Software engineering and back office resources to support the digital revolution of insurance

With ITT – "hire the best"

Access and utilize a global talent pool of worldclass software engineers – fully dedicated to each client and provided on a full-time basis.

You have complete control over who they interview and "hire" as well as how these resources are managed.

With ITT's unique offshore "staff augmentation" model you find and engage high quality resources while also promoting significant cost savings – all backed by a U.S. owned and operated company.

Why ITT?

Reduce Overhead

ITT gives you the exact technical resources you require, for as long as you need them – at less than half the cost of hiring local talent.

We Speak Insurance!

We have more than 15 years of experience, we understand the technology challenges.

World Class Team

100% of ITT's resources are EU based. You get instant, affordable, long term access to architects, designers and software developers of highly successful software solutions and e-commerce sites, with extensive expertise and certifications in a vast array of technologies and development platforms.

Go To Market Faster

ITT has access to a unique talent pool that allows you to engage high quality technology talent and scale quickly.

U.S. Based

ITT is U.S. based. So we abide by the same laws and standards as you are.

Widest range of technical skills

VB, VB.NET   Jakarta EE   C++   C#   Python   Javascript   HTML5   .NET   Bootstrap   AngularJS

Ruby on Rails   Spring   SharePoint   jQuery   Tableau   Salesforce   nodeJS   AJAX   RabbitMQ   PostgreSQL

MS SQL Server   MySQL   mongoDB   Amazon WS   REST Services   UI / UX   Cloud   iOS & Android

What do you get with ITT?

High Caliber Talent

Having access to the best European software development teams, we can rapidly build and scale human resources to meet your specific needs.

Complete resource control

Your ITT developers work exclusively for you, as virtual employees. We can deliver the technical talent you need, when you need it, for as long as you need it.

Full IP protection

We respect our clients' privacy. As a U.S. company, ITT complies with all U.S. intellectual property and data protection laws.

Technical problem resolution

ITT software professionals proactively explore the best technical solutions to ensure optimal results.

Convenient cost control

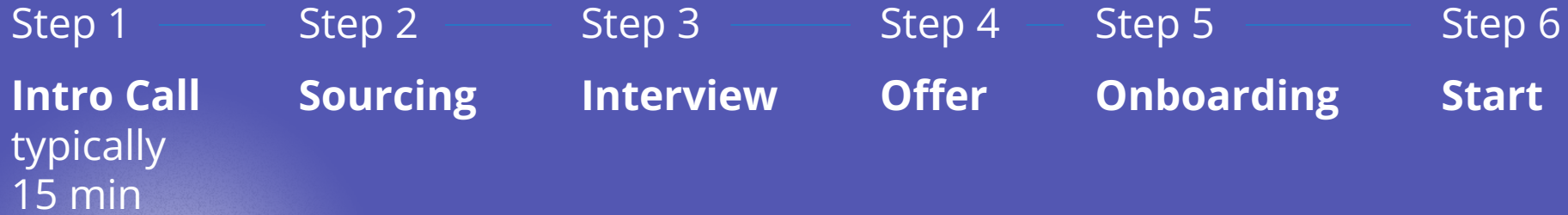One simple, single monthly payment, with no surprises.

Access to the "Brain Trust"

All ITT developers have unlimited access to our deep, diverse technical IT staff resources, knowledge and expertise.

How we work

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Intro Call	**Sourcing**	**Interview**	**Offer**	**Onboarding**	**Start**
typically 15 min					

We schedule an introduction call to find out more about your company, your talent needs and specific skill sets you typically require.

How we work

Step 1

Intro Call
typically
15 min

Step 2

Sourcing

Step 3

Interview

Step 4

Offer

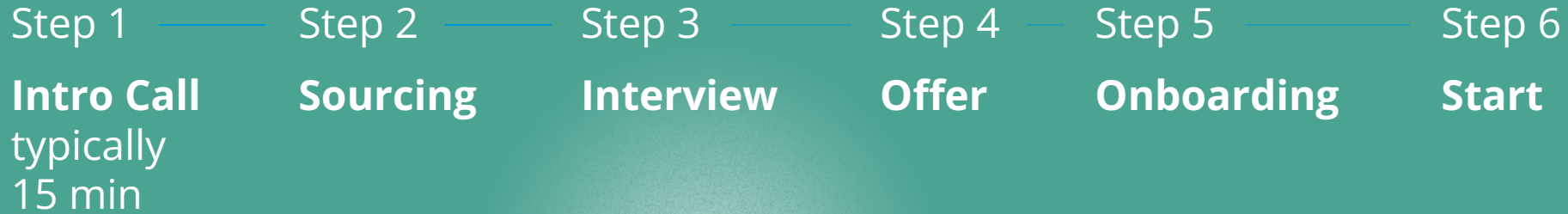**Step 5**

Onboarding

Step 6

Start

Our team of in-house recruiters will begin to source candidates based on your requirements and start to send resumes for you to review.
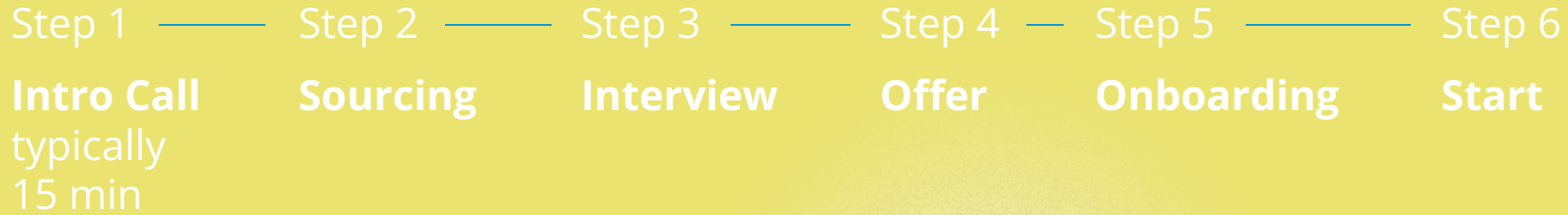
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If you like a candidate's resume, we will work to set up an interview with you and the engineer via Zoom.

How we work

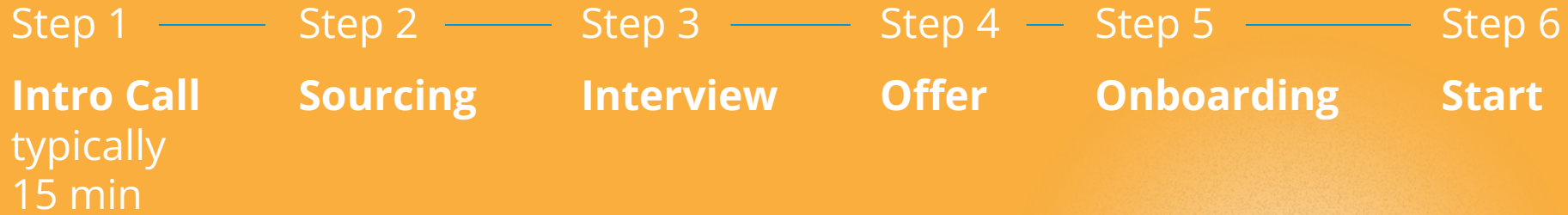| Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Intro Call	**Sourcing**	**Interview**	**Offer**	**Onboarding**	**Start**
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Once you decide that you like a specific candidate, Murano will present that candidate with an offer to work.

How we work

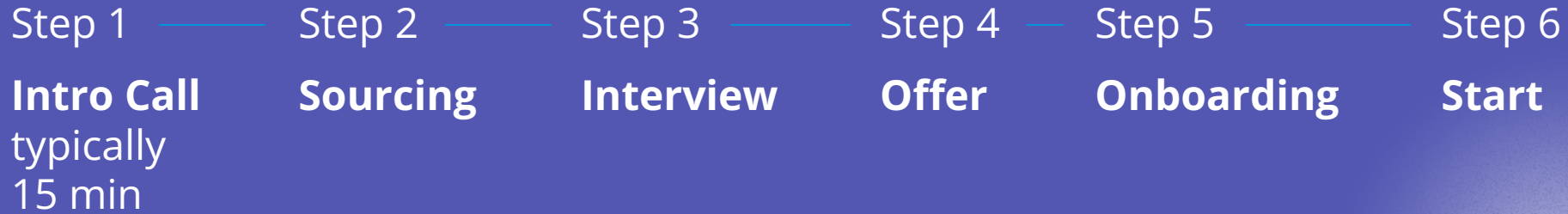| Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Intro Call	**Sourcing**	**Interview**	**Offer**	**Onboarding**	**Start**
typically 15 min					

Once the engineer accepts Murano's offer, we will confirm start date and help to coordinate onboarding requirements.

How we work

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Intro Call typically 15 min	**Sourcing**	**Interview**	**Offer**	**Onboarding**	**Start**

You will set up meetings with your engineer for their first day of work and begin your internal onboarding process (same as any full-time engineer on

Client Success Story

Challenge

Appulate had a big vision when it started in 2005 – to bring a SaaS based solution that connected the various stakeholders in the insurance industry. With each stakeholder using disparate systems, Appulate wanted to connect these and allow for a flow of data to expedite the submission and quoting process. To do this required a substantial team of software engineers. As a California based company, Appulate quickly learned that it would be competing with tech giants like Facebook, Google, Apple and others in the recruiting of technology talent. With these larger organizations being able to out compensate Appulate, it was very hard to attract the highest level of engineering talent.

Solution

ITT provided an ideal solution for Appulate. Not only was Appulate able to hire world class engineering resources, but it could do so at less than half the cost of hiring people in California. The result was that Appulate was able to hire twice the headcount which allowed it to go to market faster

Result

100

Today, Appulate has more than 100 software engineering resources that are provided by ITT.

200,000

Appulate is considered as one of the most successful "InsuranceTech" companies and serves more than 200,000 users.

Appulate

Appulate has created a digital marketplace for the property and casualty sector of the insurance industry. «ITT consistently provides Appulate with a level of talent that would be very challenging for us to engage in the United States. The people behind ITT are high integrity and support us well.»

Appulate 10

Michael Fedosov

VP Engineering

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FAQ's

1. How do we pay for our resource?

All Murano's resources are billed out monthly based on time and materials (40hrs per week)

2. What happens if the resource is not working out?

Murano will work with both the client and engineer to help determine what is not working. If the engineer is not performing, we will look to let that engineer go and work to find a new engineer.

FAQ's

3. How long does the recruitment process take?

Finding the right developer for your team can take anywhere from 2 weeks to several months. Every client has different needs and requirements. Timing will depend on the tech stack, and level of seniority that you are looking to fill.

4. Will the resource fit our time zone?

Our offices are open 24/7 to help accommodate different time zones. However, the standard workday is a few hours of overlap in the morning with the different US time zones.

FAQ's

5. How many resumes will we get to choose from?

We do not limit the number of candidates and resumes it takes to find the right fit for your team. We believe that this is a mutual process and finding the right engineer can happen with the first candidate or the 50th candidate.

6. What is our screening process?

Our team of in-house recruiters will source and vet engineers to make sure they meet the requirements that you are looking for and that the candidate can back up their resume. It is up to the client during the interview process to truly evaluate their skill sets same as if you were interviewing candidates local.

FAQ's

7. Why choose talent from EU countries?

Murano owns and operates offices in all the EU countries that we supply our clients with engineering resources. We have found over the years that talent from these countries has been exceptionally skilled, very professional, cost effective and works well with western culture.

For more information, please contact

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