ZONE3000

Making innovations work for you

Software development professionals devoted to shaping your digital future

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What we can do for you

Our team consists of experienced tech professionals ready to ensure your project's success.

Team Augmentation

Software developers to enhance and bolster your internal teams.

Dedicated Teams

Dedicated cross-functional teams deployed according to your specifications.

Data Governance

All-in-one data management solution to drive your business forward.

Machine Learning

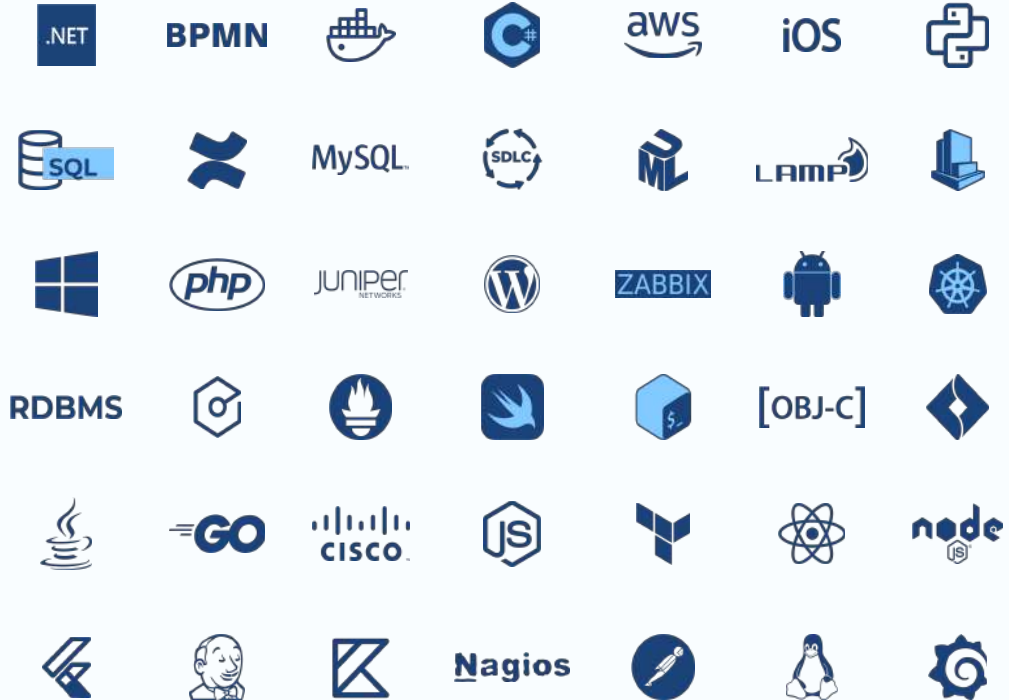Deep Machine Learning proficiency to unlock AI transformative potential.

CloudOps

Cloud and DevOps experts to optimize your infrastructure and streamline operations.

Why ZONE3000

ZONE3000

Since 1998, we've partnered with top-tier companies in hosting and domain registration. Our skilled Ukrainian teams have successfully delivered hundreds of projects, driving growth and boosting performance for our clients.

25+ years
of helping to change the way our customers do business

15 years
average duration of customer engagement

1 500+ candidates
interviewed annually

5 800+ candidates
added to our recruitment pipeline annually

2 400+
global technology experts delivering software innovation

16 offices & hubs
11,000 square meters of office space with physical access control and redundant IT infrastructure

500+ employees
complete the company's internal intensive educational courses annually to improve English language or technical skills to the benefit of our customers

Meet the CEO of ZONE3000

Sergiy Skurykhin (aka Martin)

Founder & CEO

"**No BS software development**. We build bespoke teams to deliver against your specification: Sophistication without the complexity. We are only satisfied when our products exceed expectations, solve the problems presented and delight the end user."

ZONE3000 vision and mission

Creating a mecca of growth opportunities and an environment where people can reach their full potential.

Our mission is to empower businesses with tech expertise to exceed their ambitious goals.

Commitment and Guaranties

ZONE3000

Secure infrastructure and data storage

Your critical IT infrastructure is located in the European Union which is fault-tolerant and redundant. Project information is secure.

Dedicated and focused professionals

Cross-functional teams and mature experienced professionals help you to overcome challenges and achieve exceptional results.

Regular project status reporting

We maintain constant contact to keep you updated on recent project changes and company status.

Safe and stable work conditions

Our team members work remotely from safe locations with 24/7 stable internet connections, uninterrupted power, and professional environment.

IT Services and Infrastructure

Video conferencing service

Workstation preparation, updates and support

24/7 user's support

Redundant Wi-Fi & internet connectivity and support

Hardware and Software updates

Regular and supplementary security measure.

Remote Assistance service

Telephony and Communications Services

Backup Solutions for users data

Electricity: UPS + diesel power generator in all offices

Staffing Process Roadmap

ZONE3000

Discovery

Engagement with customer to understand their needs and identify necessary IT specialist profiles and project details, ensuring efficient cooperation.

Non-binding agreement between Z3K and Client

Initiation of the staffing process. Billing starts only when approved candidates start on your project.

Selection process : sourcing and screening of candidates

- Screening CVs and candidate profiles.
- Scheduling technical interviews.

Z3K Recruitment Interviews

- Shortlisting the best candidates.
- Delivering Candidate Profiles for your review.

Client interview(s). GO/NO GO decision

- Scheduling interviews with experts.
- Receive feedback and initiate onboarding.

Onboarding preparation

Setting up essentials for your project kickoff.

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The staffing process is configurable and adjustable in accordance to your needs.

Individual approach tailored to your business needs

ZONE**3000**

Dedicated recruitment point of contact provides you with up-to-date information and consultancy on the solutions in terms of recruitment.

Deep local knowledge of prevalent technologies and experts enable our recruitment teams to offer optimal hiring solutions.

Regular recruitment updates on a weekly basis as an effective approach with an aim to be on the same page.

Candidate Profile presentation that highlights the most important details (motivational factors, full work experience, educational background, level of English, soft skills) for each candidate.

We commit

- to acknowledge recruitment requests within 1 business day;
- provide first qualified candidates within 10 business days;
- and schedule interviews within 2 business days after positive candidate evaluation.

We support you in Talent Development process

Our focus is on introducing effective HR tools and practices aligned with your strategic and operational objectives.

Talent Development Services

Annual Performance Evaluation

Team Building Activities

HR Facilities Services

Training and Development

Onboarding

Augmented Team

for one of the top global infrastructure players in internet domains, hosting, and security

Challenges

- hiring for specific location in Ukraine;
- office work only;
- strict deadlines;
- high impact on the whole business of the client.

Timeline

2 months

to staff the whole team.

Client's need

hiring FTEs:

11 Senior .NET Developers,
4 .NET Team Leads.

Employees work experience

1 person hired became a Principal Architect within a few years.

3 developers became Team Leads.

5 developers have been promoted to Technical Leads and Principal Engineers.

How we accomplished it

- Customizing recruitment processes: adding new roles, splitting responsibilities, working extra hours, working in shifts – **resulted into 8 candidates hiring.**

- Setting up relocation program: hiring candidates all over Ukraine, relocation bonus and package creation, dealing with real estate issues for fast placements – **resulted in hiring 2 candidates.**

- Running paid marketing campaigns: brand awareness activities, PR, technical events, paid banners, promotions – **resulted in hiring 1 candidate and enhanced company's image.**

- Working with 3rd parties: acquiring freelance recruiters and top agencies for hiring acceleration – **resulted in hiring 1 candidate.**

- Launching attractive referral program – **resulted in hiring 3 candidates.**

- Involving C-level on the client side into recruiting process: promo during the interviews, selling positions to the top candidates, work with budget optimization and arrangement of all possible resources for placements.

- Deeply involving recruiters into the technical aspect of the interviewing process: trainings for recruiters on technical aspects and how to shortlist based on technical skills.

Combined in-house recruitment and client collaboration resulted in the timely hiring of senior and lead developers who precisely met job requirements and contributed long-term business value.

Dedicated Team

for one of the top global infrastructure players in internet domains, hosting, and security

Challenges

- hiring for specific location in Ukraine;
- office work only;
- hiring strong middle level specialist – 30%, seniors and principals – 70%;
- hiring DevOps specialists having little expertise on the market at all;
- high impact on the whole business of the client.

Client's need

35 specialists: 4 Scrum teams within **8 months** including notice period.

Positions for hiring:

Scrum Masters, Test Automation Engineers, Developers, QAs, BAs, DevOps Engineers.

Employees work experience

48% received promotions within the first **1.5 years.**

Principal specialists are also evangelists and influencers in the **biggest local tech communities.**

How we accomplished it

- **Customizing recruitment department work:** focusing Recruitment teams on the specific verticals for hiring; adding extra resources.
- **Working closely with the stakeholders:** promoting principal positions with the help of the top level specialists from the existing teams during the interviews; constant collaboration on the budget optimization and market updates.
- **Setting up relocation program:** hiring candidates all over Ukraine, offering relocation incentives and support packages. Efficiently resolving housing logistics for swift placements.
- **Running paid marketing campaigns:** brand awareness activities, PR, specific technical events organization and hosting, paid banners, promotions.
- **Launching attractive referral program:** promoting tailored promotion strategies for both in-house employees and external partners (agencies, freelancers etc.).
- **Involving recruiters into the technical aspect of the open positions:** trainings for recruiters on technical aspects and how to shortlist candidates based on technical skills.

By merging our in-house recruiting expertise with active client participation, we promptly attracted and onboarded top-tier specialists. These hires not only matched job criteria perfectly but also delivered enduring value to the business.

Data Governance Program

Challenges

The need to become a data driven company to make fast business decisions, required building one source of truth.

Establish standard data pipeline via flexible user-friendly ETL and visualizations via PowerBI. Provide real time access to business metrics and insight for all stakeholders.

Team and Staffing

5 people in the team:

Product Owner, Full Stack Developer, QA, 2 Data Engineers.

Budget — $ 125k

**Timeline** — 6 months

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How we accomplished it

- Inventory and classification of data sources: internal and external databases, APIs, analytics platforms, CRM systems, local storage, and infrastructure components.
- Designing a robust solution architecture that fulfills client requirements while adhering to quality and security standards.
- Conducting stakeholder interviews to assess data analysis needs, identify gaps, and pinpoint process inefficiencies.
- Developing a comprehensive data-source map, establishing interconnections, and creating detailed tracking documentation.
- Implementing service infrastructure: data warehouse, management systems, worker nodes, and ETL/BI tool deployment.
- Developing automated procedures for data aggregation and business metric calculations.
- Validating data against historical records, legacy systems, and existing reports.
- Conducting load, stress, and performance testing on data pipelines.
- Designing and deploying dynamic PowerBI and Data Studio dashboards with daily or real-time update.

Results

- Stable, zero downtime service of data processing and visualization.
- Documentation including: data map, metrics glossary + calculation methods, ETL service documentation, and user guide for PowerBI / DataStudio.
- Full access and control of the servers / systems for the client.
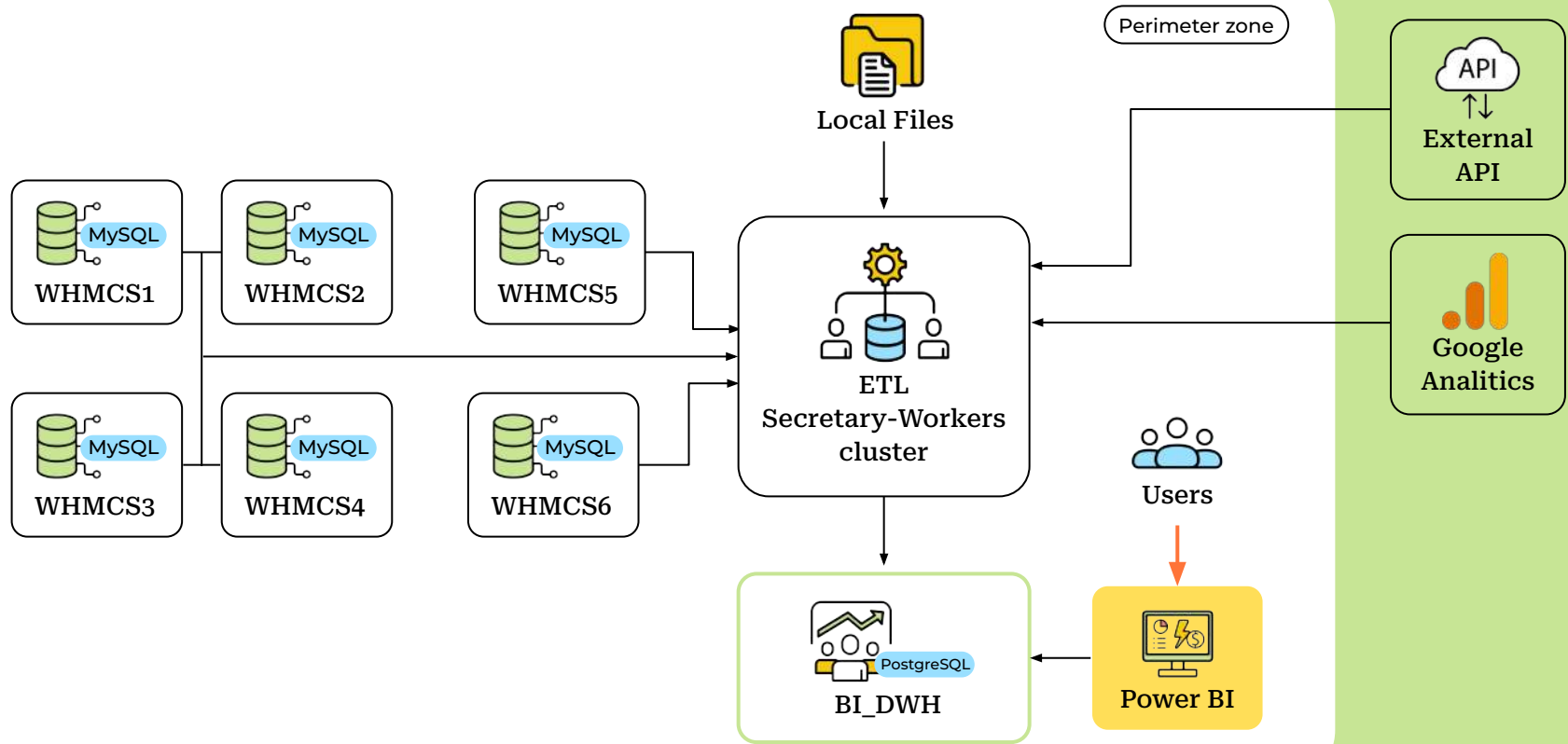
A fraud detection case study

Challenges

The need in robust fraud detection and prevention systems to mitigate financial penalties, protect business reputation, and minimize losses from fraudulent activities across major payment networks like VISA / Mastercard etc.

Team and Staffing

Product Owner, Full Stack Developer, 2 Data Engineers, QA, ML Engineer.

Budget

$ 225k

Schedule

2-3 months

Preparation phase.

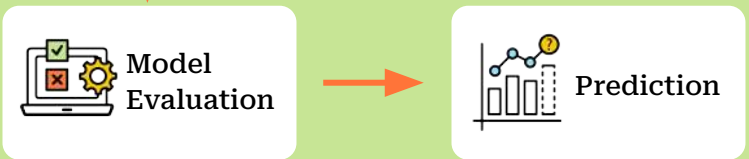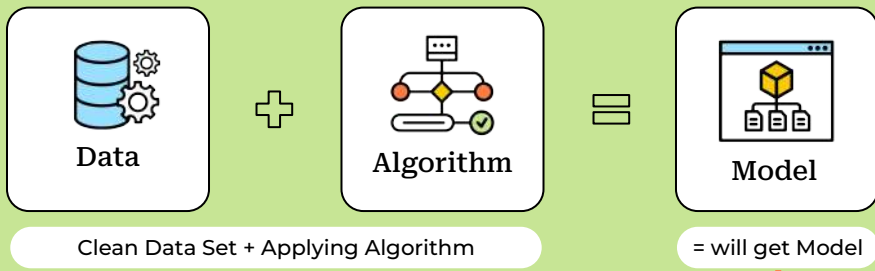**3-6 months**

Execution and testing phase.

Our role

- Identify and specify key data sources and parameters for ML-based analysis.
- Develop and fine-tune a custom ML model tailored to unique business context and data characteristics.
- Optimize model performance to ensure high accuracy and stability, especially for edge cases.
- Design and implement a robust API for seamless integration and consumption of the ML service.

Results

- Delivered a highly reliable service with guaranteed zero downtime.
- Provided comprehensive documentation for customer use.
- Offer secure and efficient API access for the customer.

Data   Data   Data

Data Collection from Different Sources

Data Cleansing

Data + Algorithm = Model

Clean Data Set + Applying Algorithm

= will get Model

Model Evaluation → Prediction

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Meet ZONE3000 Executive Team

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Roman Dzvinka

Chief Revenue Officer

Helped 50+ enterprise clients across various regions and industries build high-performing delivery teams in Eastern Europe. With a background in Data Science, he's a strong advocate for data-driven approaches.

Viktoriia Tomchynska

Recruitment Director

Talent acquisition and delivery expert with 16 years of global Recruitment experience. Dedicated to providing top-tier service that fully addresses clients' business needs.

Igor Dumbur, PMP©

Delivery Manager

Expertise in delivery management and process optimization. Leads large-scale, globally distributed projects to successful completion. Builds strong client relationships, ensuring satisfaction and long-term partnerships.

Olha Smilyk

Talent Partner

Seasoned HR professional with 16+ years of experience in crafting innovative strategies that enhance employee engagement and client satisfaction. Proven track record in aligning HR initiatives with business goals to drive success.

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Let's keep in touch

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Chief Revenue Officer

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