



## Supporting a purpose-driven Enterprise Software start-up company Scale their Internal Software Engineering Team.



Our company needed talented engineers who wanted to be challenged, but crucially individuals who cared about our mission and the problem we solve. 4zero successfully recruited and understood the brief to mobilise candidates that exceeded our expectations. We hired two developers in a short time, who have added immediate value to our technical team. We will continue this partnership with 4zero.

Stefan Gröll  
Co Founder & CEO



### CHALLENGE

**S1Seven are an innovative Austrian GreenTech leveraging the power of blockchain technology in the traceability of material data at scale.** At the core of their solution lies a highly complex platform, built using cutting-edge technology. As their product gained traction in the market, **they needed to scale to meet the demand of new customers** while managing their investment runway.

The challenge was twofold; due to their complex tech stack, S1Seven needed lead level engineers who could add immediate value and secondly, as with any early stage business, the key was to hire employees who are both technically and culturally suited to the team.



### SOLUTION

Due to SEED's deferred fee structure, it was decided that it was the best solution. S1Seven appreciated the addition of a bespoke microsite to help promote their brand whilst they establish their industry presence. **A direct go-to-market strategy to identify and engage passive engineers in the 4zero network motivated to fight climate change.**



### RESULTS

A total of **2 experienced hires were brought on board, with expertise across the entire tech stack** (Front and Backend), who also perfectly aligned with S1Seven's mission and values. By spreading the fee, S1Seven were able to manage their cashflow and investment burn rate, while continuing to grow their team. Additionally, through our internal mission to net zero initiative, 4zero offset every placement's carbon footprint.



### HIGHLIGHTS

**Industry:** Material identification  
**Positions:** Fullstack Engineer (Front and Backend)  
**Locations:** Austria (Remote)

**Results:**  
Supplier Status: Exclusive/  
partnership payments  
Submits to interview: 3:1