



Aubrant Digital Talent Sourcing Procedure

Overview

At Aubrant Digital, sourcing top-tier global talent is a strategic priority aligned with our commitment to delivering exceptional results to our clients. We maintain a proactive and dynamic talent pipeline, leveraging internal recruitment capabilities, global partnerships, and employee referrals. This procedure outlines the standardized steps followed to source, vet, and onboard new team members across all studios and geographies.

1. Talent Pool Management

- **Talent Pipeline:** Aubrant maintains a curated pipeline of pre-vetted talent across all key roles and regions. This pipeline is continuously updated through proactive sourcing efforts by our internal recruitment team and partner recruiters worldwide.
- **Bench First Policy:** For each new requirement, we first evaluate our internal bench of available or soon-to-be-available team members before considering external candidates.

2. Sourcing Channels

- **Internal Recruiter:** Our dedicated in-house recruiter is responsible for coordinating sourcing efforts, ensuring alignment with technical and cultural needs.
- **Global Partner Recruiters:** We collaborate with trusted recruiting partners across the globe to source talent in key regions, particularly in Latin America, India, and other strategic locations.
- **Employee Referrals:** Employee referrals are a significant source of high-quality talent. We offer a referral bonus for successful hires to encourage team participation and ensure cultural alignment.

3. Screening & Selection Process

Step 1: Initial Screening Interviews

Candidates from the bench, pipeline, or external sourcing go through an initial round of interviews to assess:

- **Technical Fit:** Role-specific knowledge and experience.
- **Language Fit:** English proficiency, including verbal and written communication skills.
- **Culture Fit:** Alignment with Aubrant's values, collaboration style, and adaptability.

Step 2: Technical Assessment

Qualified candidates are given a role-specific technical assessment, which may include:

- Coding or architecture challenges
- Case studies or scenario-based problem-solving
- Hands-on assignments relevant to the studio (e.g., Cloud, Data & AI, or Software Engineering)

Step 3: Final Evaluation and Background Checks

Candidates who successfully pass the assessment undergo:

- A final panel interview or executive review (depending on level/role)
- **Background Verification** including employment history, education verification, and criminal checks where legally permissible

4. Hiring & Onboarding

Selected candidates are extended a formal offer. Upon acceptance:

- Employment or contractor agreements are issued and signed
- Candidates are enrolled in our onboarding process which includes HRIS setup, access provisioning via Entra ID, and alignment with studio-specific onboarding tracks

5. Continuous Talent Development

New hires are onboarded into Aubrant's continuous learning and growth framework, which is driven by our Aubrant Studios. This ensures alignment with emerging best practices and evolving client needs.

Let's Build Better, Together

We're not just another delivery partner—we're your strategic co-pilot. Let's connect to design outcomes that move the needle.



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