


Boost **productivity** and  
**quality** with a remote team  
that cuts costs, not corners

# IT Services & Engineering

**15 Years of Expertise** in IT Outsourcing  
and Consulting for High-Performance Clients

**15 years of experience in innovation and digital transformation:**

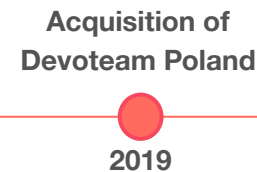
- ↳ Software Development
- ↳ Engineering Services
- ↳ AI & ML
- ↳ Test Automation
- ↳ Cybersecurity & Identity Management
- ↳ Data Science
- ↳ Process Automation
- ↳ Near-shore Services 
- ↳ Technology Outsourcing

for Banks, Insurance, FinTech, Telco, Media, Industry, Pharma, Energy, Travel, Aeronautic, Retail, FMCG, E-Commerce and Tech Companies.

**Established in PL, CZ & SL, NL, UK & US, LATAM**



- **Scale:** Core team of ~300 developers, engineers & IT specialists.
- **Talent Database:** Ongoing recruitment with access to over 45,000 IT and engineering consultants in EU.
- **Specialization:** Expertise in software development, cloud solutions and ML & AI
- **Services:** Specialized in outsourcing and nearshoring.



40% growth per year

Delivery in PL, NL, UK, US, CZ & SL, LATAM

2024

# EMPOWERING BUSINESSES OF ALL SIZES TO INNOVATE AND SCALE

## Banks



## Insurance & Financial Services



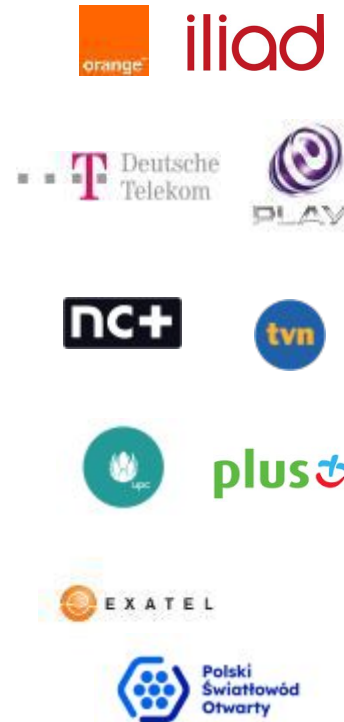
## Energy & Utilities



## Pharma & Health



## Telecom & Media



## Retail & e-commerce



## Engineering & Industry



# Unlock Your Full Potential

- + Facing IT Capacity Challenges?
- + Looking to Reduce IT Costs While Maintaining Quality and Enhancing Productivity?

**Stay tuned! We've Got the Perfect Solutions to Address Both!**

# OPTIMIZE YOUR IT WITH TAILORED SLA-DRIVEN DELIVERY MODELS



## FLEXIBLE IT STAFFING SOLUTIONS

*Team Leasing  
Recruitment*

IT teams integrated seamlessly into your projects, available on-site, hybrid, or remote and based in your home country. You manage the teams project wise. We fully embed them within your project structure.

**Outcome:** Access to Top Talent with the Flexibility to Adjust Resources as Needed for Long-Term Cost Optimization.



## NEAR & OFF-SHORE MANAGED TEAMS

Dedicated Algotèque remote teams fully committed to your projects, seamlessly managed by you on a project basis while integrating with your existing development tools, teams, and processes. **We take full responsibility for operational management, ensuring all SLAs are met.**

**Outcome:** Access to Vast Top Talent Pool, Flexibility to Scale Up or Down, Productivity Boost, Cost Savings, 24/7 Follow the Sun Support for continuous development across global time zones, ensuring faster delivery.



## END-TO-END PROJECTS

Algotèque takes over the end-to-end responsibility for the management of the delivery process and deliverables within time and budget constraints.

**Outcome:** Worry-Free: Excellent Results Delivered On Budget and Within the Agreed Time Frame - allowing you to focus on your business.



## MANAGED SERVICES

Comprehensive application operations and ITIL-based services fully integrated into your existing workflows, enhancing efficiency and continuity.

**Outcome:** Streamlined operations with minimal downtime, optimized performance, and reduced operational costs—allowing you to focus on your core business.

# DIVERSE EXPERTISE TO COVER YOUR NEEDS



#analytics

**Oracle**  
**MS SQL**  
Teradata  
Sybase  
Hadoop  
SAS  
**Informatica**  
**NoSQL**



#dev

**Java**  
**Python, R**  
Perl  
**C#, NET**  
C/C++  
**Node.js**  
**Ruby**  
PHP, HTML  
Angular, **React**  
**JS, Vue.js**



#cloud

Google  
**AWS**  
Azure  
RedHat  
VmWare  
OpenStack



#infra

Cisco  
Juniper  
Palo alto  
**CyberArk**



#integration

Webmethods  
Websphere  
Tibco  
Oracle Suite  
Tomcat  
**API**  
**Microservices**  
**MuleSoft**



#system

Wintel  
Unix  
Linux  
MacOS  
**Android**  
**iOS**



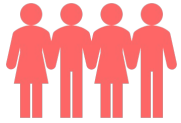
#process

ServiceNow  
**SAP**  
Salesforce  
UIPath  
Blue Prism  
Ansible  
**Selenium**  
ALM



#engineering

CATIA  
Autodesk  
MATLAB  
SCADA  
PLC  
MES  
VHDL



## Sourcing capabilities

- Strong team of **recruiters** and access to over 45 000 of IT **experts** in **Poland** and the **EU**
- Access to candidates from other European countries, **LATAM** and **Asian** countries
- **On-going recruitment** process for core technologies
- Capability to deliver 10—20 specialists monthly
- Proven sourcing strategies and campaigns
- **Collaboration** with Technical **Universities**
- Referral program for employees
- **Short** resources **delivery time** (existing staff + newcomers): ~ 2 weeks



## Experience & Expertise to secure resources and scale up

- **Successful Experience** with challenging and complex **multinational enterprise scale** projects
- **Successful** experience with **global** IT Integrators and **clients**
- **Domain know-how** (FinTech, Insurance, Banking, Engineering, Telecom, E-Commerce, Manufacturing)
- **High-quality** of SLA-driven processes and deliverables
- Lean and **Agile** spirit & approach
- English-speaking **high performing** experienced staff
- **Low employees attrition**
- **Long-term Partnership**, Teamwork and Trust

# OUR SOFTWARE DEVELOPMENT EXPERTISE

Medical – Healthcare – Pharma – Insurance – Bank – Finance – Fintech – eCommerce – Telco

## Delivery

PM/PMO, Agile/Scrum,  
Product Owners



## Architecture

API Development,  
SOA/EAI, Microservices



## Software Engineering

Front-end / Back-end,  
WebApp, UX/UI



## Infra ,Cloud & DevOps

Cloud, DevOps, Digital  
workplace, Network &  
System Admin.



## Data & AI

Machine Learning, AI,  
BI/MIS, Big Data,  
Datamining, ETL,



## Automation

RPA, ERP, Test Automation,  
Salesforce, Dynamics,  
ServiceNow, Sharepoint



## References Sample

- Complex insurance platform development - Ruby, DevOps, API, Front-end, Back-end
- Development of a mobile platform for agent & partners – Java, Angular, Scrum
- Development & maintenance of Banking Regulation Requirement – Fermat
- Development of the MIS and CRM for Assistance Services – .NET, Azure, PowerBI, MSSQL
- Development of an online policy calculator – Angular, Oracle, Java
- Development and maintenance of the Integration Layer – Oracle ESB, Webmethods
- Enterprise Architecture Consulting services and support – API, microservices, Java
- Administration of cloud-oriented architecture – Azure, Kubernetes, Vmware
- Implementation of Test Automation services – Selenium, Java

- >45% of consultants with domain experience
- 100% of consultants with **Master degree university education**, some hold **MENSA** memberships
- 300+ project delivered successfully
- **Over 15 year of Expertise in IT Outsourcing and Consulting for High-Performance Clients**

Expertise

# FROM LEGACY SYSTEMS TO CLOUD SOLUTIONS: 300+ SUCCESSFUL PROJECTS DELIVERED



Bank

**eBanking Web &  
Mobile Development**



Travel

**Flight Tickets  
Platform  
Development**



Industry

**Cloud Infrastructure  
and Digital  
Workplace  
Transformation**



Retail

**Online / Local Store  
Supply Chain Digital  
Transformation**



Health

**Vaccination Register  
on-line platform  
Development**



Pharma

**Machine Learning  
Predictive Model  
Development**



Telecoms & Media

**CRM & Billing Test  
Automation**



Insurance

**Data Analytics  
Big Data  
Development**



**WE LOVE SHARING  
OUR EXPERTISE WITH  
OTHERS**

**SHOWCASING HOW  
WE HELPED OUR  
CLIENTS WITH THEIR  
CLOUD JOURNEY ...**

- + We earned **recognition** as an **AWS Star**, regularly speaking at **AWS Re:Invent** and **AWS Re:Inforce** conferences in the **USA** and events in **Europe** and the **Middle East**

[Click to play  
the video](#)



2020

## Access management Customer use of Cedar policy & Verified Permissions

<b>Julian Lovelock</b> (He/Him) Product Manager AWS	<b>Abhishek Panday</b> (He/Him) Product Manager AWS	<b>Daniel Aniszkievicz</b> (He/Him) Senior Engineer, AWS Security Hero Algoteque International	<b>Justin McCarthy</b> Co-Founder & CTO StrongDM
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# Complex Insurance Platform Development

**Client:** Leading UK Insurance  
**Industry:** Business Insurance  
**Company size:** 1000+ employees  
**Country:** UK & USA (subsidiary)  
**Year:** 2019 ~  
**Offer:** Software Development  
**Value Proposition:** Integration & System Extension  
**Delivery Entity:** Poland

#FTE : 15 - 20



## Advanced Managed Team

### The challenge

- Need for stable & highly performing software development managed teams being capable of adding innovation, performance and creating added value
- Digitalization of the Customer and Partners experience
- Need to develop new functionalities and APIs to increase the competitiveness and time to market.

### Main benefits

- Increase of software development capacity in a short time with highly skilled and goal oriented teams
- Introducing of new functionalities and increasing of time to market with new services for their partners and customers
- **Low attrition, on-going recruitment and team satisfaction monitoring process together with SLA management**



Insurance



### The solution

We are providing managed extended software development teams of Ruby, Ruby on Rails, React, DevOps experts supporting numerous Scrum Teams in the software development and designing of multi-platform complex insurance system.

- Back-end + Full-Stack Team
- DevOps Team
- Mixed teams, Direct Manager from the client side, Staff Engineers at ALG side, team career path defined
- Advanced monitoring from ALG

**Software Development & DevOps**



**Enterprise System**

**Back-End, Front-End, APIs, DevOps**



# Flight Tickets Platform Development

**Client:** Travel Fulfilment Leader  
**Industry:** Travel  
**Company size:** 1000+ employees  
**Country:** Holland (nearshore Poland)  
**Year:** 2018 ~  
**Offer:** Software Development  
**Value Proposition:** Refactoring & Performance  
**Delivery Entity:** Poland

#FTE : 10 - 15



## Advanced Managed Team

### The challenge

- Due to the fast growing business activity in the Netherland and Europe, the client has decided to refactor the legacy application and make it generic and simple to use
- The team was working as well on adding the customisation options for generic solution that can be tuned to the growing needs of airlines and travel agencies

### Main benefits

- Significant improvement of performance and building of the APIs layer enabling integration with third party systems - we speed up the development process 4 times
- Refactoring of legacy system and introducing of new functionalities and increasing of time to market with new services for airlines and travel agencies
- **Low attrition, the same team since 5 years, very well integrated team**



Travel / Airlines



### The solution

We are providing managed extended teams composed of senior .NET developers and Front-End Angular/React developers supported by automated and manual QA team.

- Front-End + QA
- Back-End + QA
- Scrum: daily standups, planning sessions, retro sessions, 2 weeks sprints
- Product Owner at the client side


Software Development & QA







Enterprise System

Back-End, Front-End, APIs, QA





## Experience: Dedicated, High-Performing, Scalable, Cost-effective Remote Teams

-  **Your Dedicated Team at Algoteque** We offer fully dedicated teams with no setup or management fees, ensuring direct communication between your staff and our remote professionals. On-site availability is offered when needed.
-  **Top IT Talent & High Productivity** Polish developers consistently rank in the top three globally in coding competitions such as HackerRank and the International Informatics Olympiad, ensuring both technical excellence and strong cultural alignment with Western and US markets.
-  **Accelerated Time-to-Market** Thanks to our continuous recruitment efforts we provide rapid candidate selection, with potential hires presented within days and onboarded within a month, ensuring minimal delay to your project timeline
-  **Unmatched Flexibility** Easily scale your team up or down, thanks to our continuous recruitment efforts for in-demand skills and a flexible partnership model.



## Experience: Cost Efficiency & Secure, Low-Attrition Partnership

- + **Competitive Total Cost of Ownership (TCO)** Enjoy cost-effective solutions with no additional charges for team set-up, office space, hardware, dedicated delivery manager and for team member vacation or sick leave, coupled with our highly competitive pricing model
- + **Comprehensive IP Rights Protection** With a robust legal framework in place, we ensure all intellectual property rights are securely transferred to you. Poland unlike other European lower cost location is part of EU and fully onboard with European and the USA IP rights protection regulations
- + **Secure Investment Through Reliable, Low-Attrition Partnerships** We foster enduring relationships with both clients and employees, maintaining an industry-low attrition rate of 5% annually through effective management, regular satisfaction assessments, and team-building incentives.

# HARD WORK AND THE TEAM SPIRIT GO BEST IN TANDEM: SEE OUR OFFICE



Click to play  
the video

“

*"They have been a valuable asset to our organization, and we look forward to continuing our partnership with them. Their ability to find skilled resources quickly and allow the scaling up and down of the team as required has been invaluable to us in building our enterprise software product."*

”



“

*"Since partnering with Algoteque, we have seen great performance of their teams and an optimization in both time to market and software development costs."*

”



“

*"The team at Algoteque is reliable, efficient, and consistently delivers quality results. We recommend Algoteque for anyone in need of software development and near-shore IT services."*

”

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# Contact Us Today to Discuss How Algoteque Can Help You Unlock Your Full IT Potential!

**People-focused and SLAs process-driven** for reliable IT services, team augmentation, and project delivery.

**Dedicated teams and top IT experts** ensuring quality, productivity, and innovation.

**Agile delivery led by IT consulting experts** for flexibility and seamless integration.

**Secure, cost-effective partnerships** that reduce resources churn and lower long-term IT Total Cost of Ownership (TCO).