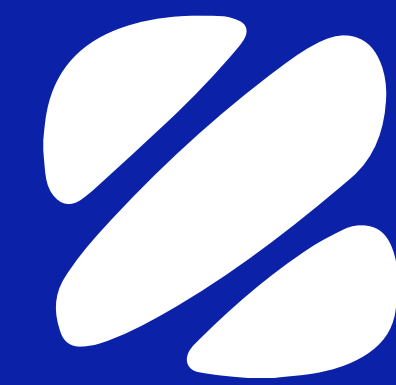


FEATURED PARTNER



the zebra

# The Challenge

## IN THE U.S.

\$23k

average cost to hire 1 developer.

65

hours of recruiting, assessing, and interviewing per developer hire.

59

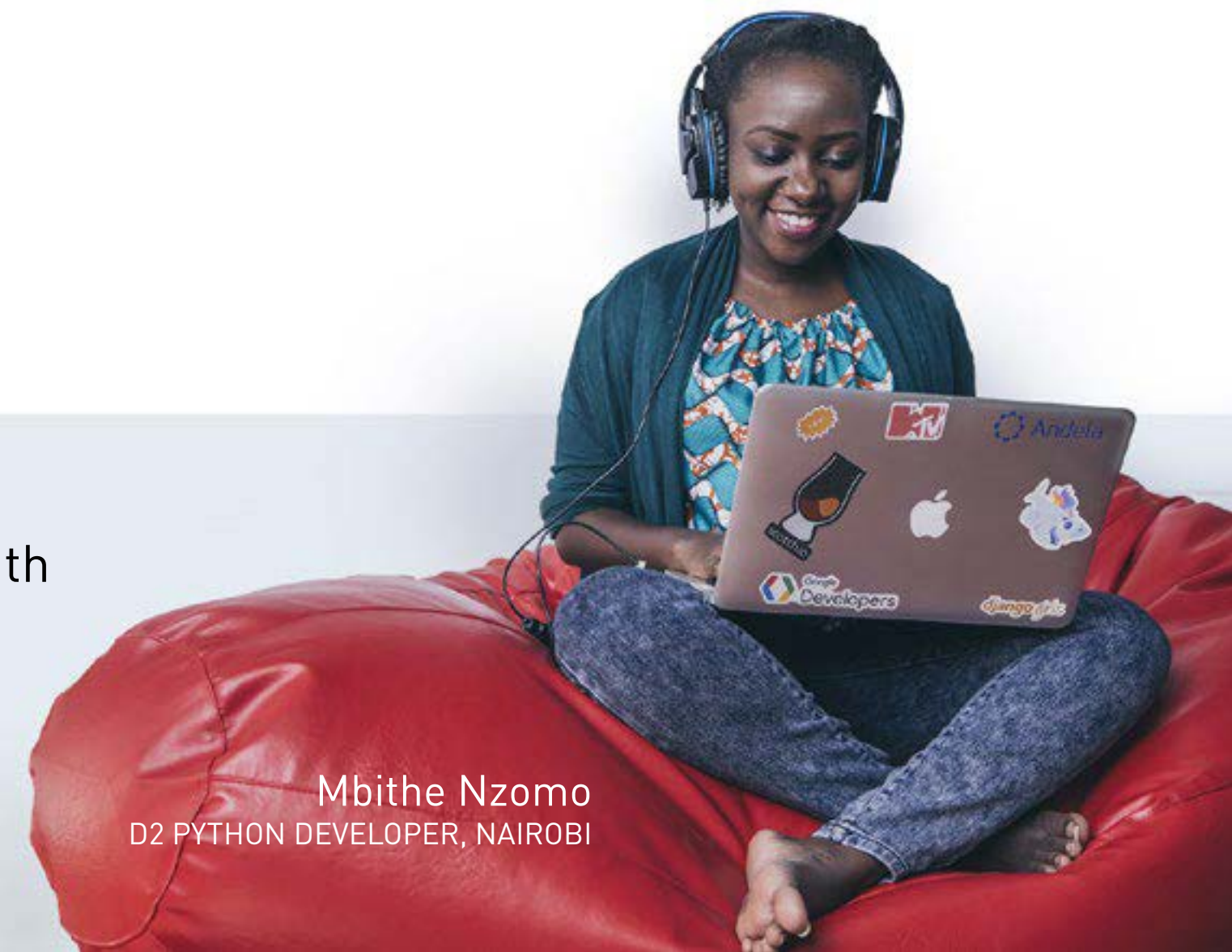
average days to hire a software developer.

89%

89% of U.S. developer are already employed

**IN AUSTIN, TALENT ACQUISITION COSTS ARE RISING EVEN FASTER.** Apple, Facebook, Google, Amazon and Oracle have moved in, offering salaries and benefits to over 8,000 employees that most companies can't compete with. Combined with a cost of living that is growing more quickly than the national average, finding top tech talent only becomes more challenging.

**ABOUT ANDELA** Andela helps companies build high-performing, distributed engineering teams with Africa's most talented software developers. Based in Nigeria, Kenya, and Uganda, Andela developers work as full-time, remote engineers with leading technology firms around the world.



Mbithe Nzomo  
D2 PYTHON DEVELOPER, NAIROBI





A few of The Zebra's Andela developers collaborating at Andela's tech hub in Lagos, Nigeria

“We [were] in the middle of the largest project we’ve undertaken as a business, and we had at least four Andela Developers heavily involved in that. There’s no way we would have been able to grow as aggressively or be as successful as we have been without them.”



**Meetesh Karia**

CTO The Zebra Austin, TX

 Andela **FEATURED PARTNER**

 the **zebra**

# Partner Profile

## THE ZEBRA

**FOUNDED** 2012

**EMPLOYEES** 200

**FUNDING** \$63M

**LOCATION** Austin, TX

**TECH STACK**



React



In July of 2016, Andela partnered with The Zebra, a comprehensive car insurance comparison site to improve their mobile user experience and migrate their systems to a microservices architecture.

Starting with 2 Andela developers, they’ve scaled rapidly to the 13 developers today who are working as full-time team members on 5 different Zebra teams, including customer acquisition, digital marketing, data and platform.





# Developer Profile

## EMMANUEL AKINYELE

**D3** Javascript  
PREN

Emmy was one of the first Andela developers placed with The Zebra. Through his work there, he has been promoted twice in less than 2 years.

Now a Technical Team Lead on the Product Value team, he manages a team of 4 Andela developers based in Lagos.

### ON WORKING WITH THE ZEBRA

*"Everyone helped get us on board - we owned our work, we understood what value we could add."*

### ON HIS SWITCH FROM ENGINEERING TO SOFTWARE DEVELOPMENT

*"Everyone tinkered with things and broke them. I only tinkered so I could fix them."*

“We found out that Emmy had been working with a developer one-on-one without being asked. Seeing that we can have people who are in a remote location who we can rely on as leaders within our team has been really cool.”

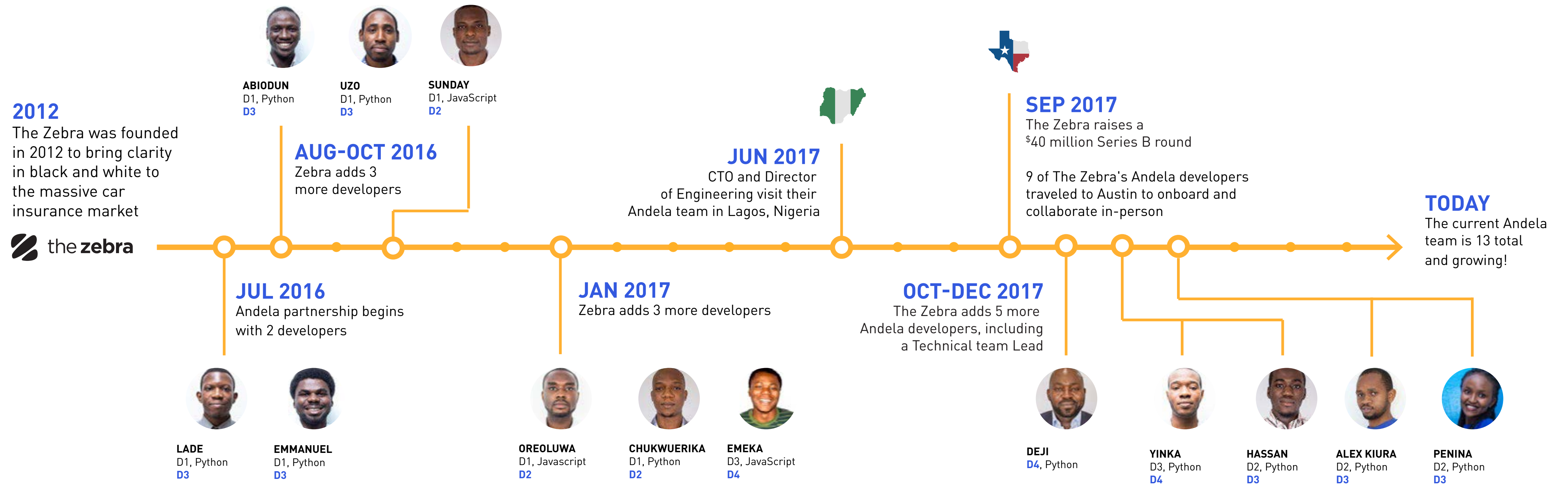


**Manijeh Noori**

DIRECTOR OF ENGINEERING The Zebra [Austin, TX](#)



# The Zebra + Andela







TOP RIGHT Andela Zebra developers welcome CTO Meetesh Karia and Dir. of Eng. Manijeh Noori to the Andela office in Lagos

TOP LEFT Celebrating The Zebra's Series B fundraising at The Zebra HQ in Austin, TX

BOTTOM RIGHT A soccer match during 9 of The Zebra's Andela developers' trip to Austin in September 2017.

BOTTOM LEFT Manijeh with Andela Zebra developers Lade and Emmy on the rooftop of Andela Lagos HQ





## SUPPORTED STACKS

### WEB

JavaScript Angular, React

PHP Laravel

Python Django

Ruby Rails

### MOBILE

Android Java

iOS Swift

### DEVOPS



**PARTNER WITH US**

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