



TECHNOLOGY
CONSULTANTS

Trial & Transfer

16 Frequently Asked Questions

About Trial & Transfer

Fakir Tech provides senior remote talents in the Trial & Transfer program. You tell us your needs, we find technically & culturally fit talents for your team, and after a trial phase of remote working, you'll have a chance to transfer the talents to your in-house team.



What is the Trial & Transfer program?

The Trial & Transfer program is designed to let you work with skilled developers from Iran remotely for a trial period before deciding whether to hire them full-time. After a successful trial, the developer can relocate to your company, with support from us in the form of guidance and best practices on how to manage the relocation process.

How do you vet developers for my team?

We conduct HR, technical, and cultural interviews. Our vetting process includes coding tests and project-based assessments to ensure the developer is a good fit for your technical needs and company culture. We also evaluate their readiness for relocation and make sure they align with your company's long-term goals.

How long does the trial phase last?

The trial phase typically lasts for six months. During this time, developers work remotely, and we ensure regular performance feedback sessions to help you assess the fit. This phase can be extended if both parties agree and this has been an option of our pre-agreement.



What happens during the trial phase?

During the trial phase, developers work on real projects within your company. We provide regular feedback checkpoints to assess performance and cultural fit. You'll have time to evaluate their contributions and decide if they are a good long-term fit for your team.

How do I ensure the smooth integration of the developer into my team?

We offer onboarding guidelines, including cultural training and best practices for remote integration. By encouraging early communication and providing team-building suggestions, we help ensure a smooth transition from remote work to in-house collaboration, if the trial is successful.

What kind of support do you offer during the relocation process?

We provide guidance on the relocation process, including a detailed timeline and a checklist of what needs to be done, but we don't manage the relocation for you. You'll have access to best practices and materials to navigate legal, visa, and housing matters, ensuring the relocation is as smooth as possible.



How do I assess the developer's technical fit during the trial phase?

We set performance milestones and conduct regular feedback sessions with you and the developer. You'll have the opportunity to assess the developer's technical abilities and how well they fit into your team's workflow through real-world tasks during the trial phase.

What happens if the developer isn't a good fit?

If the developer doesn't meet your expectations during the trial phase, we can help facilitate feedback and work on improving the situation. If the issues persist, we can assist in finding a better match. The trial phase is designed to minimize the risks of hiring, allowing both sides to evaluate fit before making a long-term commitment. After around 3 months, a final decision needs to be made, though, because the legal and logistic preparations for relocation need to start at this point.

How can I be sure the developer will commit to relocating?

All developers in our Trial & Transfer program are pre-screened for their willingness and readiness to relocate. We ensure that they are committed to the process and that their relocation aligns with their career goals. However, the exact timeline for relocation will depend on both parties agreeing on the terms.



How do you ensure long-term retention after relocation?

While we don't manage the relocation process, we provide cultural integration materials and advice to help ensure long-term retention. By matching developers with companies that share their values and career goals, we increase the likelihood of a long-term, successful collaboration.

How does the pricing of the Trial & Transfer program work?

During the trial phase, you pay a daily rate for the developer's remote work. Once the trial is successfully completed, and the developer begins working with you in Germany, a transfer fee is applied, similar to a typical recruiter fee. This fee is paid upon the developer's first working day in Germany. After that, the developer transitions to full-time employment with you, and no further fees are charged from our side.

How do I handle legal and GDPR compliance during the trial phase?

We provide best practices and guidelines to ensure that remote developers are working in compliance with GDPR and intellectual property (IP) regulations. We help you set up a secure remote working environment, but



the ultimate responsibility for legal and compliance matters lies with your company.

How do I measure the developer's performance during the trial?

We establish performance milestones and provide regular feedback sessions throughout the trial phase. This allows you to assess both the developer's technical performance and how well they fit within your team's dynamics.

How do you facilitate team-building with the developer remotely?

We provide guidelines and best practices for building relationships with remote developers during the trial phase. Encouraging early communication and team meetings helps developers integrate with your in-house team. We also offer advice on team dynamics to ensure the process goes smoothly.

How do I ensure project continuity during the transition from remote to in-house work?

During the transition, we provide recommendations on managing the workload and expectations. Developers will continue to work remotely while the relocation process is finalized, ensuring that there is no disruption to your project timelines.



How do you handle personal or family challenges for the developer during the trial phase?

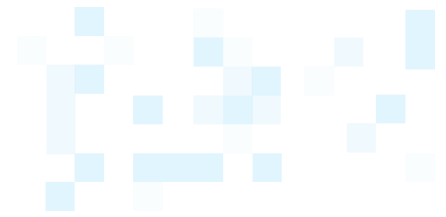
We understand that life events can impact the relocation process. If personal or family challenges arise, the trial phase can be extended to accommodate these situations, provided both you and the developer agree. This flexibility helps ensure that the relocation and job transition happen smoothly.

What are the next steps once the trial phase is successful?

Once the trial phase is completed successfully, the developer will transition to a full-time role in your company. We provide you with materials and best practices for managing the legal and logistical aspects of the relocation process, ensuring that the transition is as smooth as possible.



TECHNOLOGY
CONSULTANTS



Have a question? Email us:

info@fakir-it.de

Want to start the Trial & Transfer process?

Book a meeting at:

fakir.tech/trial-transfer