



# Damia Group Portugal and Dashlane

We're the Tech Recruitment Experts! Our vision is to humanize tech recruitment, and our focus is to develop relationships across the market with a disruptive approach with clients and candidates, based on transparency.

Unleash human potential by combining forces on the field with our clients, to get the best talent available in the market with a recruitment process outsourcing model.

## ABOUT DASHLANE

Dashlane it's a password generator platform. Whether you're looking for a comprehensive solution to your business's password problem or just personal password improvement, Dashlane is the simplest, most secure way to live savvier online!

Dashlane does more than create, save, and autofill your passwords. They are providing a safer and simpler life online.

They already have over 15 million users and 20,000 businesses in 180 countries!

With teams in Paris, New York, and Lisbon they're united by the passion of improving the digital experience.

## ABOUT THE SERVICE

Dashlane came to Portugal in 2019, opening their office in the center of Lisbon. They needed to scale their engineering team to follow their growth. That's when our team arrived and were able to use their knowledge to help scale, organize and empower!

Their focus is to deliver a white label format, in which everyone involved is not even aware that the person responsible is not directly employed by the organization.

We helped Dashlane by:

- Gaining more market knowledge and experience;
- Improving candidate experience;
- Increase the quality of candidates;
- Cost & time saving.

An RPO is an investment, saving time and also saving yourself the hiring process, by investing in our experts you are able to have a flexible, tailored solution to your recruitment needs.

Antonio Wecki was our full-time tech recruiter, who joined forces to find the best talent available! He was one of our team-lead's in our recruitment team and was able to help the client not only recruit but also to organize the company while they were recruiting their next HR Manager.



# THE CHALLENGE

When Antonio started at Dashlane to help the Talent team, the objective was very ambitious. They didn't have anyone local and needed to coordinate with a co-location which was stationed in Lisbon, Paris and New York and communication was essential to advance the processes. Even more important than making the hires (we know that's the objective but let's face it the context has lot of importance), it was vital for hiring managers to be advised and have a better grasp of the market.

One of the key points was the fact that most of the team was French and that the Portuguese engineers needed to be communicated in English.

## WHAT WE DID?

9  
months

stacks

- Web Engineering roles
- React.js/Node.js
- Desktop Engineers
- Native iOS
- Android Developers
- Devops
- Quality Assurance Engineering

tasks

Focused on Recruitment E2E (Job Posts, Sourcing, Screening, Interview) added value in the advising process.

The process at the time was tackling skills like pair programming and algorithms which presented a lack of preparation from most developers that were put in the process. It proved an interesting challenge to help candidates and hiring managers to understand each other and to align expectation.

## CONCLUSION

*We pride ourselves of being called reliable RPO Service providers. Dashlane was a great experience for Antonio and we're glad we could help them on the way to achieving their goals.*

*António's RPO experience is just one of many here at Damia, as more and more companies want to establish themselves quickly and effectively, they need to have someone they can trust from the start but that will also proactively look to establish that trust.*

*"Working with Damia was truly a great experience! They were fast to adapt to our recruitment process and to come up with solutions and we felt like they were part of our own team. Most of the profiles presented were a direct match with what we were looking for and the candidates had a great reputation and presence in the tech community. They were undoubtedly a great help in the growth of our Lisbon"*  
Marta Frazão, Dashlane Talent Acquisition Manager.

