AZ TECHNOLOGY

TECHNOLOGY STAFFING, THOUGHTFULLY MATCHED.

How we vet every candidate.

Most staffing firms match keywords to resumes. We match people to the actual work. Here's the process behind every candidate we present:

1

Understand the work first

Before we look at a single resume, we learn what the role must achieve: the outcomes, the team dynamics, the tools in daily use, and what "great" looks like in six months.

2

Define the fit profile

We translate the role into a concrete profile — must-have skills, environment fit, and working style — and agree it with you before the search begins. No surprises later.

3

Source narrowly, not widely

We'd rather present three right people than thirty maybes. Every candidate is screened against the fit profile before they ever reach your inbox.

4

Vet against the actual work

Our conversations go past the resume: what they've built, what broke, how they think through problems. We check for the judgment the role needs, not just the keywords it lists.

5

Present with reasoning

Every introduction includes why this person fits — the specific strengths mapped to your role's demands. You never get a resume without a reason.

OUR PROMISE

If a candidate isn't right, we'll tell you before you waste an interview on them. We'd rather lose a placement than make a bad one — because our business is built on the second hire you give us, not the first.