



# CROYTEN

## Intelligent Solutions

### Precision IT Staffing for High-Growth and Regulated Industries

We deliver U.S.-based technology professionals to organizations where technical accuracy, reliability, and speed matter. Our model combines an AI-powered recruiting platform with evaluation by experienced IT practitioners who understand modern architectures, security standards, and compliance requirements. From fintech and health tech to edtech, pharma, marketing, sales technology, and enterprise IT, we build strong, technically vetted talent pipelines aligned to real business objectives.

#### PRO Solutions

Dedicated project teams structured for complex technology initiatives. We assemble outcome-driven specialists across engineering, cloud, data, and cybersecurity to support product launches, platform migrations, system integrations, and performance optimization. Engagements governed by defined goals, technical oversight, and measurable results.

#### IT consulting

Architecture, modernization, and digital transformation services for growth-oriented organizations. Our consultants provide engineering depth across cloud infrastructure, application development, DevOps, cybersecurity, data platforms, and enterprise systems. We design scalable, secure, and compliant solutions that support operational efficiency.

#### Staff outsourcing

Flexible workforce models tailored to evolving business needs. We provide technically proficient, U.S.-based professionals under structured, compliant engagement frameworks. Whether augmenting internal teams or supporting long-term initiatives, we ensure alignment with technical standards, delivery timelines, and organizational goals.



# WHY CHOOSE US

## Measurable impact from day one.

Partnering with Croyten gives you access to enterprise-grade recruiting infrastructure, experienced technology recruiters, and AI-enabled sourcing capabilities. We deliver scalable talent acquisition solutions designed to improve hiring velocity, candidate quality, and operational efficiency.

### Significant Time Savings

We manage the full recruiting lifecycle—from sourcing and technical screening to coordination and offer support—reducing load on your HR function while improving process efficiency and cost control.

### Access to High-Caliber Talent

We maintain a network of technically vetted professionals ready to align with evolving business needs. Every candidate is evaluated for technical proficiency, role alignment, and long-term fit.

### Proven Recruiting Expertise

Operating since 2007, our team includes former engineers and technology specialists who apply structured methodologies, market intelligence, and disciplined screening standards.

### Rigorous Candidate Vetting

Each professional undergoes technical validation and structured qualification prior to submission, ensuring alignment with role requirements, team dynamics, and performance expectations.

### AI-Powered Recruitment Platform

ZenBee, developed by Croyten, leverages advanced AI and machine learning to enhance sourcing precision, optimize candidate matching, and reduce time-to-hire.

### Advanced Analytics and Reporting

Our data-driven insights enable precise talent targeting, transparent pipeline visibility, improved retention, and stronger employer brand positioning through measurable performance metrics.

# FULLY MANAGED WORKFLOW

**Expert recruiters delivering consistent, high-precision hiring outcomes.**

Our proprietary Selection Process Management methodology integrates AI-driven sourcing with practitioner-led evaluation to ensure every hire aligns with technical requirements, team dynamics, and strategic business objectives. Each phase is structured, measurable, and optimized for quality and speed.

## 01 Strategic Intake and Role Definition

We conduct a structured consultation to define technical competencies, experience thresholds, performance expectations, and success metrics.

## 02 Market Positioning and Role Optimization

We develop a data-informed job brief and value proposition designed to attract qualified, U.S.-based technology professionals.

## 03 Controlled Launch and Distribution

The vacancy is released across targeted platforms and curated networks to maximize visibility within relevant talent pools.

## 04 Precision Talent Mapping

Our recruiters conduct focused searches using market intelligence and structured sourcing methodologies to identify aligned candidates.

## 05 AI-Enhanced Candidate Identification

ZenBee applies machine learning models to match candidates based on skills, experience patterns, and role alignment indicators.

## 06 Midpoint Calibration and Analytics Review

We assess pipeline quality using real-time analytics, adjusting sourcing strategy to improve precision, diversity, and time-to-hire metrics.

## 07 Structured Technical and Behavioral Interviews

Candidates undergo recruiter-led and, where required, practitioner-informed interviews to validate expertise, problem-solving ability, and cultural alignment.

## 08 Offer Management and Candidate Communication

We coordinate offer delivery, negotiation support, and professional communication for all applicants, ensuring a controlled and positive candidate experience.

# INDUSTRIES WE SUPPORT

## Technology talent aligned to sector-specific demands.

We recruit U.S.-based technology professionals for organizations operating in performance-driven and regulated environments. Our teams understand the technical frameworks, compliance considerations, and operational realities unique to each sector, enabling precise alignment between business objectives and engineering capability.



### Financial Technology

- Digital Payments
- Embedded Finance
- Banking Platforms



### Healthcare & HealthTech

- EHR Systems
- Healthcare Data
- Digital Health Platforms



### Pharmaceutical & Biotechnology

- Clinical Systems
- Trial Technologies
- LIMS



### Educational Technology

- LMS
- Collaboration Platforms
- Student Data



### SalesTech & MarkeTech

- CRM & RevOps Platforms
- Marketing Automation
- Customer Data Platforms



### Cybersecurity & Enterprise IT

- Cloud Security
- Infrastructure Protection
- Threat Intelligence

# COMPANIES WE PARTNERED WITH



S&P Global

DE Shaw & Co



Hewlett Packard Enterprise

DELL EMC



Lenovo

ORACLE

Goldman Sachs



NASUNI



fusionIQ  
Digital Wealth. Delivered.

Robot



Morgan Stanley

CENGAGE Learning

hachette BOOK GROUP



REGENERON  
science to medicine

VISION  
GOVERNMENT SOLUTIONS

AMPION

