DAMIA GROUP & PRACTIO
Case study

WHO ARE WE

Call us the experts on the matter – with a humanized touch, we work on establishing good relationships across the market between clients and candidates (our prime subjects), with a common denominator – transparency.

We like to spice things up, so joining forces with our clients as a way of better understanding their needs and requirements and finding the best tech talent to integrate the project teams, it's something we love to do – **and we're good at doing it!**

PRACTIO
Turning healthcare a little bit more practical

The mission is quite simple and not simple at all – **make healthcare accessible to everyone**. With digital technology, Practio turns local pharmacies into healthcare centers so they can offer simple healthcare services without ever forgetting your safety.

With the global shortage of health professionals has made it difficult for practitioners to meet the rapidly growing healthcare needs of patients. This creates a gap between supply and demand of healthcare services.

Practio's is a bridge between this gap by building health technology that turn pharmacies into local healthcare hubs, making safe and affordable healthcare accessible for everyone.

Amongst other things, some Practio's solutions include giving flu shots
and travel vaccines at pharmacies.

Damia Group

With the vision of making high quality healthcare accessible for all,
Practio provides a technology platform that strengthens pharmacies as local healthcare hubs.

1. Founded in 2015 in Copenhagen, Practio currently employs 30+ people in their offices in Copenhagen, Lisbon and Liverpool, and is currently active in Denmark and the UK.

2. Even tough half of the developers and UX are located in Copenhagen, they work as one team.

3. They came to Portugal in 2017 and needed help scale their engineering team in Lisbon.

There was when Damia came to help!

THE CHALLENGE

When we started to work with Practio they were about 3 developers in a co-working space near our office.
From the beginning we felt a fantastic energy with the team and that they were eager to do more. But since they didn't have a recruitment team, they lacked the reach to be able to hire more people.

The main operational challenge was Practio stack (Node.js, React.js).

Back in 2017 when we started to work, our market wasn't ripe with Fullstack developers with previous experience in Fullstack JS, as such we had to implement our first internal process within the company to hire Software Developers with an Agnostic mindset that would want to learn JS but at the same time, they would still have to deal with legacy PHP code.

Damia Group

+9
hires

Front-end software
Back-end software
Fullstack software

DEVELOPERS

WHAT WE DID

We approached the market with a careful "sniper" approach of finding the best candidates that would be interested in learning fullstack JS. Most people who eventually joined Practio came from .Net, Kotlin, Ruby and Go backgrounds and proven to be great Software Engineers.

WITH A MINDSET FOCUSED ON THE QUALITY.

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CONCLUSION

With the speed at which technology constantly changing, clients are looking for recruitment partners who stay at the leading edge, have the market knowledge, expertise and talent network – gladly, we're the team our clients were looking for!

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"Working as a partner with Practio was a great challenge. We didn't just scale their engineering team, they also helped Damia get where we are today."

They were one of our first customers! We started their engineering team always delivering with quality and friendship. **Thank you for the opportunity, trust and lovely partnership!**

"Our friends at Damia care about who we are, what our mission is and how important it is to find people aligned with our values. After a short while, we had more excellent candidates than positions to fill."

Practio HR Manager

Damia Group