

# IN A WORLD OF UNICORNS WE HAVE RHINOS

TECH TALENT THAT **CHARGES FORWARD!**

we are **META**.io

 4.8 glassdoor

 3.3 Teamlyzer

# TECH HIRING IS BROKEN.

**BURNOUT, FULL OF BOTTLENECKS AND BAD FITS.**

**IT'S TIME TO CHARGE FORWARD AND GET AHEAD!**

- TECH TALENT SHORTAGE IF REAL
- YOUR INTERNAL TEAMS ARE OVERSTRETCHED
- YOUR TRADITIONAL OUTSOURCING PROVIDERS FEEL IMPERSONAL AND RIGID

**FEELING REPRESENTED YET?**

YOU DON'T NEED MORE CV'S.  
**YOU NEED THICK-SKINNED RHINOS WHO STICK!**

DID YOU KNOW?

A GROUP OF **RHINOS** IS CALLED A

**CRASH**

**We empower IT businesses by creating a CRASH:**

a group of highly skilled and motivated tech professionals that extend our clients' teams and charge at every obstacle, fearlessly!

# WE ARE META WORKS AS A TRUE MATE TO YOUR IT TEAM'S SCALABILITY

**ON-DEMAND TECH TEAMS,  
FULLY EMBEDDED.**



Handpicked talent that  
fits your stack & culture



Full transparency  
and control



Scalable, flexible and fast.  
Save precious time & resources!

AS YOUR BUSINESS GROWS, Y(OUR) TECH TALENT MUST  
**GROWN ALONGSIDE IT!**



**TEAM EXTENSION  
(OUTSOURCING)**

Extend your tech team  
with ready to work,  
ready to make a  
difference consultants.



**TURNKEY  
SOFTWARE PROJECTS**

We can develop custom  
software projects with  
dedicated agile teams.



**NEARSHORE  
PROJECTS**

Work with world-class  
remote development  
& operations teams that  
extend your internal capabilities  
and deliver results!

MORE THAN YOUR AVERAGE OUTSOURCING PARTNER  
**WE ARE RHINOS. BORN TO BE DIFFERENT.**



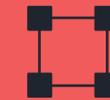
**13  
COUNTRIES**

Recruitment projects in multiple geographies are within our reach



**>125  
RHINOS**

We're growing our CRASH of happy consultants everyday to join your projects



**STARTUP  
DNA**

We're fast paced, innovative and have adaptability that suits your needs.



**LOVED BY  
CONSULTANTS**

Teamlyzer's Top 50 IT companies in Portugal



**100%  
RECOMMENDED**

By all Glassdoor reviews



**DEDICATED ACCOUNT  
MANAGEMENT**

No ghosting, no answered requests, full accountability!

OUR RHINOS ARE THE REASON OUR CLIENTS KEEP TRUSTING US

# RELATIONSHIPS MATTER.



## PROJECT MANAGER

*It is a very nice company to work, they are always attentive about us and if we are feeling good on our work life.*

*I worked in We are Meta in the past and now I am back again... t's a very trustable company.*



## FRONTEND DEVELOPER

*If I could resume We are Meta in a word it would be transparency. Every step I gave was clear. Also, I come from Brazil and they totally helped me with my government obligations. They offered me lawyers for legalization not just for me but also my wife.*

*They care about the mental and physical health of employees and have a good structure to allow career development.*



## JUNIOR QA TESTER

*META provides an awesome follow-up to all employees. Good benefits and work conditions. They're flexible and have an open-mind that allows us to expose concerns and try their best to fulfill our expectations.*



## SENIOR JAVA DEVELOPER

*The visa process to Portugal was made simple and the company provided help for documentation. They have integration activities that are very thoughtful. They've assisted me with courses and certifications.*

# HIGH RETENTION RATES?

## NOW, THAT'S A **CRASH**

The positive work experience we provide drives our credibility as a trusted sourcing partner to your tech teams.

**ENGAGED. MOTIVATED. MENTORED.**



glassdoor

100% recommend to a friend



Teamlyzer

97% recommend to a friend

TRUSTED BY RESPECTED TECH PLAYERS  
**WHO ALREADY HAVE  
RHINOS IN THEIR TEAMS.**



**NATIXIS**

*We find META a partner that gives support and is aligned with our needs. I would summarize the service as friendly and quick.*



**LEROY MERLIN**

*Since the beginning META was always a partner ready to work on any issue going from simple subjects to more complex ones. I also testify the good feedback of META's consultants. A good 360° fit!*



**BLIP**

*The dedication of Meta's business manager and the efforts to accomplish what's proposed in terms of hiring specs and our business needs deserves recognition.*



**FIDUCIAL**

*We are thrilled to share our endorsement for Meta, which has had a transformative impact on Fiducial's talent acquisition strategy. Meta consistently delivers top-tier candidates that align seamlessly with our business objectives. The calibre individuals presented by Meta is as true reflection of their commitment to excellence in recruitment. For businesses in search of exceptional talent, Meta is the go-to partner.*

# ZERO RISK. FULL FLEXIBILITY.

A straightforward  
team extension process  
that **just works!**

**Meeting your  
META account  
manager**

**We share suitable  
candidates**  
(profile; rate; availability)  
(1 day to 1 week)

**You select the  
candidate you  
would like  
to onboard**

**Our Career Coach  
will take care of the  
onboarding of your  
new Rhino Consultant**

**Meeting with the  
recruitment team,  
searching for the  
right candidates**

**You choose the  
candidates you  
would like to  
interview, and we  
take care of the  
process**

**Our Account  
manager will  
arrange with you the  
starting date and  
all the details**



The tech talent war is not slowing down.

**WHILE OTHERS CHASE UNICORNS,**

**SCALE SMART WITH RHINOS!**

# FROM PORTUGAL TO THE WORLD LET'S WORK TOGETHER!

[sayhello@wearemeta.io](mailto:sayhello@wearemeta.io)

LISBOA | PORTO | ÉVORA | LONDON

WE ARE **META** 

