



Supporting a Circular Driven Start-Up Company Scale their Internal Software Engineering Team.



4zero immediately took our attention: their environmental focus, long term relationship approach and their unique business model were all attractive features. Thanks to 4zero, we were able to hire two very talented developers. They don't just solve coding problems but also they want to be the part of the solution to the environmental crisis, which is exactly what we are looking for.

Volkan Bilici - Co-Founder/CTO at Cirplus GMBH



CHALLENGE

Cirplus have a vision is to make plastics 100% circular. Their platform is a marketplace for the procurement of recyclates, offering a cost-effective and traceable solution to reduce plastic waste.

After a successful multi-million Euro seed raise, Cirplus swiftly needed a Software Engineering team to scale and increase the functionality of their platform. With a **complex technical landscape**, they needed Fullstack Engineers with expertise in very specific front and backend technologies, limiting their options in a **competitive marketplace**.



SOLUTION

Our 4zero Account Lead conducted a **comprehensive assessment** of requirements, identifying that three Engineers would be needed, staggered over a 6-month period.

The 4zero **SEED product proved to be the most effective solution**. This included a **multi-hire discount** due to an agile pricing structure with fees spread across 12 months, an **on-brand hiring microsite**, **cultural alignment**, a **video interview shortlist** and a **12-month placement guarantee**.



RESULTS

We successfully **sourced two permanent Fullstack Engineers**, who aligned perfectly with the Cirplus values, and ramped up their platform development to promptly clear the project backlog. It was agreed the third candidate would be hired the following quarter.

Spreading the fee enabled Cirplus to manage their cashflow and investment burn rate, yet continue growing the team. As a purpose-driven talent provider, we also **offset each placement's carbon footprint** through our own internal mission to net zero initiative.



HIGHLIGHTS

Industry: Circular Economy/Recycling

Positions: Senior Fullstack Engineer

Locations: Hamburg/Remote

Results:

Supplier Status: Exclusive SEED engagement

Profiles submitted: 7

Successful placements: 2