

CASE STUDY  BOUNDLESS.AI

**HOW BOUNDLESS MIND
AVOIDED COSTLY HIRING
MISTAKES BY PARTNERING
WITH ANDELA**



HOW BOUNDLESS MIND AVOIDED COSTLY HIRING MISTAKES BY PARTNERING WITH ANDELA

PARTNER OVERVIEW

Boundless Mind fuses neuroscience and artificial intelligence to hyper-personalize technology. Their suite of behaviorally focused products helps engineers shape, predict, and analyze human behavior at its neurological level.



SaaS



1-20



Java + Spring Boot,
TypeScript, Vue.js, Rails

SAAS

THE CHALLENGE

While they needed top-quality engineers to quickly build out a new customer portal, Boundless Mind was wary of the long and risky process of recruiting, hiring, and onboarding developers, which was starting to feel like a full-time job, for CTO Jake Dodd. With the company growing quickly, he needed to spend less time interviewing and more time building and expanding their product, as well as improving customer experience on the website.

In 2017, Boundless Mind found itself in need of a customer dashboard that leveled-up their interactions beyond generating reports and emailing them to customers. Their new customer-facing portal needed to house and organize all of the customer's information as well as manage their

integrations in an accessible way. Not only was there was a great deal of back-end work needed to build the product, but the company hadn't yet hired a Project Manager or a Designer.

Finding an affordable local developer capable of handling this combination of back-end and front-end work as quickly as Jake needed seemed like an impossible task. His priority was avoiding the standard time-consuming and high-risk process that only gives a short amount of time with each candidate and no guarantee of a good fit for the long term. Overall, Boundless Mind needed a streamlined solution that could increase bandwidth and eliminate logistical worries.



THE SOLUTION

Andela developer Morris Kimani joined Boundless Mind able to hit the ground running on the customer portal since he was already familiar with Rails and VJS for the front end. Not only was he submitting high quality work from the beginning, but he made sense of the chaos and minimal direction that comes with a startup. Jake recalls, “Morris pushed for more structure, good development practices, and setting a schedule and roadmap. One of the first things we all noticed was his professionalism.”

While on the job, Morris has ramped up on Terraform and picked up Java. Because he’s learned so quickly, Jake is now able to write a feature ticket that Morris will immediately begin working on. He explains, “Our collaboration requires very little intervention at all. I

fully trust him to manage and get it done.”

In 2018, Boundless Mind brought on two more Andela developers. Maryanne Ng’ang’a’s focus was on DevOps and the company’s sophisticated data processing pipeline, while James Njuguna took over front end development to allow Morris to focus on the back-end design and architecture. In the past year, Maryanne and James have integrated into the team and Morris has taken on a managerial role, handling project planning, task breakdown, questions, feedback, and regular 1:1s.

Because Andela provides developer training and ongoing support, removes worries about international employee overhead, and provides ease of payment,

Boundless Mind can focus on building team culture instead of work structure issues. Today, Boundless Mind’s team of software engineers includes three Andelans and three locals who work together daily, overlapping at least five hours. “The whole team participates in everything from daily stand-ups and 1:1s to company book clubs--they feel like part of Boundless Mind.”



It’s a huge help to have somebody I can totally trust to do it and do it right. As a startup CTO, that’s the best kind of asset you can have.

-Jake Dodd, CTO, Boundless Mind





PARTNER WITH US

www.andela.com
partnerships@andela.com