



Partnership between Visionnaire and TownSq boosted IT hiring through specialized hunting, ensuring agility, accuracy, and strong cultural

TownSq, a technology company from Porto Alegre focused on digital solutions for condominium management, needed to expand its IT team to support product growth and new customer demands. In a heated job market and with strong competition for qualified professionals, the company struggled to fill strategic positions such as iOS Developer and Back-End Developer, requiring Mid-Level or Senior professionals who were mature, autonomous, technical references, and committed to code quality and continuous improvement.

The complexity increased with the requirement for advanced conversational English, since TownSq also operates in the United States, further reducing the number of candidates who matched the profile.

To overcome this challenge, TownSq partnered with Visionnaire through a specialized IT hunting service. Visionnaire began with a detailed understanding of the roles, the business context, and the organizational culture, structuring an end-to-end recruitment process.

That included job promotion and active candidate sourcing, careful résumé screening, remote interviews to assess technical and behavioral competencies, validation of expectations and salary fit, as well as the preparation of executive summaries for each shortlisted candidate. The consultancy also supported the scheduling of interviews with TownSq.

As a result, Visionnaire helped TownSq successfully complete five recruitment processes, filling openings for Full-Stack Developer, Back-End Java Developer (two positions), Front-End Angular Developer, and iOS Developer. The roles involved technologies such as Swift, iOS SDKs, RxSwift/Combine, and Apple's HIG, as well as Java, RESTful APIs, relational and non-relational databases, DevOps, CI/CD, Cloud Computing (AWS, Azure, Google Cloud), and functional programming with Kotlin, Scala, or Groovy. With agility, precision, and a strong focus on technical and cultural alignment, Visionnaire increased TownSq's recruitment efficiency, reduced hiring costs and risks, and consolidated a strategic partnership to support the company's technological growth.