



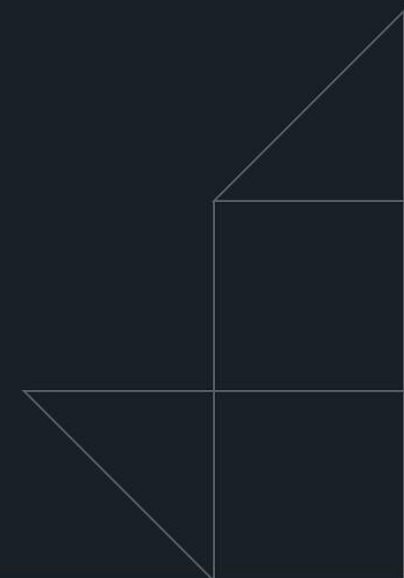
# From Agency to Their Own Fintech Product

 Case Study on 3e Joueur and Mobilunity Partnership





Being in the middle of the industrial revolution 4.0, you would assume that this modern world we live in would be flooded with a bevy of high level IT experts, that possess the skills and experience needed to function across various programming languages. In some cases this is true, however in most cases, finding the “one” ends up being a time consuming, desperate race against competitors, and project deadlines. The high demands when it comes to salary expectations, developer pickiness, office perks, etc, can lead to skyrocketing costs that make it difficult to compete. These issues along with a lack of resources on the local labor market are what brought 3e Joueur to Mobilunity.



# Client

Headquartered in Quebec, Canada, 3e Joueur have for the past 6 years been able to position themselves and establish profound connections globally among the industry's elite, by keeping 3 core principles in mind: Dedication, Passion, and Trust. With a proactive, ambitious team of only 17 employees, they have managed to successfully deliver over 300 projects all while providing top-notch expertise.



**BUSINESS NEEDS**



## Story Behind

Before 3e Joueur and Mobilunity found each other, 3e Joueur previously worked with other vendors from around the globe, including Ukraine, the Dominican Republic, and Mexico. They understood the concept of having a remote dedicated team, but were not completely satisfied with their previous providers, and were in search of a trustworthy partner.

For them having qualified candidates was important, but finding developers that would fit into both their corporate, and team culture was equally important giving their rich experience with remote teams. Thankfully our approach to team building with our 3Rs of nearshoring (Relationships-Recruitment-Retention) allowed both 3e Joueur and Mobilunity to begin a nearshoring journey that has since become a fruitful relationship.



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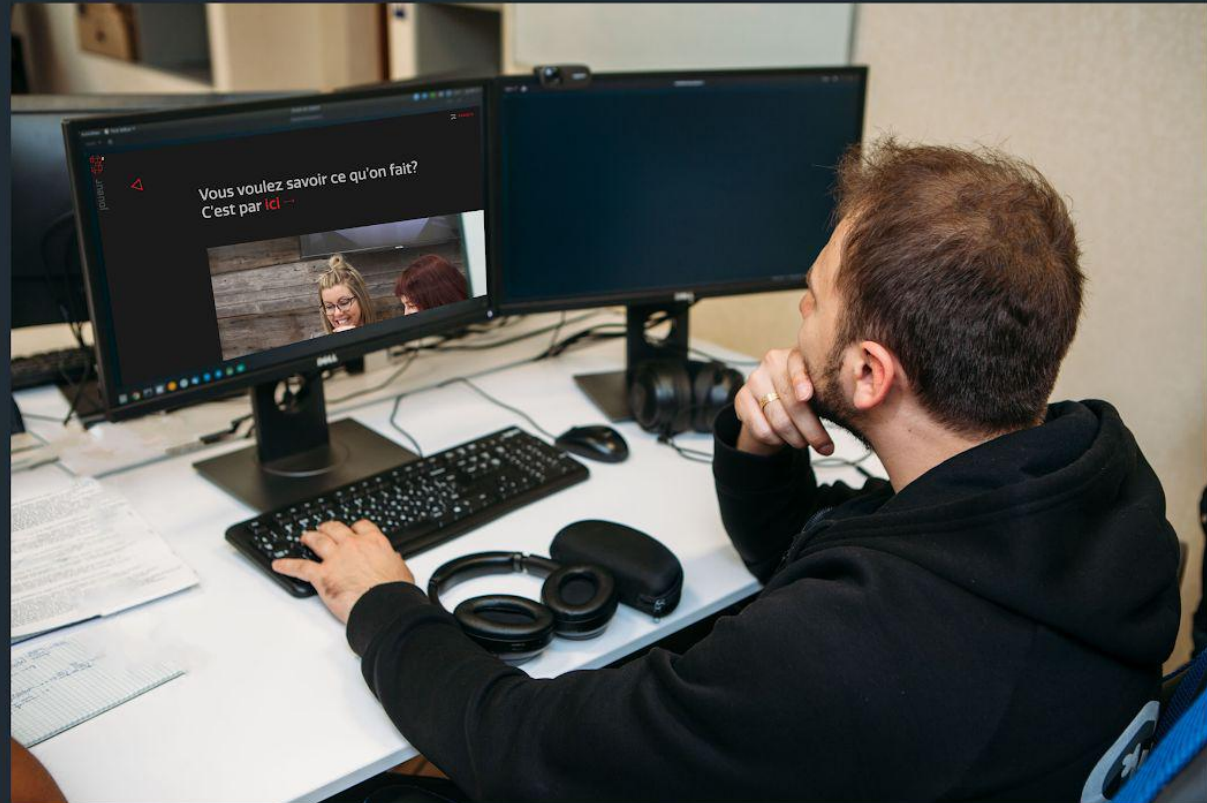
*We have tried different places for outsourcing and Mobilunity is definitely a huge step forward*



Jimmy Beauregard - Associé,  
Gestionnaire de projet

# Challenge

Finding local developers with technical expertise isn't easy, but even then, having technical skills is not enough. 3e Joueur focuses on relationships just as we do at Mobilunity. So the Challenge was finding technically savvy developers that also shared their vision and collaborative spirit. They needed to find a developer that would be not only a key team member but a foundational piece to secure a project within the banking industry that could either make or break their growth trajectory. Talent was essential, and so was time, which they had very little of.





## Solution

This was a simple fix for us, with only one viable solution. Focus on the Relationship and build from there. Our 3R's of nearshoring starts with Relationships, then on to Recruitment and Retention.

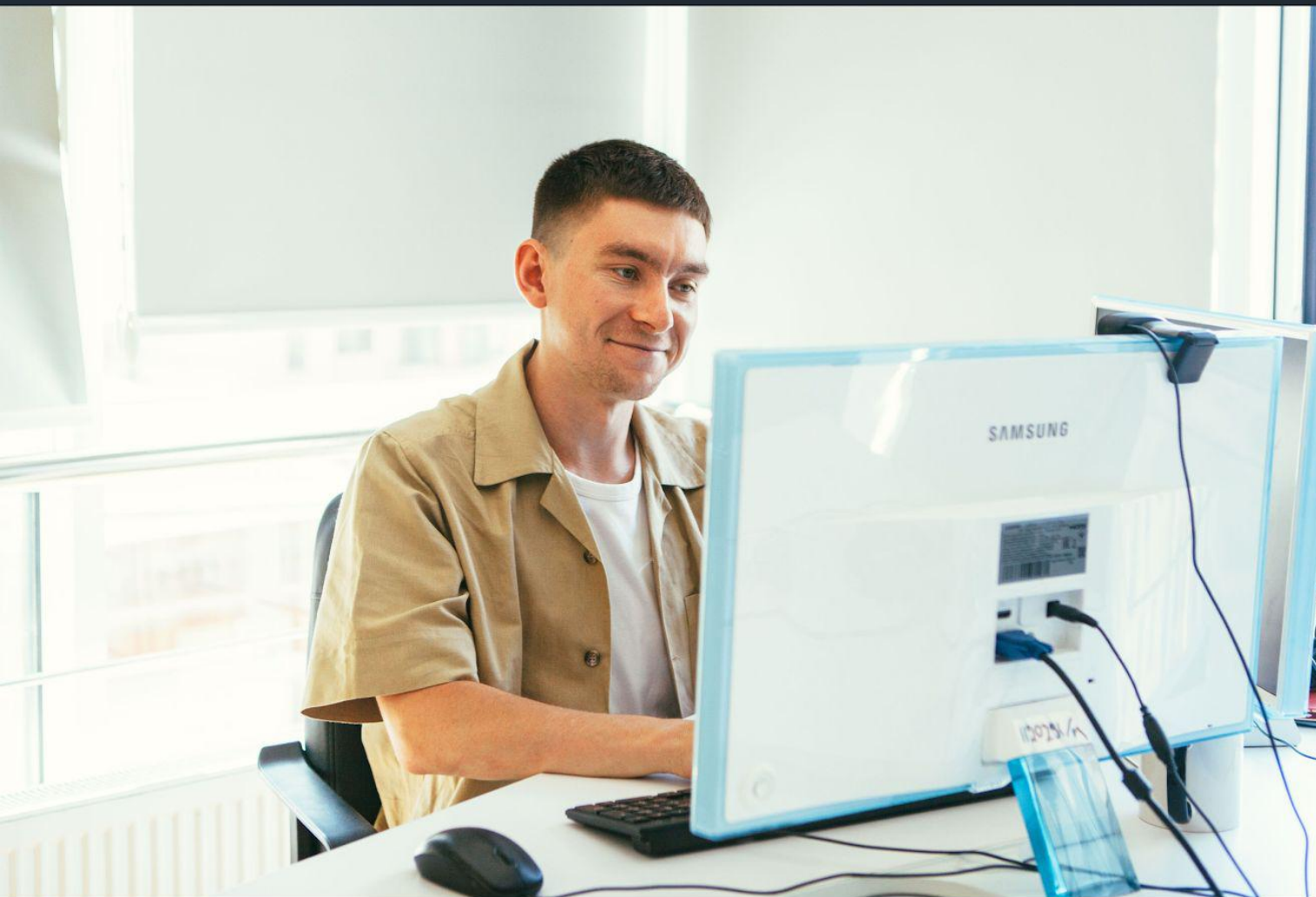
We knew what was needed from a personal point of view, so we then moved on to the technical aspect of things - Python, and the experience needed - Fintech. Within a manner of days our recruitment team was able to provide a list of candidates to consider. One of them was Anton, who was ultimately hired.



# Outcome

Anton has impressed 3e Joueur with his responsible attitude to work, maturity, and competence in the performed tasks. Moreover, sometime later, the platform decided to expand its remote dedicated team to involve more members in other projects. Anton, as an experienced employee, agreed to mentor and teach those employees to introduce them to the project and start working together as soon as possible. Naturally, when the company made a decision to develop its own fintech product - online credit rating platform Finexpert - Ukrainian team was chosen as the one who would lead the development process.





While some companies leave the client with his/her team members soon after the recruitment stage, we in Mobilunity, are constantly working on retaining our developers through creating a friendly and open corporate environment. Retention is in our DNA, that's why our staff members are always heard, their needs are considered, and issues are resolved promptly after occurring. Thus, being satisfied with Mobilunity as a vendor and recognizing trustworthiness, reliability, and dedication from Anton's side, 3e Joueur offered him a 3-year contract. These days, 3e Joueur and Mobilunity are in a tandem relationship, looking forward to the new challenging projects.

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*After trying different remote collaborations in several countries. Mobilunity has been outstanding in hiring extremely talented people. We are impressed by the quality of the work done in Mobilunity's offices for our company. We strongly recommend their services!*



Jimmy Beauregard - Associé,  
Gestionnaire de projet



MOBILUNITY

**LET'S DISCUSS BUILDING YOUR DEVELOPMENT TEAM**

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