



BOHIOSYSTEM

• SERVICE DATASHEET • BOHIOSYSTEM

Technology Talent

We bring technical talent into your team under your direction, backed by the methodological rigor and continuity of an engineering firm.

DOCUMENT

BS-SVC-13

VERSION

1.0

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PREPARED BY

BohioSystem

BohioSystem

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THE SERVICE

Hiring a good technical profile takes months. Project-based reinforcement shouldn't cost the same in time as a permanent hire.

We provide technical professionals who integrate into your team and work under your direction and your processes. The difference from a resume database is that we stand behind performance and guarantee continuity if a profile doesn't work out or leaves the project.

This isn't body-shopping. Each person arrives with internal technical support, review of their work, and access to the team's accumulated knowledge.

2 wks.

TYPICAL ONBOARDING

Replacement

GUARANTEED AT NO COST

Your directionYOUR PROCESSES AND
PRIORITIES**Backed**BY INTERNAL TECHNICAL
SUPPORT

01

What we solve

When it makes sense to reinforce with external talent.

COMMON SITUATION	WHAT IT MEANS FOR THE BUSINESS
Hiring takes too long	The project starts in a month, and a serious technical hiring process takes three. The window of opportunity closes before then.
A specific specialty is needed	A very specific profile is needed for six months — not long enough to justify a permanent position.
Temporary workload spike	A migration, a launch, or an audit demands more hands for a limited period.
Risk of a bad hire	A wrong technical hire costs months of salary and drags the project down, and it's hard to detect in an interview.
The team lacks a technical reference	There are capable developers, but no one with enough experience to set technical direction and review decisions.
Dependence on a single person	All the system's knowledge lives with someone who could leave tomorrow.

02

What the service includes

01 Staff augmentation

One or more professionals integrated into your team, in your tools, and under your planning.

Prior technical screening · Integration into your process · Reporting to your manager · Full-time or part-time dedication
· Guaranteed replacement

02 Turnkey team

A complete team with its own technical lead, taking ownership of a product or module from start to finish.

Team with a technical lead · Own methodology · Commitment per deliverable · Progress reporting · Scalable as needed

03 Technical reference

A senior profile who sets direction, reviews decisions, and raises the level of the internal team.

Architecture review · Code review · Team mentoring · Standards definition · Part-time dedication

04 Knowledge transfer

Making sure the reinforcement leaves installed capacity behind, not a new dependency.

Work documentation · Handover sessions · Training for the internal team · Pairing with in-house staff

05 Technical screening

We support your own hiring process with real technical evaluation, if you prefer to hire permanently.

Profile definition · Tailored technical test · Technical interview · Evaluation report

06 Continuity coverage

Backup to cover planned or unexpected absences in critical positions.

Vacation coverage · Leave-of-absence replacement · Handover on resignation · Agreed availability

03

How we work

In short stages, with something verifiable at the end of each one.

PHASE	WHAT HAPPENS	WHAT YOU KEEP
01 · Discovery	We understand the business, the current state and the real constraint.	Diagnosis and agreed scope.
02 · Design	We define the solution, its risks and its execution plan.	Architecture and milestone plan.
03 · Build	We implement in verifiable increments, not in a single delivery.	Functional progress per milestone.
04 · Go-live	Controlled deployment, testing and knowledge transfer.	Solution in production and team trained.
05 · Evolution	Operation, measurement and continuous improvement under a service agreement.	Periodic report and living roadmap.

04

What you receive

Onboarding

- Profile technically evaluated before being presented.
- Verified references.
- Signed confidentiality agreement.
- Agreed onboarding plan.

Guarantees

- No-cost replacement if the profile doesn't fit.
- Defined trial period.
- Continuity if the professional leaves.
- Orderly handover at the end.

During the engagement

- Periodic progress report.
- Point of contact for escalation.
- Agreed performance review.
- Documentation of work performed.

Offboarding

- Documentation of the knowledge acquired.
- Handover sessions with the team.
- Return of access and assets.
- Closing report.

05

Technologies we work with

We choose the tool for the problem, not by trend or by agreement with a vendor.

BACKEND

FRONTEND

FULL-STACK

DEVOPS

SRE

DATA

AI/ML

QA

CYBERSECURITY

CLOUD

INFRASTRUCTURE

ARCHITECTURE

UX/UI

TECHNICAL MANAGEMENT

06

Engagement models

MODEL	HOW IT WORKS	WHEN IT FITS
Fixed project	Defined scope and deliverables, agreed price and timeline.	Bounded needs with a clear objective.
Monthly retainer	Reserved team capacity month to month.	Continuous evolution and sustained support.
Dedicated team	Profiles assigned exclusively under your direction.	Long programs or high workload.
Hour bank	Consumable hours with agreed priority.	Variable demand or one-off work.

07

Our commitments

COMMITMENT	HOW IT IS MET
Real technical evaluation	No profile is presented without having been technically evaluated by someone who masters the subject.
Guaranteed replacement	If the profile doesn't fit during the trial period, it is replaced at no cost and without argument.
Assured continuity	If a professional leaves the project, we take charge of the handover so the knowledge isn't lost.
No profile surprises	The person you interview is the person who works. We don't swap profiles after approval.
Transparency in the relationship	The professional knows the terms and works on a stable basis. Hidden turnover hurts the client before anyone else.

WHEN WE RECOMMEND HIRING IN-HOUSE

When the need is permanent and the knowledge is the business's differentiator. External reinforcement solves spikes, one-off specialties, and kickoffs, but the core of the product is better kept in-house. We help you technically evaluate those candidates even if you don't hire us.

08

Next step

GET STARTED

A one-hour session, at no cost, to review your current situation and define together the minimum scope to start with.

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