high quality, focused on collaborative innovation and technological excellence.





# Global Talent and Technology Company

**+400**

**Published  
Advertisements**

**+200**

**Happy  
Customers**

**+20,000**

**Registered Specialists  
on our Platform**

**+96%**

**Success  
Rate**



**Comprehensive  
High-Value  
Solutions**



**Strategic  
Partners in  
the Industry**



**Leading  
Clients in Key  
Sectors**

# Our International Presence

Operations In  
**+10 Countries**  
#JoyitArroundtheWorld



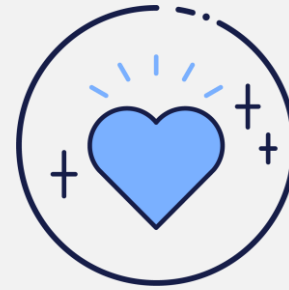
# Our Values

- We promote a flexible and collaborative work environment, **where our team works together to generate innovative solutions.**

## Collaborative Innovation



## Customer-Centric Excellence



- **We deliver high-quality results in every project,** focusing on the unique needs of our clients.

- **We enable our users to closely examine our security practices and processes,** thus strengthening mutual trust in our dedication to protecting their data and privacy.

## Transparency and Data Protection



## Technological Excellence



- We master technological complexities with the **purpose of delivering exceptional solutions to our clients.**

# Our Services

## Talent Service



### Staff Augmentation

Boost your team with on-demand external IT specialists, optimizing projects with maximum flexibility.



### Nearshore

Design strategies for projects, both local and abroad, without operational interruptions.



### Headhunting

We find the perfect talent for your team, driving sustainable growth for your organization.



### Market Analysis

We conduct market analysis regarding the viability of the profile and local vs. foreign salary.



### Agile

We engage all members of the multifunctional agile team to deliver value continuously and sustainably to the business.

## Technology Solutions



### Secure DevOps

Boost the speed and efficiency of your projects by accelerating the development and implementation of applications.



### Cloud native application Development

Enhance agile development of cloud applications for efficient deployments.

Our Services

# Talent Services

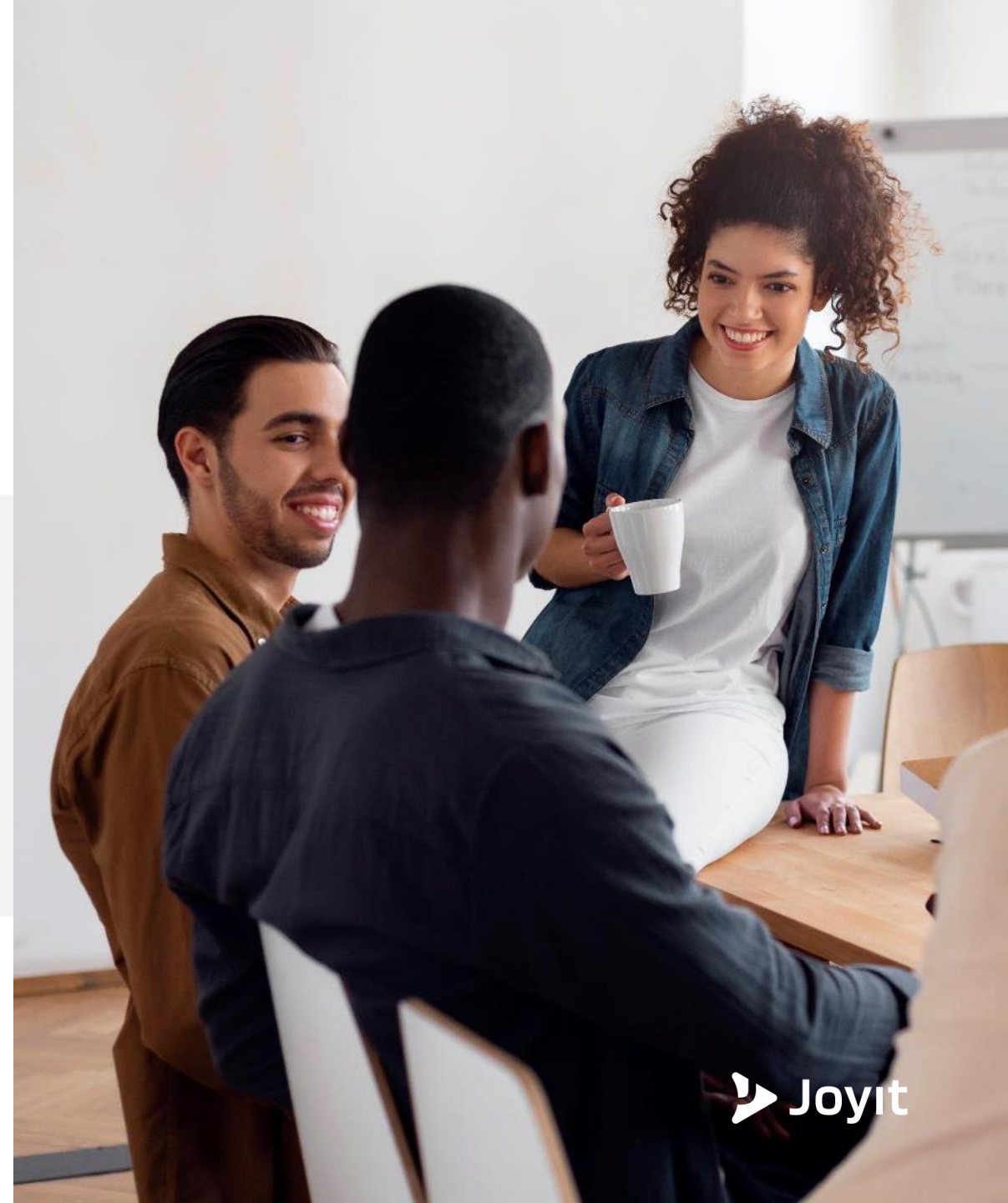
"We collaborate with local experts for global needs."



# Staff Augmentation

A successful model to expand your team.

**Increased flexibility and agility in personnel management:** Through Staff Augmentation, companies can quickly scale their workforce according to project needs, without the complexity and time involved in traditional full-time hiring.



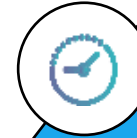


# Staff Augmentation

## Benefits



Hire by hours or months.



We meet aggressive deadlines for your projects without compromising the structure.



Hire qualified and certified specialists with full availability.



Reduction of administrative and legal burden.



Ease of adoption and integration of internal processes.



Cost reduction for acquiring skills.



# Staff Augmentation

## Our Process

### Client Needs Assessment

A comprehensive analysis of the skills, experience, and competencies required for the project or role is conducted.



### "Talent Selection and Recruitment"

We leverage our extensive network of contacts and resources to identify the most suitable candidates.



### Personnel Integration

Once the right candidate is selected, they are integrated into the client's team.

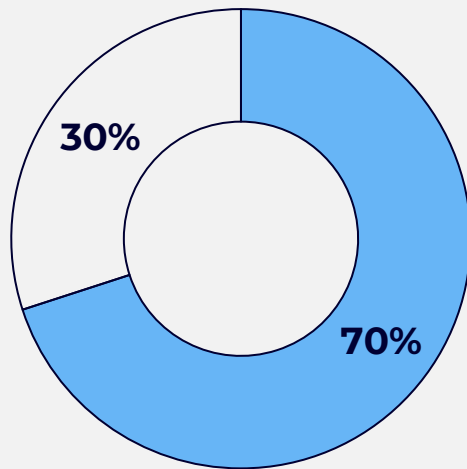


### Continuous Management and Monitoring

"We provide continuous support, professional development, and performance evaluations to ensure a high level of quality and satisfaction."



## Industry Insight:



According to a study by the consulting firm Gartner, **70% of companies plan to increase their investment in IT outsourcing services in 2023.** This data reflects the growing importance of the strategy to expand IT teams efficiently and effectively.



# Nearshore

Expand your capabilities with global talent.

**The true advantage of our nearshore services lies in the ability to access global talent,** allowing you to expand your capabilities and resources in an agile and cost-effective manner.

# Nearshore Benefits



Addressing the talent shortage in the market.



Optimizing project costs.



Reduction of administrative and legal burden.



Reducing learning and onboarding times.



Specialists with ease of adoption and integration of internal processes



# What IT professionals are we recruiting?

Certificates in TOGAF – PMP – ISTQB – CSM - PMI-ACP



## Software Development and Programming

Java  
.Net  
C#  
Ruby  
C++  
Python  
Perl  
Power Builder  
RPG  
Xamarin  
Ionic  
Go  
Visual Basic  
Angular JS  
Node  
React



## Database Management and Systems Administration

Oracle  
SQLServer  
DB2  
DBA

### IT Infrastructure Services

Cloud Infrastructure  
Network Administrator  
Server Administrator  
Infrastructure Architect



## Development and Design of User Experience

Front End  
Full Stack  
UI/UX Design  
Visual Designer  
Interaction Designer  
UX Designer

### Data, IA & ML

Teradata  
Data Science  
Data Engineer  
Data Integrator  
Data Analyst  
Machine Learning  
Data Quality Architect  
Data Warehouse Architect



## Project Management and Analysis

Business Intelligence  
Business Analyst  
Functional Analyst  
Scrum Master  
Agile Manager

Agile Coach  
Technical Lead  
Project Manager  
Delivery Manager  
PMO  
Goberment Architect

### CRM, ERP, and others

Salesforce  
SAP  
Magento  
Sharepoint  
Message Broker

### Cyber Security

Security Architect  
Seguridad Analyst  
Architect

### QA, Automation & RPA

QA Analyst  
QA Automation  
RPA - UI Path

# What SAP professionals are we recruiting?

SAP R/3 - S/4 HANA



**Development  
and Programming in SAP**

ABAP  
SAP PORTAL  
HCI-CPI  
WORKFLOW  
SAC  
BIBW (BEX)



**Administration  
and Management of SAP**

BASIS  
NETWEAVER  
SAP PORTAL  
SCP



**Supply  
Chain Management**

EWM  
TM  
WMS



**Functional and Management  
Modules in SAP**

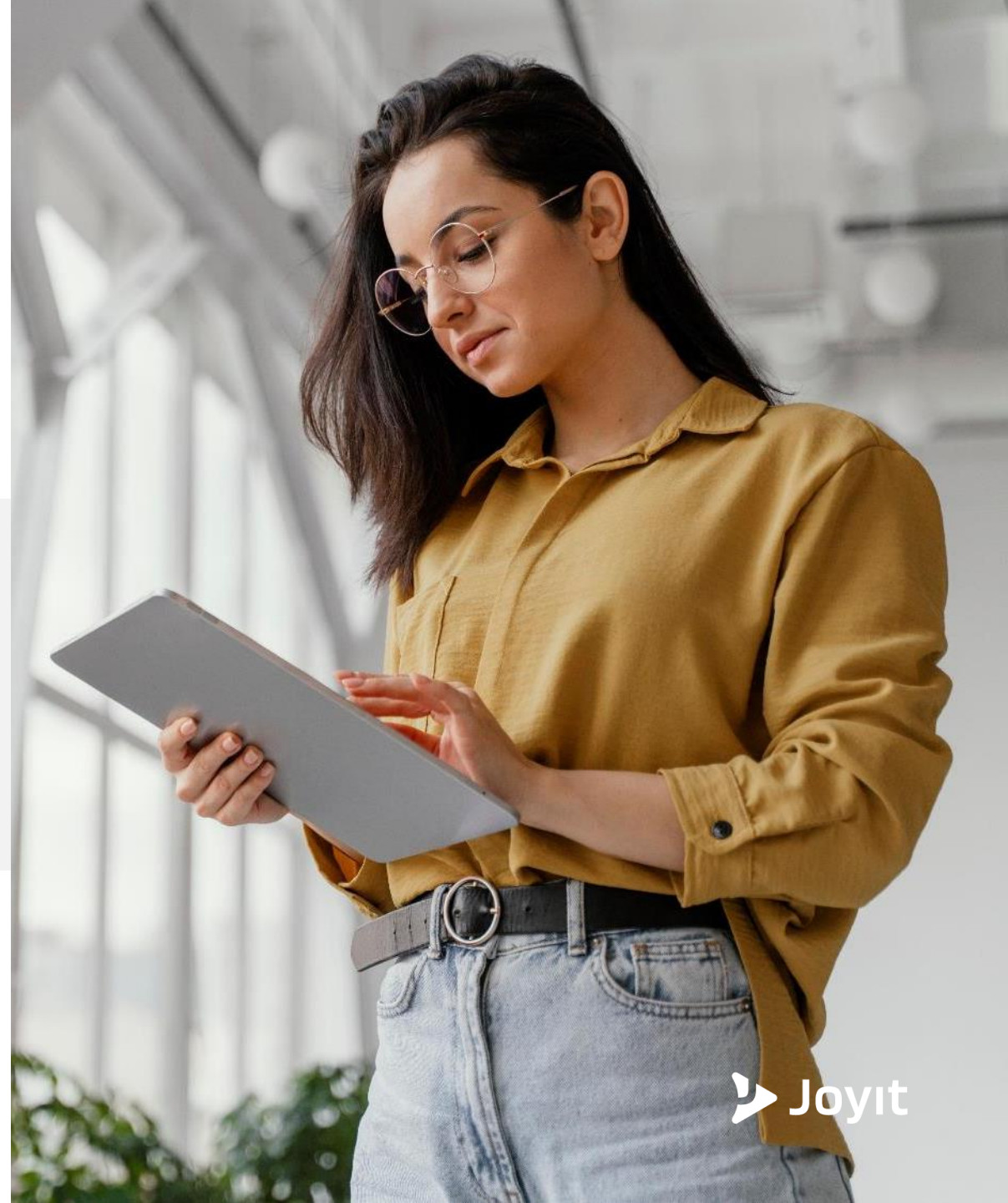
SD	TRM
ISU	CRM
SRM	HCM
MM	SCM
PS	PP
CO	C4C
FI	ARIBA
PM	CONCUR
BPC	FIELDGLASS
QM	SUCCESS FACTOR

**SAP:** Transform your company with efficiency, accurate data, and intelligent decision-making. Boost your competitiveness and growth with the leading platform in business management.

# Headhunting

Find the talent that will transform your company.

**We take care of searching and selecting the most outstanding professionals in the market** so that you can strengthen your team with the best available talents.





# Headhunting Benefits



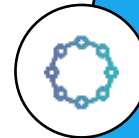
Candidates presented in record time



Technically evaluated  
candidates



Aligned with organizational  
culture



We generate 360-  
degree references



Dedicated Head Hunters  
Exclusively focused on  
your searches



# Headhunting Process

## We talk and understand you





# Market Analysis

Gain an advantage with strategic market analysis

**Our market analysis services focus on evaluating the viability of profiles and salaries both locally and internationally.** This enables you to make informed decisions in relation to your projects and international expansion.

```
function App() {  
  return (  

```

**Salary comparison between local and foreign markets:** We provide a detailed insight into salary differences.



# Market Analysis

## Benefits



With our analysis, you can make informed decisions before embarking on projects in other countries, **reducing risks and maximizing opportunities.**

You will be in a stronger position to offer competitive compensation packages and **attract and retain the best talent.**



Our Services

# Technology Solutions

“Agility in action, navigating  
towards technological excellence”

Driving

Innovation

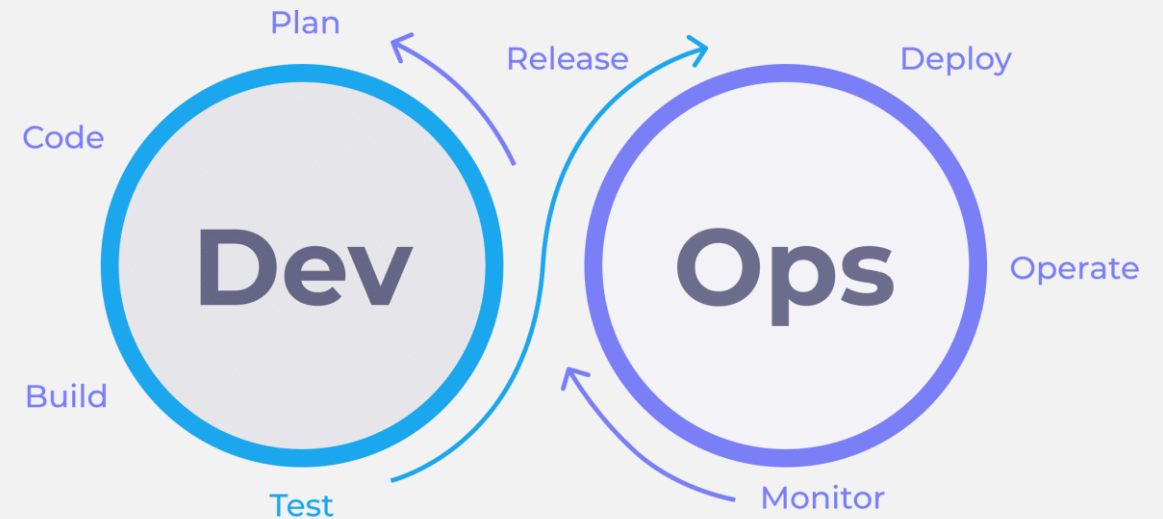


# DevOps

Optimize synergy between Development and Operations

**We help you identify opportunities for more effective collaboration,** understand the dynamics of your team and competitors, and design strategies to optimize coordination between development and operations.

## How it works?



**Development + Operations**

# DevOps Solutions



## **Consulting and diagnosis**

We analyze the current state of DevOps in the organization and deliver improvements to be implemented.



## **Implementation**

We carry out the DevOps adoption plan and implement it in the organization.



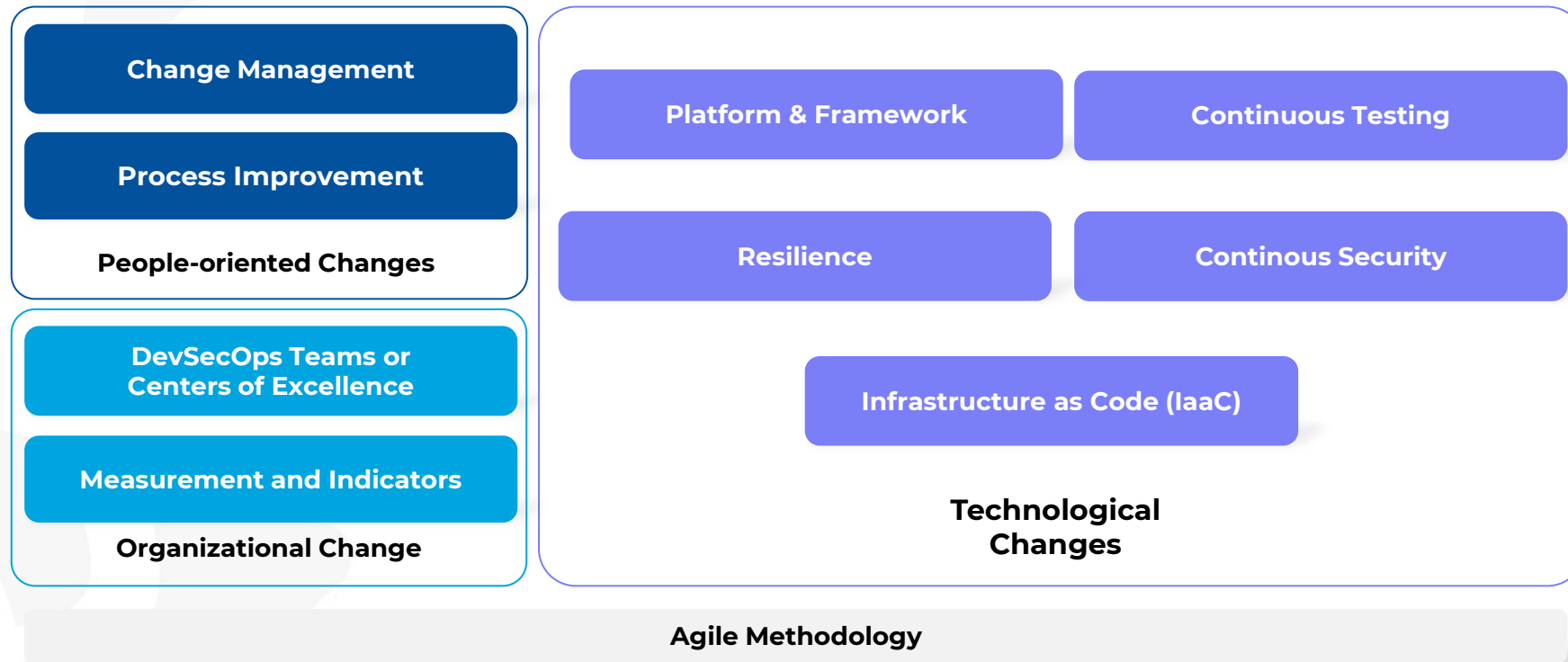
## **Process and culture transformation**

We change current product delivery paradigms and the people involved.

# Solutions

## DevSecOps

**DevSecOps** is the initiative for the continuous delivery of value in applications and the necessary cultural shift in the organization. This change must be implemented on various fronts of people, processes, and technology, as outlined below:

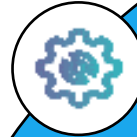




# DevOps Benefits



Reduce the time for delivering  
new functionalities  
**+Value +Speed**



Increase early delivery to the market  
of software products  
**+Value +Speed**



Improve application recovery time  
**+Resilience**



Enhance the product with the use of  
quality and security best practices  
**+Quality +Security**



# Cloud Native Application Development

Empower innovation and agility in the cloud.

We develop **Cloud Native applications** with an approach that allows designing, executing, and improving based on recognized techniques and technologies of **Cloud Computing**. We follow cloud-based and open-source approaches and develop customer-centric applications that are increasingly scalable, agile, and resilient.

## How it Works?



# Cloud Native Application Development Solutions



## Consulting Research & Design

We provide advice on development, technology, and new trends to improve the productivity of your projects.



## Application Development

We develop cloud-based software, accessible from any internet-connected device, ensuring robustness, reliability, and efficiency.



## Cloud Migration & Optimization

We assist companies in migrating their legacy systems to the cloud and optimizing their performance and security.

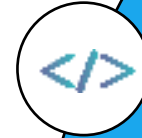
# Cloud Native Application Development Benefits



Achieve speed, reliability, and security  
**+Security +Speed**



Enable focusing on code and not infrastructure  
**+Value +Speed**



Adopt DevOps best practices  
**+Quality +Speed +Security**



Attain compatibility with cloud solution providers  
**+Interoperability**



Utilize open source code  
**+Quality +Speed**

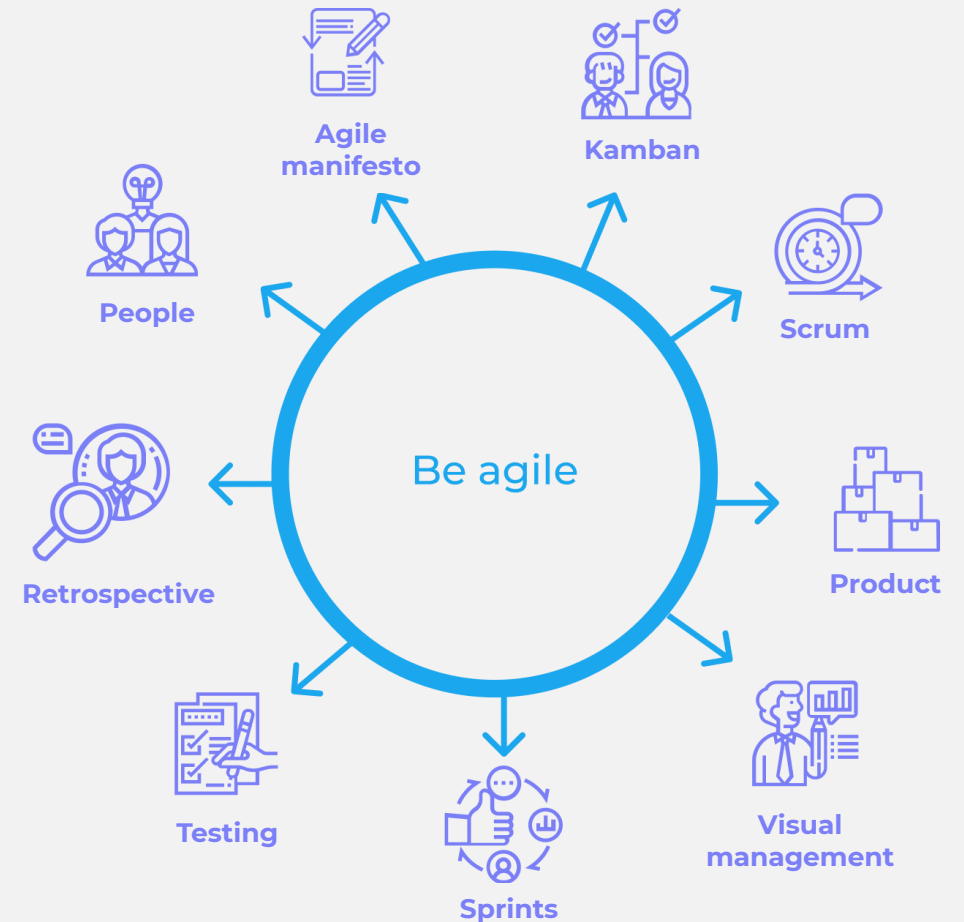


# Agile

Optimize efficiency and agility with technical solutions.

**Strengthen your team and cultivate a culture of agility:** We specialize in the implementation of agile methodologies, project management, and software development, focusing on adaptability, continuous delivery, and continuous improvement.

## How it Works?



# Agile Solutions



## **Assessment agile**

We assess the maturity level in the implementation of agile practices.  
We offer guidance and concrete strategies.



## **Agile coaching & mentoring**

We help you introduce agile methodologies to all teams, at both the corporate and technical levels.



## **Adopción de frameworks safe**

We introduce agile scaling in the company, driving continuous delivery with reduced lead times.

# Agile Benefits



Improve time to market  
**+Speed +Value**



Continuous deliverables  
**+Speed +Quality**



Size projects for risk reduction  
**+Security +Quality**



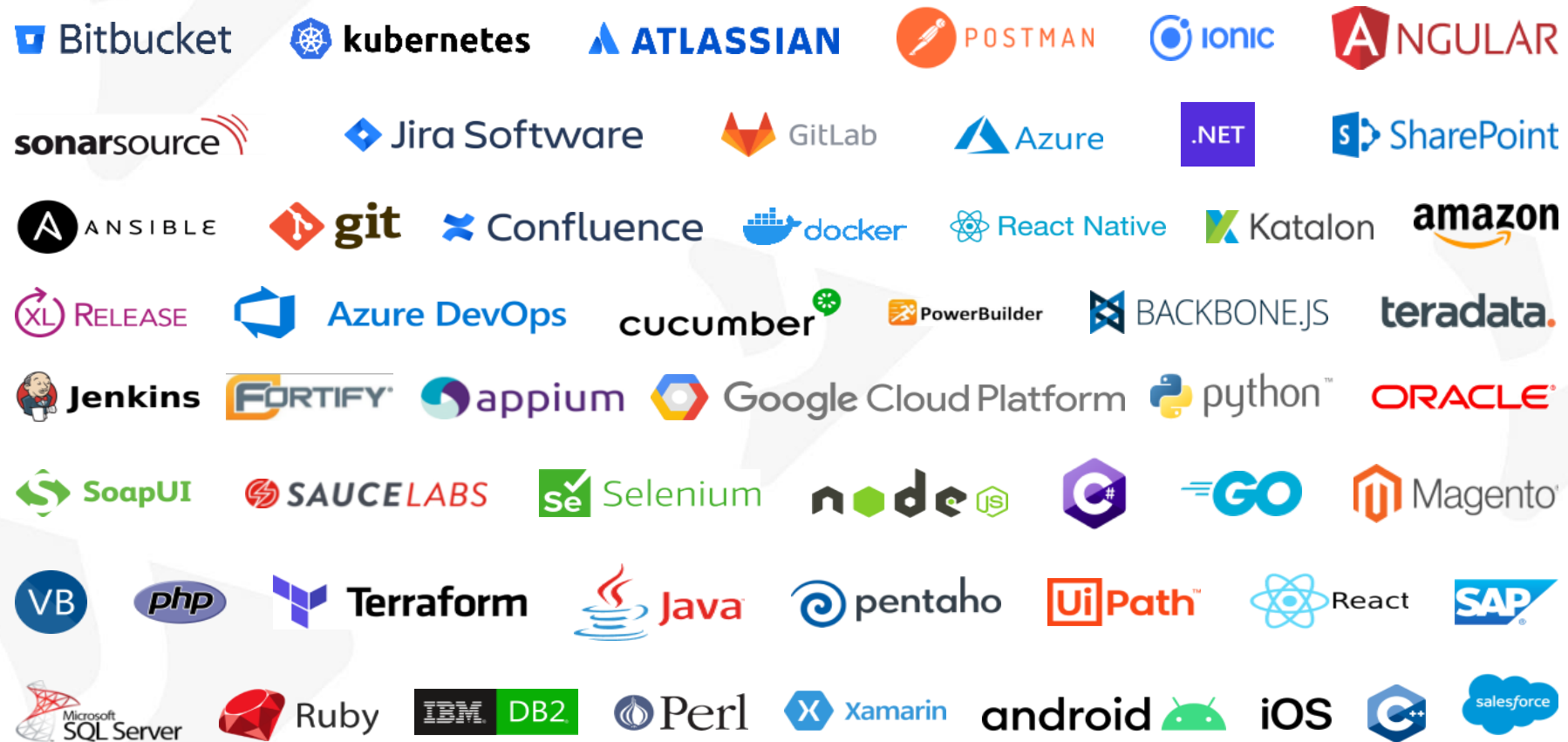
Collaboration between business  
and technical team  
**+Speed +Collaboration**



Eliminate  
unnecessary tasks.  
**+Speed**

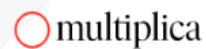


# Technologies and tools that drive our innovation





# Our clients





## Contact us for more information



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