



TESTQ Technologies
... making IT better !

Professional Services (UK and Europe)

Specialist IT Recruitment Partner for UK & Europe

COMPANY PROFILE – TESTQ Technologies

MISSION

Help our stakeholders achieve their strategic goals by providing smart solutions

VISION

To become the best business and IT consulting organisation for our stakeholders

DIRECTOR PROFILE – Dhananjay Patil

- Founder Director
- 20+ IT years of IT and entrepreneurship experience
- Management (NMIMS, Mumbai) and Mechanical Engineering graduate
- Resident : Permanent UK Resident and Indian National
- PRINCE2/ISEB Certified professional
- Multi disciplined technical and operational management expert

- Founded in 2007
- Turnover: 5+ Million USD (2024)
- Statutory and operational presence in **UK, Europe, India and the US**

- An ISO 9001:2015 and Cyber Essentials certified organisation
- UK Government Apprenticeship Partner
- Sponsor of **Skilled Worker Visa** in the UK
- Inhouse **ATS** and **HR** Systems compliant to local laws
- Key clientele companies :

- Professional / Staffing Services:** Indian IT companies and UK Businesses
- Business Consulting:** Technology Services and Integration companies
- Testing:** Public and Private Sector UK companies
- BPO:** SME companies from the UK

- Global Headcount: 75+
- Global Capability Centre in India and the UK





TESTQ Technologies – Services Offerings



TESTQ Professional Services: Focus

Your Strategic Partner for IT Talent in UK & Europe:

- Leverage TESTQ's 18-year experience in the UK and India
- Seamlessly source, vet, and deploy top IT talent across the region

Deep, Vetted Talent Pool:

- Access to 1,000+ pre-screened candidates
- Proper background, technical and cultural-fit assessments

Agile, Scalable Delivery Model:

- Quick Ramp team up or down using flexible engagement
- Replacement guarantees and performance SLAs

Compliance & Quality You Can Trust:

- Local labour-law expertise and rigorous governance
- Minimised risk through standardised, audit-ready workflows

End-to-End Support & Integration:

- From requirement-gathering through onboarding and payroll
- Ongoing performance management and reporting
- Hybrid model embedding with TA, vendor-management and delivery teams



TESTQ Professional Services: Key Information

Strong UK and Europe Practice:

- Specialist IT recruitment and talent management services, including contract, permanent, and executive hiring for the UK and Europe.
- Statutory entity compliant with local laws and regulations
- 15+ Technical Recruiters (Onsite and Offshore)
- 5+ Management team including candidate and client support
- Inhouse Applicant Tracking System [TAMIS] covering the entire recruitment lifecycle and candidate management
- Compliant operations: GDPR, Employment and contract laws, The Conduct and AWR regulations, RTW Checks, Off-Payroll Working Rules and so on.
- Key Clients: Leading IT services companies and UK businesses
- Deep, Vetted 50K+ Talent Pool grouped by region, technology, availability, skills and levels
- Agile, Scalable Delivery Model utilising latest tools and systems



TESTQ CORE VALUES



SPEED OF EXECUTION

We have a right experience, processes and skills in place to understand your software services needs and have an ability to respond in the shortest timescales



PROCESS CAPABILITIES

TESTQ helps businesses to implement scalable solutions, technologically sound productivity tools to improve operational efficiency and gain flexibility across industries and enterprise functions



DOMAIN EXPERTISE

Thanks to our diverse client portfolio, we offer variety solutions to cater all industry segments by deploying efficient team of subject matter experts



FOCUS ON QUALITY

Our engagement always focuses on adapting to client's quality processes or design one from the scratch to make sure the quality objectives are achieved



ACCESS TO TALENT

We also have access to quality talent in all areas of offerings and can rapidly deploy them for our clients at various positions



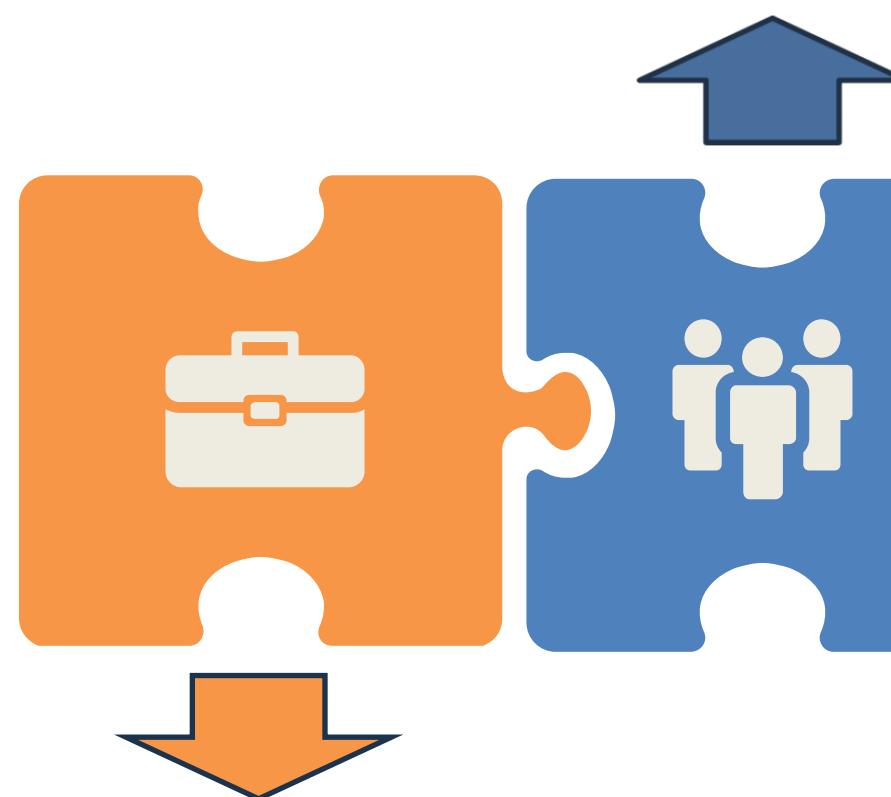
FOCUS ON VALUE

Our engagement covers entire value chain for our clients making sure that the clients derive highest ROI in our areas of engagement

TESTQ Professional Services – Engagement Models

Contract / Interim Resourcing

Rapid deployment of IR35-compliant specialists for time-bound projects across technologies



Permanent Recruitment

Long-term hires for digital transformation and internal capability building

Bench Support & Standby Resources

Readily available consultants to address urgent project demands and delivery surges with pre-screened talent pools.



Statement of Work (SOW) Delivery

Outcome-focused engagements with milestone-based delivery, governance, and full accountability

Offshore / Nearshore / Hybrid Teams

Blended delivery and nearshore options in Poland/Portugal—ensuring cost efficiency and timezone alignment.

Dedicated Onsite/Hybrid Pods

Curated squads embedded in client teams for specific platforms, delivering seamless hybrid collaboration.



TESTQ Differentiators:

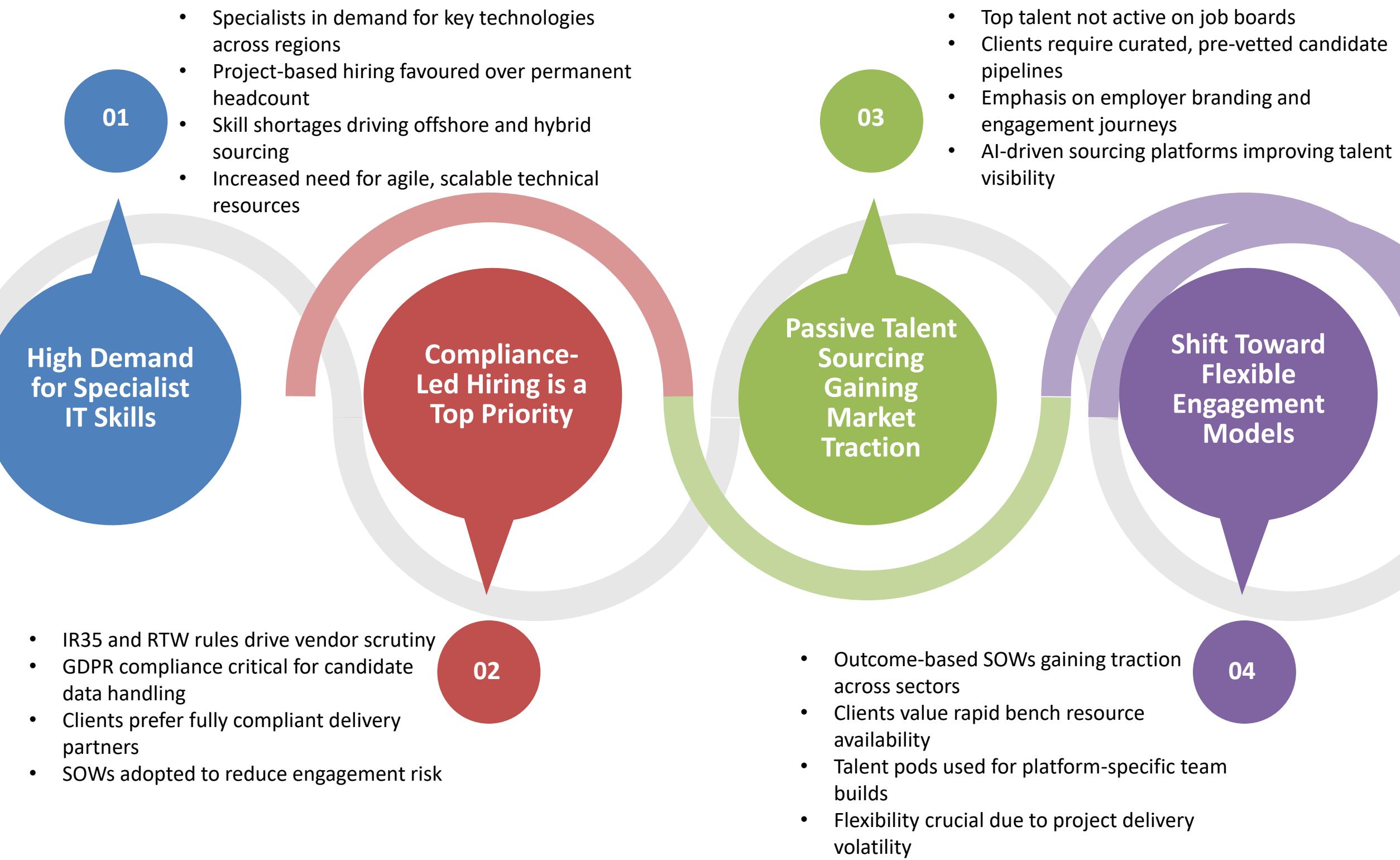
UK-EU Compliance (IR35, RTW, GDPR)

Proprietary TAMIS ATS

Scalable Delivery

Proven Agility

Dynamic Growth & Tech-Driven Evolution



01 High Demand for Specialist IT Skills

- Specialists in demand for key technologies across regions
- Project-based hiring favoured over permanent headcount
- Skill shortages driving offshore and hybrid sourcing
- Increased need for agile, scalable technical resources

02 Compliance-Led Hiring is a Top Priority

- IR35 and RTW rules drive vendor scrutiny
- GDPR compliance critical for candidate data handling
- Clients prefer fully compliant delivery partners
- SOWs adopted to reduce engagement risk

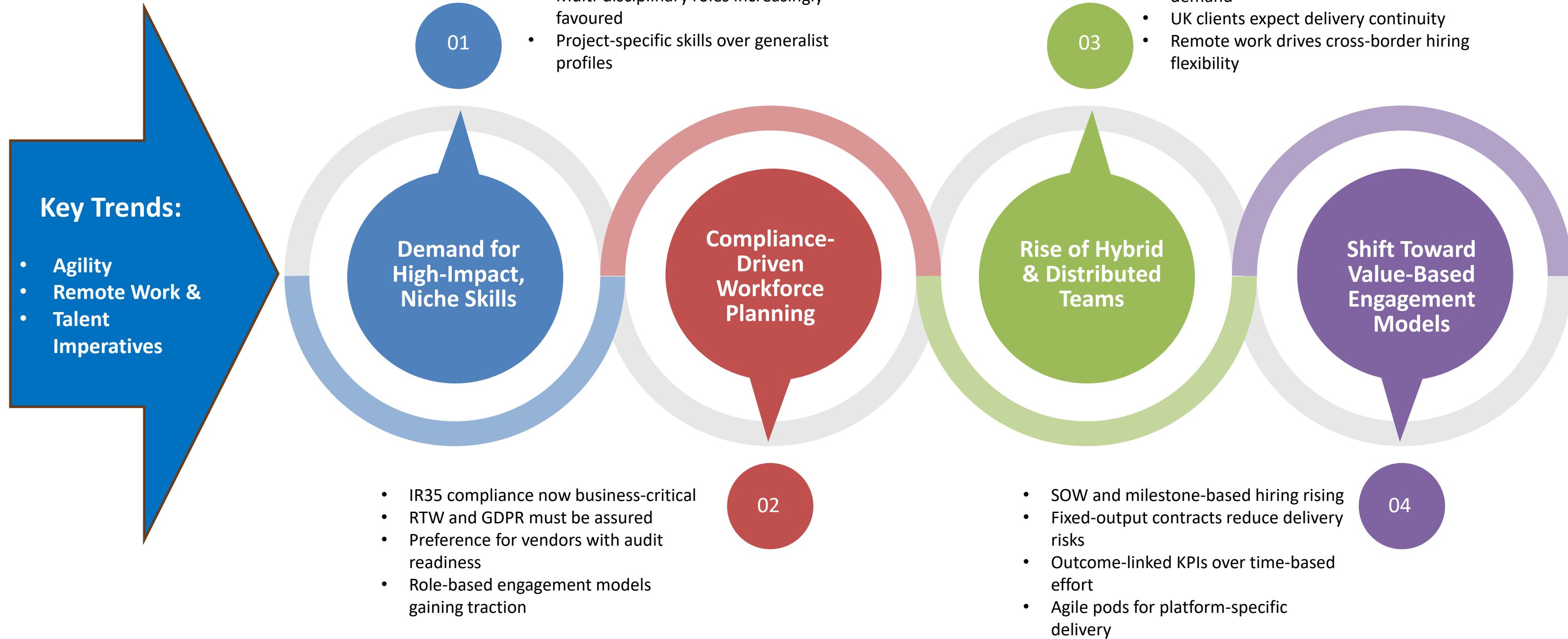
03 Passive Talent Sourcing Gaining Market Traction

- Top talent not active on job boards
- Clients require curated, pre-vetted candidate pipelines
- Emphasis on employer branding and engagement journeys
- AI-driven sourcing platforms improving talent visibility

04 Shift Toward Flexible Engagement Models

- Outcome-based SOWs gaining traction across sectors
- Clients value rapid bench resource availability
- Talent pods used for platform-specific team builds
- Flexibility crucial due to project delivery volatility

Evolving Workforce & Strategic Imperatives



Our Approach – Strategic and Methodical

Deep Market & Domain Specialisation

Focused expertise in IT domains and APAC market nuances for highly precise talent matching.

1

Deep Market & Domain Specialisation

Proactive Talent Pipelining

Continuously building and nurturing pools of in-demand and emerging skills, ensuring readiness for rapid deployment

2

Proactive Talent Pipelining

3

Data-Driven Decision Making

Data-Driven Decision Making

Leveraging advanced analytics and market intelligence to optimise strategies and predict future talent needs effectively.

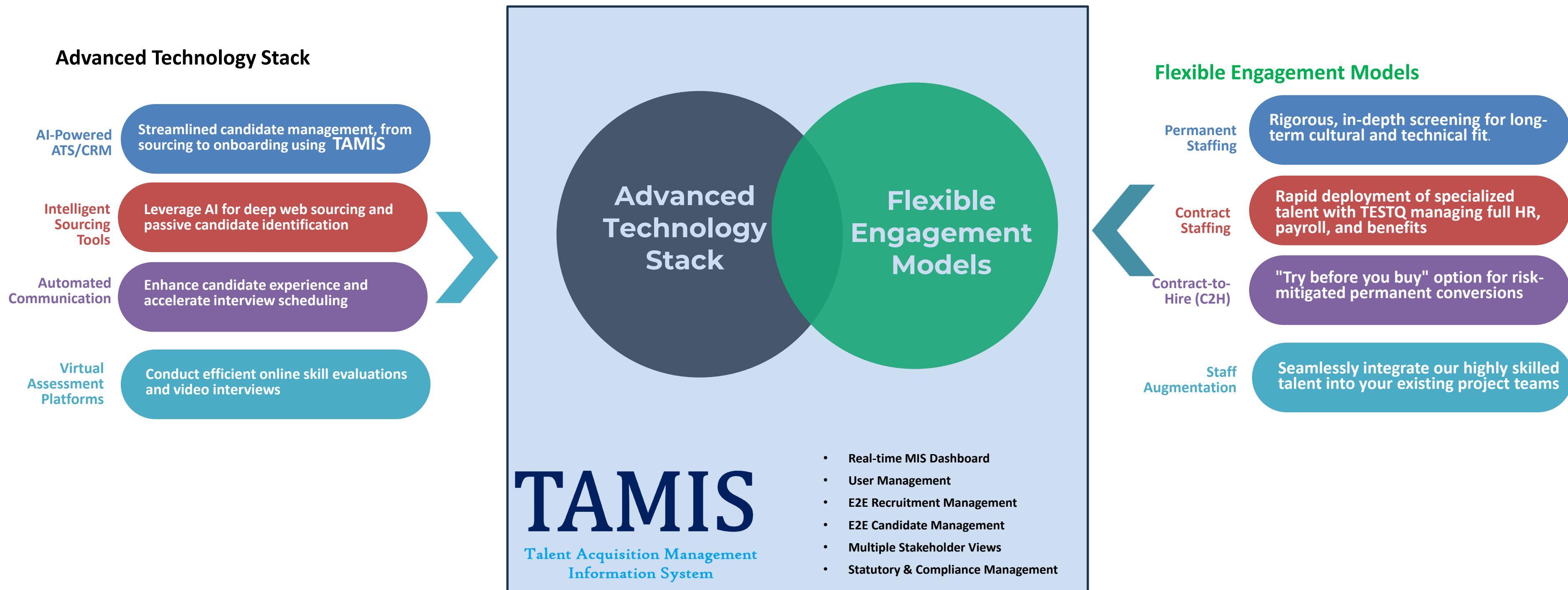
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Client-Centric Consultative Partnership

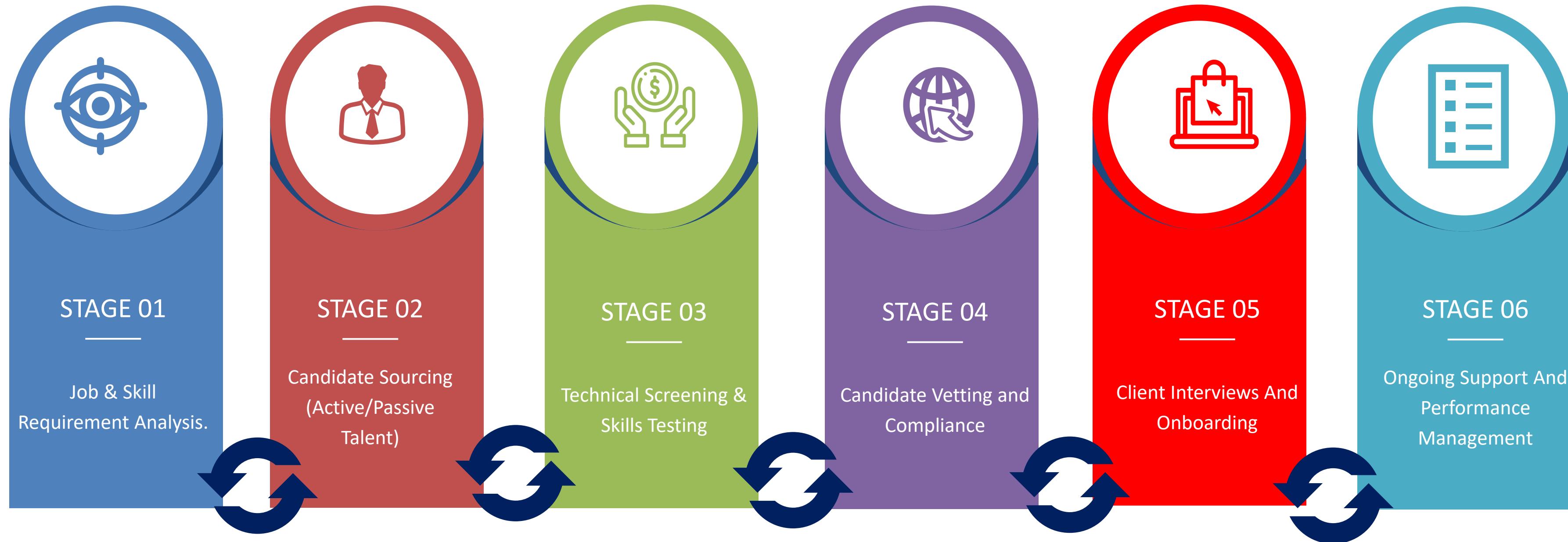
Client-Centric Consultative Partnership

Moving beyond transactions to understand your long-term business strategy and APAC expansion goals.

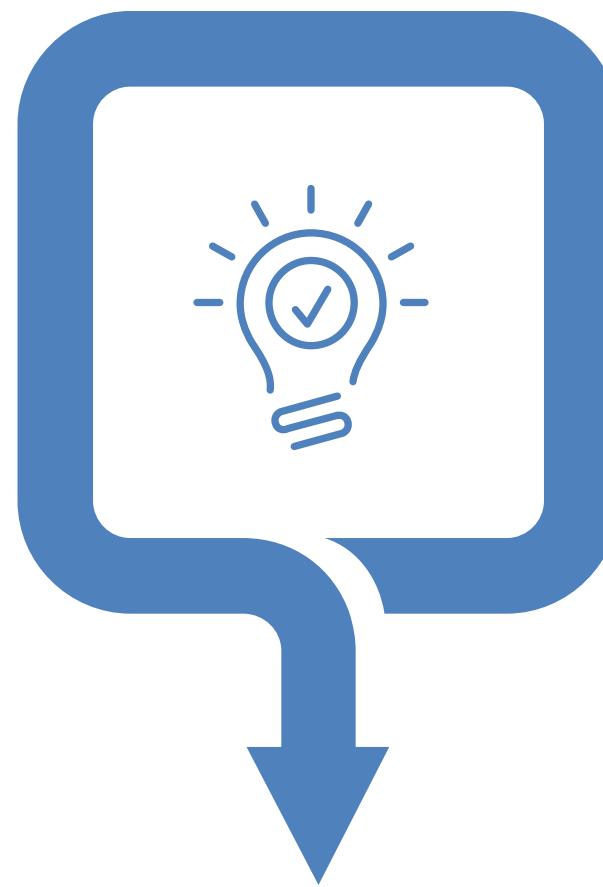
Delivery Model: Integrated, Tech-Powered & Flexible Solutions



Our Candidate Hiring Approach



Candidate Vetting and Compliance



Adherence to UK and
EU Right to Work
(RTW) and GDPR



BGV checks:
employment history,
education, criminal,
address and
reference verification



Role and technology
skills -specific
mapping and
benchmarking using
inhouse tools



Alignment with IR35
and HMRC
compliance for
contract resourcing

Value Proposition

TESTQ as a Talent Partner for UK-EU Delivery



01

- **Scalable Resourcing with Full Regulatory Compliance:** TESTQ empowers clients to rapidly scale delivery teams across the UK and Europe through fully IR35, Right to Work (RTW), and GDPR-compliant staffing—ensuring legal assurance and audit readiness.



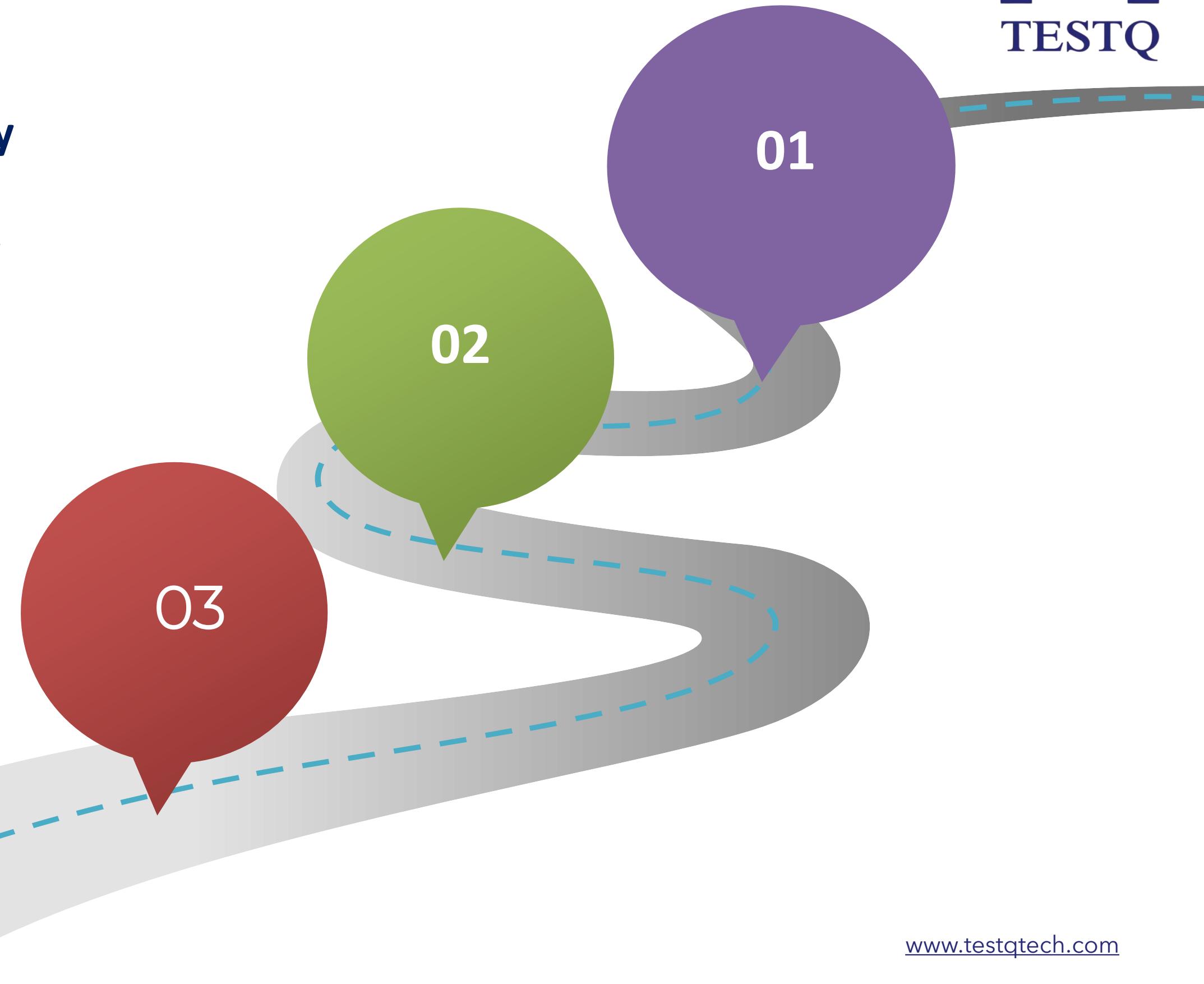
02

- **Rapid Fulfilment of Onsite and Hybrid Talent Needs:** Pre-vetted, job-ready professionals are deployed across critical domains—cloud, data, testing, and ERP—ensuring seamless support for ongoing UK and EU project commitments.



03

- **Local Delivery Ownership with Cultural Alignment:** With UK-based delivery leads and embedded engagement teams, TESTQ ensures strong client alignment, transparent communication, and effective collaboration between offshore resources and UK stakeholders.



Technology Domains

We specialize in sourcing skilled professionals across critical technology domains:

- **Cloud & DevOps**
AWS | Azure | GCP | SRE | Kubernetes
- **AI/ML & Data**
Data Engineers | Data Scientists | Business Intelligence | Big Data
- **Enterprise Applications**
SAP | Oracle EBS/Fusion | Salesforce | Microsoft Dynamics
- **Software Development**
 - Full-Stack (Java, Python, .NET) | Mobile Development | Embedded
 - Systems
- **Cybersecurity**
Penetration Testers | Security Architects | GRC Specialists
- **QA & Testing**
Automation | Manual Testing | Performance Testing | API Testing
- **Project & Program Management**
Scrum Masters | Agile Coaches | PMO Experts
- **Emerging Technologies**
Blockchain | AI/ML | AR/VR | Edge Computing | Quantum Technologies



...Many More !!!

Success Stories & Metrics

- **Quick domestic and international team ramp up for our global IT company client for their client's [American multinational financial services and bank holding company] investment management software platform**
 - Team Size: Built a 10+ member cross-border DevOps & QA squad
 - Ramp-Up Speed: Full team live within 4 weeks (vs. industry avg. 8 weeks)
 - Time-to-Hire: 18 days average fill-time (40% faster than SLA)
 - Offer Acceptance: 90%
 - 6-Month Retention: 100%
- **Skilled IT professionals for our Indian banking and financial services company that offers banking products and financial services for corporate and retail customers in the areas of personal finance, investment banking, life insurance, and wealth management.**
 - Placements: 15 specialised IT hires (core banking, insurance, wealth)
 - Avg. Fill-Time: 16 days
 - Technical Pass-Rate: 100% of candidates clear probation
 - Offer-to-Join Ratio: Above 75%
 - Cost Savings: 20% lower total cost of hire vs. in-house sourcing
- **A UI/UX Team build up for a personalized adaptive learning online music class pioneer in India:**
 - UI/UX Team Size: 4 niche designers & front-end specialists
 - On-board Time: 3 weeks from brief to deployment
 - Iteration Cycle: 25% faster prototype turnaround
 - User Satisfaction: 4.7/5 average rating on design prototypes
 - Retention at 3 Months: 100%

Success Stories & Metrics (Continue)

- **Cybersecurity and JAVA technology professional squad build up for an Indian multinational technology services company primarily engaged in cloud computing, internet of things, endpoint security, big data analytics and software product engineering services**
 - Squad Composition: 10+ Cybersecurity + Java engineers
 - Deployment Time: 5 weeks to full bench ready
 - Compliance Rating: 100% pass on internal security audit
 - Vulnerability Reduction: 30% fewer critical bugs vs. prior team
 - On-shore/Off-shore Split: 30/70
- **Niche Cloud and AI/ML professional hybrid model hiring for a global information technology services company that provides digital engineering and technology services for companies in the financial services, healthcare, communications, media, entertainment, travel, manufacturing, and technology industries worldwide**
 - Hires: 10 Cloud architects + 5 AI/ML specialists
 - Avg. Time-to-Fill: 4 weeks
 - Hybrid Model Efficiency: 25% cost saving vs. pure on-site
 - Billable Utilisation: 85% first-quarter utilisation rate
 - Client NPS: 9.2/10

Success Stories & Metrics (Continue)

- **BPM & PEGA Talent for digital engineering and technology services giant's EU services**
 - Built a team of Pega and Camunda specialists for automation projects
 - Time-to-fill for Pega roles: 3-5 weeks
 - Candidate Quality: 92% of profiles passed technical screening
 - Cost Efficiency: Reduced dependency on other vendors by 40%
 - NPS Score: 9.3/10 for responsiveness and BPM expertise
- **Niche Ab Initio & Outsystems Developers for IT Consulting and Outsourcing giant in Europe**
 - Delivered niche data and low-code developers in Belgium, Netherlands, Germany
 - Average Time-to-Fill: 5 weeks
 - Candidate Quality: 100% pass rate in technical screening
 - Agility: Enabled nearshore delivery with minimal ramp-up time
 - NPS Score: 9.0/10, citing a dependable partner for niche hiring



...Many More !!!

How to Get Started

Please talk to us about:

- **Pilot engagement offer: “Try & Hire”**
- **How to get started: Discovery call → SLA → Resource deployment**
- **Talk to our Leadership and Delivery Team**

Contact Details for Staffing Services (India)

- Office address: TESTQ Technologies
49C The Parade Oadby Leicester LE2 5BB

1204, Gera's Imperium Rise,
Rajiv Gandhi Infotech Park Phase II,
MIDC, Hinjawadi, Pune-411057
- Website: www.testqtech.com
- Email: dhan@testqtech.com
- Phone: +44 7727162560

