



# How Pymetrics **gained flexibility** to handle product development shifts with Andela

## The Challenge

As a company dedicated to improving the hiring process by eliminating bias and matching candidates to jobs based on potential rather than pedigree, pymetrics sought to stay aligned with their core values in hiring their own engineering talent.

In addition to wanting to stay committed to a process that reflected their company values by hiring from a wide range of backgrounds, pymetrics also needed a more streamlined hiring process.

Engineering Lead Fedor Garin, who manages pymetrics' full-stack engineering team, recalls, "Our hiring was really all over the place." Disparate hiring practices that ranged from personal referrals to multiple recruitment channels weren't reliable or consistent when they needed to boost their ranks quickly.

At times, filling one position could take up to three months. **"One of the biggest draws of Andela is the ability to hire quickly. We know how long it takes to hire engineers."**

Fedor notes how Andela offered both the fit and solutions pymetrics was seeking.

**"Ever since we heard of Andela, we were really excited. Andela's mission really vibes with what we believe in—that someone's ability isn't based on where they went to school, their GPA, or what they've done in the past. We know that good engineers come from all over."**



## pymetrics

pymetrics applies neuroscience and cutting-edge AI to reinvent the way companies attract, select, and retain talent, helping enterprise clients worldwide improve diversity, save time and money, increase talent pools, and make the right hire.

**HR / Recruiting**

**100-150 employees**

**AWS, Python, Django, React, Angular,  
Native iOS and Android Apps**

## The Solution

Building new video and sorting products with new code bases integrated into pymetrics' other code bases was **the perfect opportunity to onboard a distributed team.**

Three Andela engineers, Ibrahim Kitagenda, Celestine Okoro, and Donald Sibui integrated quickly. Their team included Fedor as technical lead along with a product manager. **"They surpassed our expectations," Fedor notes.**

Since partnering with Andela, **pymetrics has developed new best practices** for distributed teams.

**"After the first Andela engineers, we've gotten better with our own internal processes about how to onboard remote engineers and how to document everything. We are also restructuring into smaller individual Scrum teams with more defined ownership."**

With these new structures in place, pymetrics was able to add a fourth full-stack Andela engineer, Sasiliyu Adetunji, as soon as they realized a different team needed to ramp up. "It was a good opportunity to boost up that team."

Other new best practices involved team culture. pymetrics intentionally placed distributed engineers across different teams for maximum integration and interaction.

"We work very closely together, we see each other every day. They're part of the family—one of our guys got married recently, and we're celebrating him. We're having a launch party and sending beer and pizza. They're a big part of our success."

Balanced team structure continues to be crucial to Fedor's planning. "I want to have an even ratio of senior engineers in New York City that can be tech leads, junior engineers that can grow, and Andela engineers to continuously reinforce our development efforts so we can scale up as we need to."

“

*Our product roadmap does change quite a lot. Now, we know that when a certain product is coming down the line, we can look to Andela to help us out.”*

Fedor Garin

Engineering Lead, pymetrics