Dev Partners

Scale your dev team faster. Hire 100% fully-vetted and reliable developers.

Top 1% Software Developers in the Philippines

Hire Best Backend

Scale your dev team faster with our IT Staff Augmentation services. Hire 100% fully vetted, reliable, ready-to-go developers for building and expanding your team.

Hire Now
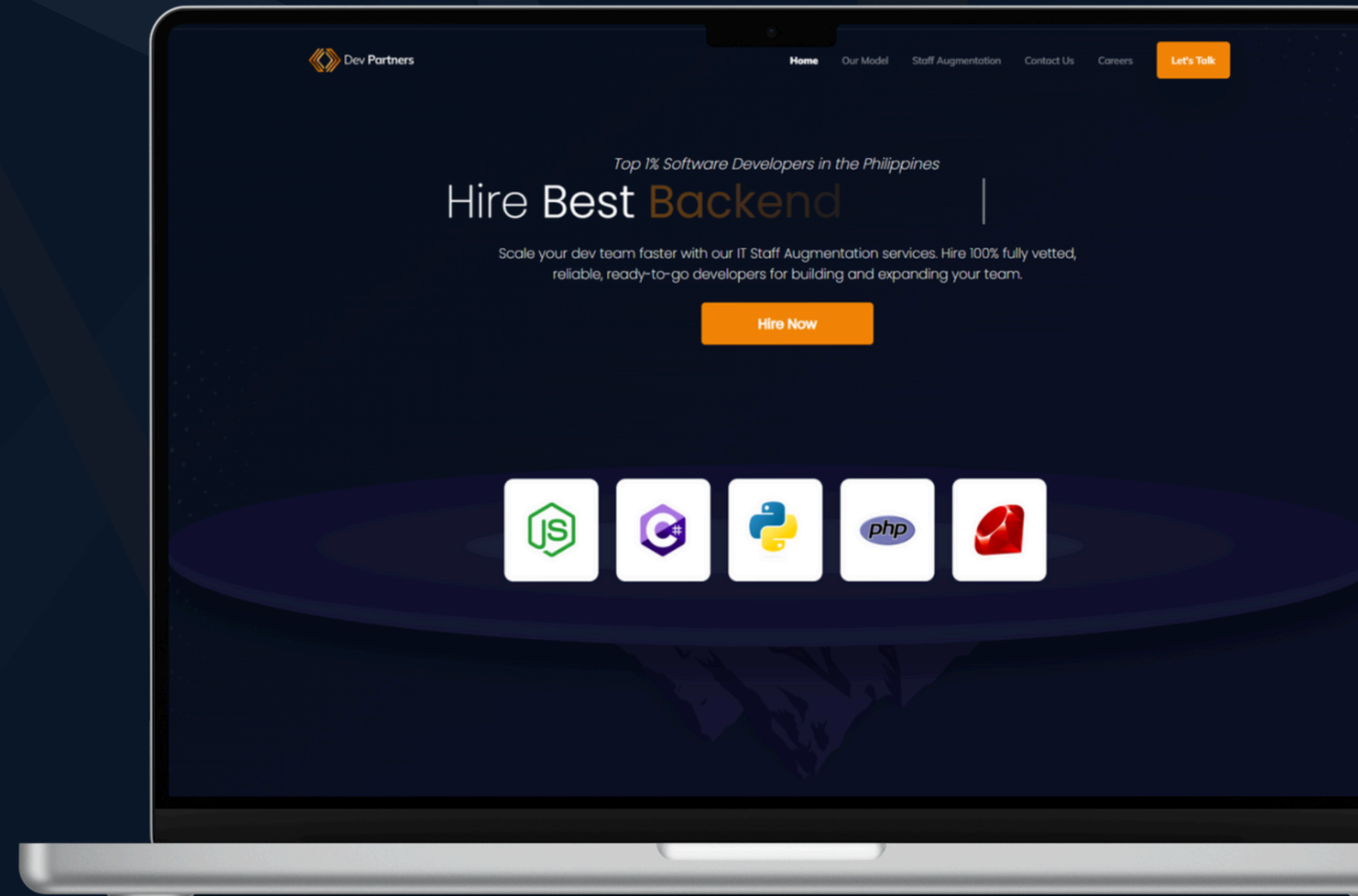
Thank you for the opportunity to discuss working together.

We have an extensive history of working with businesses in the United States, Europe, Australia, and New Zealand, and look forward to sharing with you our services.

As one of the leading providers in the Philippines with a team of almost 200 staff, our aim is to provide high quality, reliable, smart / talented people to help extend your team.

Our company has a focus on ensuring our staff deliver a high standard of work whether that be superior code quality for developers, design quality for designers, or exceptional customer service for support staff. We are proud to be one of the few local companies that operate an employee-first and a remote-first environment since our inception in 2015. We care about our community, and our entire team work hard at giving back where we can.

Let's explore this document around how we can work together on extending out your team.
I look forward to speaking with you when you have had a chance to review things.

Steven Bustin

VP Sales and Marketing
steven@devpartners.co

Dev **Partners**

What makes us **different**

Our approach
is very different

Our approach is to focus on creating a long term partnership between us, our clients and the team members working with them.

We don't seek to be the lowest price option on offer, our goal is to give you quality, long term team members you can add to your tribe, at exceptional value.

So, what makes us truly different?

Excellent Retention
Our team members are incredibly loyal. We pride ourselves on a 97% retention rate.

Your trusted partner
Ask any of our clients, we work to ensure a truly trusted relationship exists with all that we work with.

Reliable quality
We find and work with quality individuals, and we reward them, upskill them and value them.

We deliver fast
Our team knows you need results fast — we are always up for the challenge.

Dev **Partners**

Here are the things we take care of:

Recruitment

We will find you a talented person to meet the role you are looking for, who can fit into an existing team, or be part of a new team we are building for you.

Upskilling

Our training team ensures continuous upskilling of our team members. We ensure they are current with the latest practices.

Payroll

We will ensure that your team member is paid, and any applicable governmental obligations are all taken care of.

IT Equipment / Software

We will provide our team members with all equipment and software they need to complete the job.

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We like to be clear and transparent with our clients, and as part of that we aim to make clear where we add the most value.

Rewards and growth

We will ensure that team members are rewarded for great work, and motivated to grow in their delivery.

Team Integration

Our team members are part of ours (and your) extended dev team. We ensure they continue to feel that way.

HR Management

We will take care of any HR issues with your team members, sick leave, annual reviews, etc.

Tech Education

Our developers are involved in building a community of tech leaders, sharing their knowledge to provide highly technical and industry-based learning and training experience to the community we serve.

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We know some **decisions** and **skills** are best for our clients to arrange:

Governance

Our teams work with clients that have good governance processes in place and can extend that to an extended Philippines team. We will ensure what you have in place is followed and adhered to.

Technology Stack Decisions

We rely on you to make choices around your technology stack. Then we build a suitable team based on your needs.

Timeframes/Funding

You determine your fundings and timeframes decision. Then we provide you the resources you need to complete your goals based on it.

Product/Project Management

We work with clients that have an existing product/project management infrastructure and are looking to extend their teams out.

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We take the privacy & security of our clients information very seriously.

All of our resources who have access to or knowledge of any sensitive information from clients are obligated to keep such information or data confidential. To ensure complete privacy and data protection for our clients, Dev Partners employs the following protocols:

Dev **Partners**

1. All of our employees are subject to criminal record checks

2. All of our staff members sign Non-Disclosure Agreements as part of their employment contracts

3. Dev Partners, as a company, signs a Non-Disclosure Agreement as part of the service agreement with all clients

4. Only specific resources deployed to a client have access to relevant data and information

5. All company-owned machines used for development are subjected to regular security checks

6. Remote access to clients' network, servers or other equipment are controlled by the clients

7. All data transmission are only done through secure channels

8. 2-factor authentication are strongly encouraged for all logons

9. Secure practices and policies are strictly followed and implemented during product development to prevent vulnerabilities

10. Company properties such as files, physical storage devices, printed documents, etc. are audited and ensured to be kept confidential

11. Strict policy of no locally stored code, GitHub (or similar) repositories only with permissive access managed by Clients

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Understanding your needs

Dev **Partners**

Extending your team

Get the talent that you need to extend your family, outstanding people at a reasonable price.

We have provided an overview of different resource options to help you get a general understanding of what we provide.

Over the years, our experience has shown that our expertise in providing resources is best placed to complement an existing local based leadership team of Project Management / Product Ownership.

Dev Partners

Need specific skills?

Dev Partners

Scale up with smart people

We have a range of skills to choose from, for example we can find you experts in:

Javascript

These new age smart cookie code writers have perfected the art of the latest front-end technologies.

Microsoft

Make Bill Gates proud? We have a bunch of people that feel the same way. Our experts can help expand your core team.

PHP

Create dynamic web applications, e-commerce sites, and more with our team of experienced PHP developers.

Mobile App Developers

Hard to find? We have found them, a rare breed who will give your project that special touch.

Manual QA & Test Automation

Ensure the quality and reliability of your proucts with our expert manual QA and test automation engineers.

DevOps and Cloud

Proficient individuals who think efficient and scalable solutions to help optimize your infrastructure, streamline workflows, and improve performance.

Dev Partners

Database & Business Intelligence

Smart organised data driven individuals who think about structures in their sleep.

Designers

Make Bill Gates proud? We have a bunch of people that feel the same way. Our experts can help expand your core team.
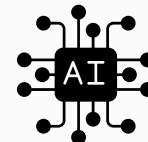
Blockchain

Making the next BTC? Creating decentralized apps? Get help from our pool of blockchain developers experts in Solidity and more.

Mobile App Developers

Bring your vision to life with our talented UX/UI designers. Creative professionals to create visually stunning and user-friendly designs for websites, mobile apps, and other digital products.

Artificial Intelligence

Building the next ChatGPT? Once considered futuristic, Artificial Intelligence (AI) is now an integral part of our reality. Boost your startup tech capabilities by hiring our talented AI engineers.

Other Technologies

We have access to a large market of other specialized roles - a range of skills to choose from.

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If we don't have a specialist resource on staff,

our team will go to the market to locate a suitable candidate.

We have access to a large market of other specialty's - talk to us about what your specific needs are and we will find you the right person.

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We provide **fully vetted candidates only**

Dev **Partners**

Smart / Talented individuals

At Dev Partners, our foundation is the balance between Speed and Quality. We employ the right tools and processes to deliver the best and quality shortlisted (pre-screened) candidates in the shortest possible time.

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Our Screening Process

1

Soft-skills Assessments

Meant to ensure the candidate will fit in well with client culture, work and communications styles.

2

Technical Interviews and Assessments

General required technical knowledge by the job description and post-assessment to further filter candidates.

3

Specific Technical Interviews and Assessments

A very detailed technical interview focused on the specific requirements of skills and experience as noted in the job description.

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Resource Costing

Resources Skills	Dev Partners	Median Hourly Contact Rate in US/Canada
UI/UX Designer Mobile Apps | Web Apps	MIN ———————— MAX $22-$32	$60-$110
Web Developer Angular | React | Vue | PHP | Node.js | Python | Ruby	MIN ———————— MAX $20-$35	$50-$90
Mobile Developer Android | iOS | Fullstack	MIN ———————— MAX $22-$35	$65-$125
QA Tester Manual | Automated	MIN ———————— MAX $20-$25	$45-$85
Database Developer MS Sql | Oracle | MySQL, PostgreSQL, MongoDB	MIN ———————— MAX $20-$30	$52-$91
Specialist Developers Salesforce | SAP | Oracle	MIN ———————— MAX $23-$35	$55-$98
Customer Service Phone | Live Chat | Help Desk	MIN ———————— MAX $10-$15	$28-$45

We price for a long-term partnership

Charging you **hourly rates only.**

✓ No recruitment fees.

✓ No obligations.

✓ You do not need to pay a single penny until you find the right fit.

✓ All inclusive rates.

* All rates shown in USD

Dev Partners

All inclusive Rates

Don't waste your time and money on recruiting, hiring and all that stuff. We're here for you - just select your talent and we'll be in touch once he/she is ready to start!

Your selected talents will be hired by Dev Partners, so it's just an hourly rate to be paid. No recruiting, search or activation fees!

Our rates are fully inclusive and include all government mandated benefits, performance incentives, health insurance, individual up-skilling and growth costs. There are no hidden additional costs.

Dev Partners

Our Guarantee

We stand by the performance of our team members. If you feel that an individual in your extended team is not performing to your expectations, we will immediately arrange a replacement.

Our Team

We build partnerships

A bit of background

Dev Partners was setup in 2015 to solve an immediate need for recruiting a team of high quality developers for our first client. Having explored many other providers, and with a disappointing outcome, our first clients were looking for us to deliver them high quality, loyal team members based in the Philippines.

Fast forward to today, and we are now one of the leading providers of quality staff in the Philippines. Our aim is not to be the biggest, or the lowest price, but rather to continuously impress and delivery on the family feeling for our select list of clients.

Dev Partners

Roland Votacion

Chief Executive Officer

As the CEO of Dev Partners, Roland, is responsible for running all facets of the business. He is always available and approachable to every client, and will assist in every way possible to make sure our clients have the best experience.

Jackielyn Miguel

Chief Financial Officer

As Dev Partners' Chief Financial Officer, Jackie is responsible for all finance operations and working closely with the management team to ensure financial stability.

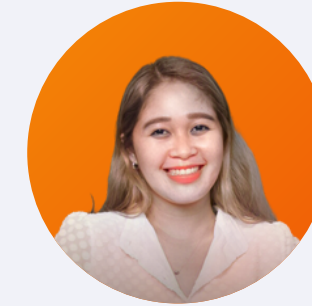Dev Partners

Steven Bustin

VP Sales and Marketing

Steven Bustin is an internet pioneer, a senior digital media and marketing executive with over 40 years of business experience including 20+ years in internet marketing, advertising and operations.

Melbrian Nuevo

Head of Client Relationships, Training and Development

Melbrian or "Brian" focuses on all aspects of developing and building strategic partnerships with key clients. As Dev Partners' Client Relationship Manager, he leads the company's training and development efforts, driving process improvement and culture.

Zaira Mae Palmero

Head of People and Culture

As the HR head (or Head of People and Culture) of Dev Partners, Zairah is responsible for ensuring that HR programs and initiatives are effective and efficient in promoting a happy and productive workplace aligned with the company's values and culture. She earned her bachelor's degree from Ateneo de Davao University. Zairah has comprehensive experience in Human Resources for the BPO, Real Estate/Leasing, and Consumer Goods/FMCG industries.

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Rika Laureto

Head of Talent Acquisition

Rika is the Head of Talent Acquisition at Dev Partners, overseeing the day-to-day operations of the talent acquisition team. From lead generation to technical skill assessment, she ensures a seamless recruitment process. With a focus on process improvement and strategy development, Rika leads her team in staying updated on talent trends and competitive market practices. With a background in digital marketing and operations management, Rika brings solid organizational and leadership skills to her role, dedicated to providing top-notch talent that meets the client's needs.

Joilenn De Sagun

Head of Marketing

Meet Joilenn, our Head of Marketing at Dev Partners. She spearheads our marketing efforts, ensuring that our message reaches the right audience. From building the company's branding and crafting compelling campaigns to analyzing market trends, she leads in building the brand image to the public and client acquisition. With a passion for delivering results and a background in digital marketing and analytics, her goal is to create meaningful experiences for our future partners.
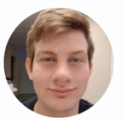
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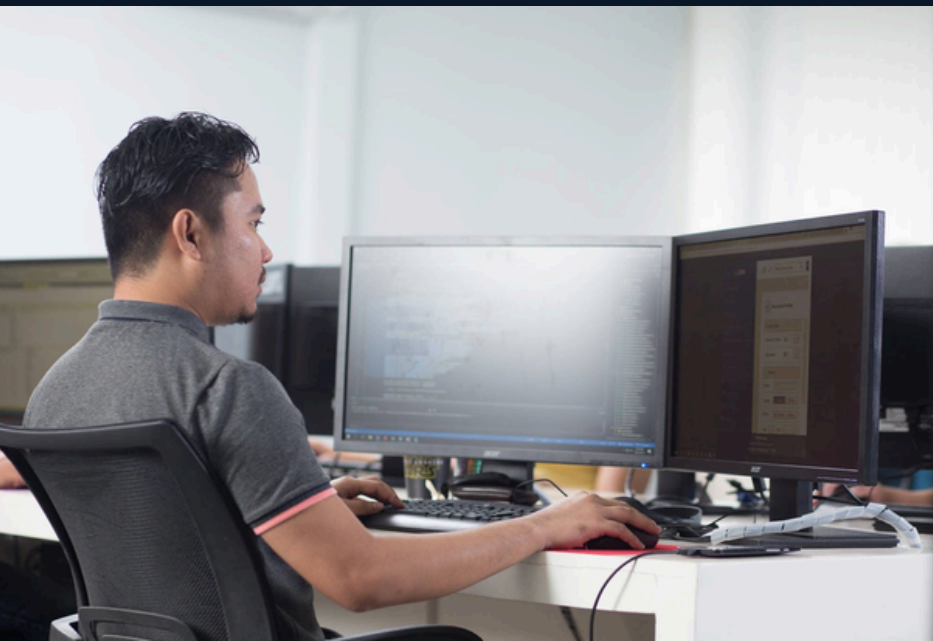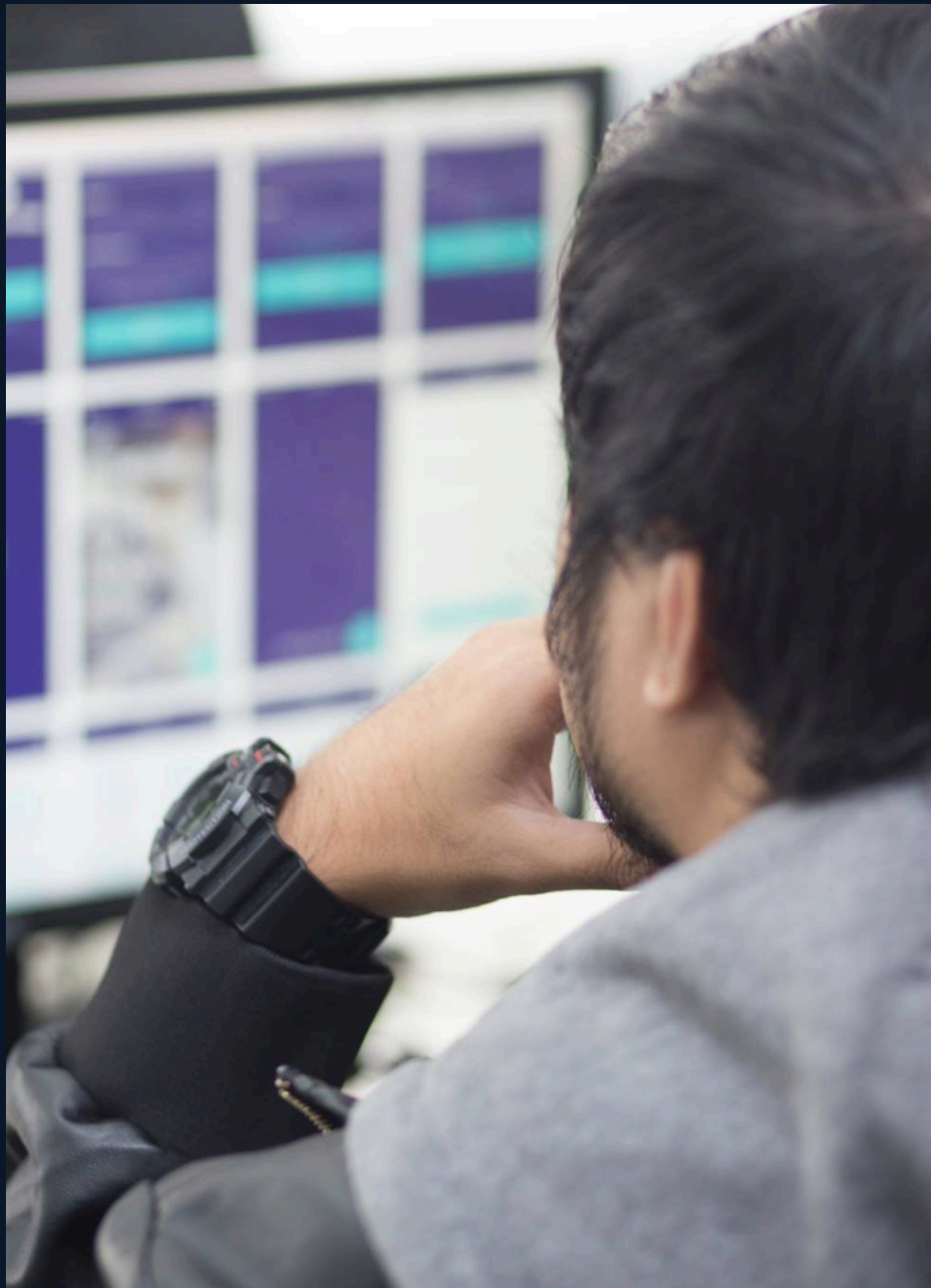
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Testimonials
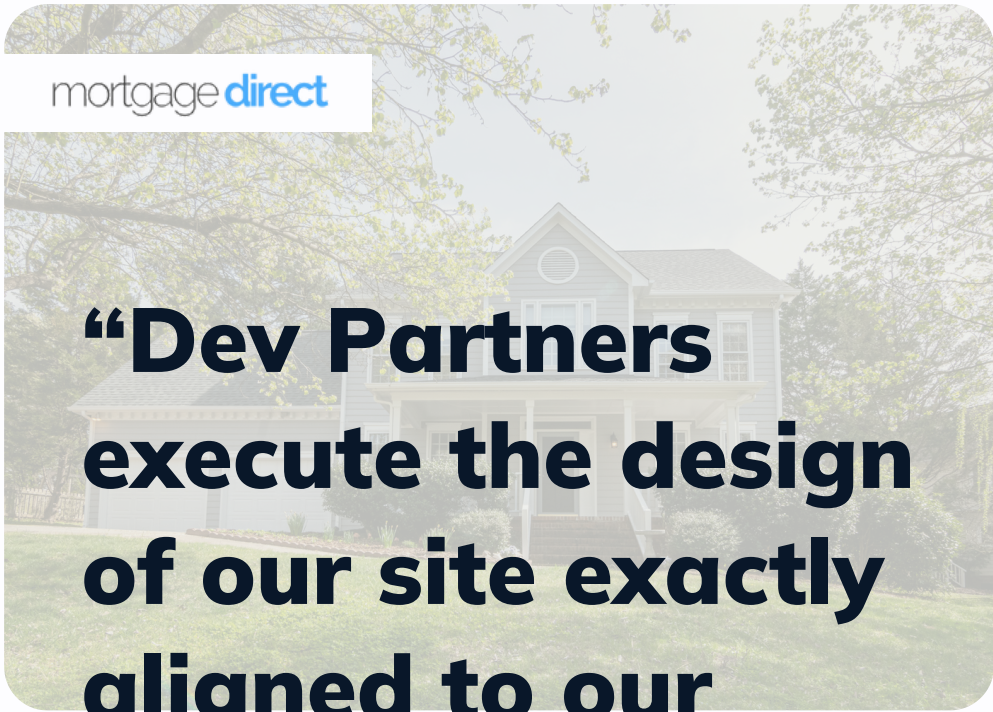
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"Dev Partners execute the design of our site exactly aligned to our expectations."

Sarah Walters
Business Manager, Mortgage Direct

"They are equipped to handle the task quickly & efficiently."

Chris Brett
Operations Manager,
Awesome Holiday Rentals

"We have found Dev Partners to be an excellent partner in this project, they have delivered resources quickly and to a high calibre."

James Punnet
Head of IT Strategy, Loan Market

Dev Partners

Brands We Work With

FABLETICS

mortgage direct

LoanMarket
home finance brokers

Awesome
Holiday Rentals

JUSTFAB

NZFSG

FABKIDS

SAVAGE FENTY
LINGERIE BY RIHANNA

BlackFin Tech

TechStyleOS

coretelligent

ARCHIVE360

OSM Thome

TechStyle
FASHION GROUP

shoedazzle

Dev Partners

Giving Back

As a part of the Davao and wider Philippines community, **Dev Partners** is dedicated to giving back and supporting where we can make a difference.

Dev Partners

The **Roland Torres Votacion Foundation, Inc.**, is the heart and Corporate Social Responsibility of Dev Partners in establishing a sustainable community. Inspired by the teachings and doctrines of St. John Bosco, the RTVFI aims to make a difference to the lives of the unprivileged youth and students especially "the lost, the least, and the last."

Focusing in one of the remote barangays of Arakan in North Cotabato, Island of Mindanao, RTFVI continues to pursue the mission to help people — help themselves through education and to give opportunities that could help shape and build their future.

Dev Partners

As the lead sponsor of the **RTV Foundation** in the Philippines, our company mission is very much tied to helping our community achieve sustainability.

Dev Partners

THANK YOU!

Email info@devpartners.co or visit www.devpartners.co to get started!

Steven Bustin

VP Sales and Marketing

📞 1 (800) 850-2344

✉️ steven@devpartners.co

📍 San Francisco, CA USA

Let us know
if you have
questions

We would love to be your partner
so let's talk further.

Email us at **info@devpartners.co**

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