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The Match Process

Andela Community Session 2024

Agenda

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Andela's mission and values

Mission and values

Who we are

We're a global team of technologists passionate about embracing humanity's ever-expanding diversity and dramatically improving the modern world of work.

What we do

We power a global marketplace that democratizes opportunity so talented people from all over the planet can come together, dismantle thunitee status quo, and enlighten one another about more productive, healthier ways of working that lead to thriving careers, companies, and communities.

Our mission

We share knowledge and insight to unearth biases, reframe what's possible, and **connect brilliance with opportunity.**

EPIC values

Andela core values

Excellence
Passion
Integrity
Collaboration

are often referred to as E.P.I.C.

The Andela process

The Andela process

Community Team
Nurtures and helps Andelans unlock their potential

The community team helps technologists make the most of their time with Andela! We lead the Andela community, create in-person and online events, and help improve your experience with Andela through listening and actioning your feedback.

Andela Community

Client Team

Brings new opportunities to the network

The client team works with clients like GitHub, BBC, Coursera, HP, IBM, and more to craft job opportunities that meet their needs and the expertise of our technologists.

Check the Andela platform often to see all the new roles.

Andela Talent Cloud

Match Team

Finds the right opportunity for technologists

The matching team sources technologists from the Andela Talent network for each opportunity the client team brings.

They will discuss pay range, time zone overlaps, and all aspects of your contract.

Andela Talent Cloud
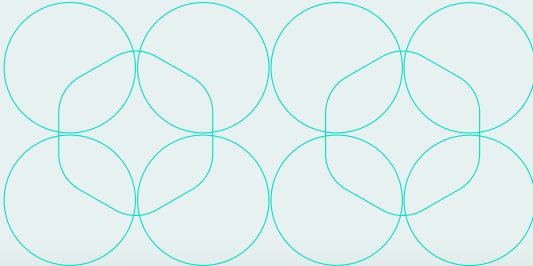
Talent Success Team

Enables the talent to succeed in an engagement

The Talent Success team supports technologists by being their advocates on an engagement, enabling their career growth, and resolving issues they may face during their engagement journey.

Andela Talent Cloud

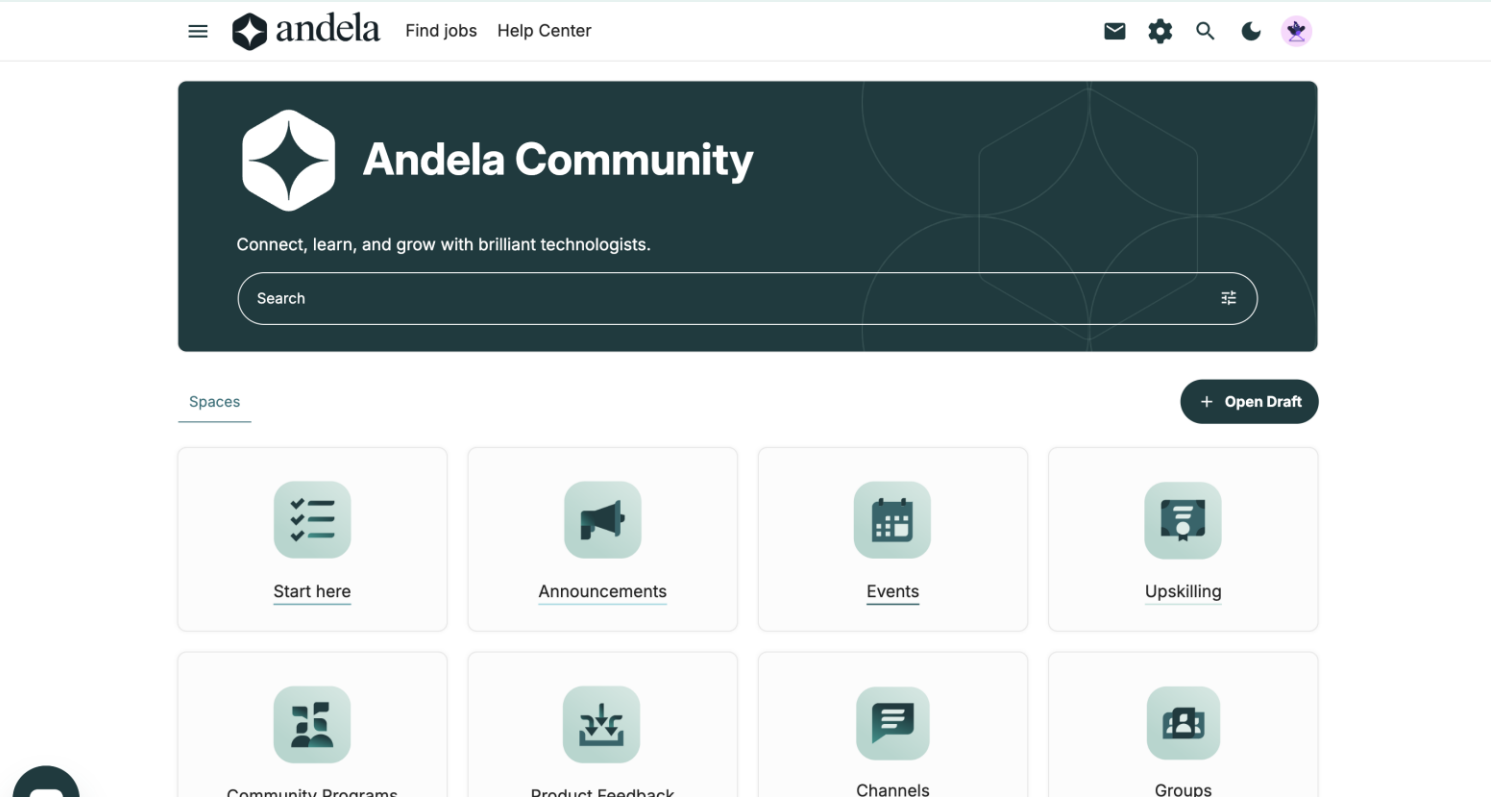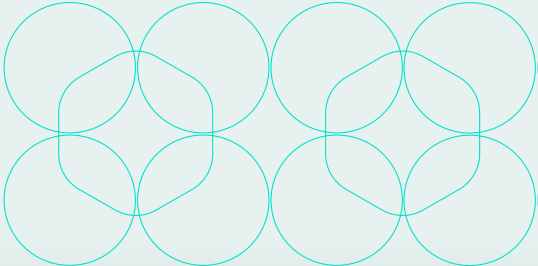andela

Andela tools

Andela Talent Cloud (ATC)

ATC is your home for all things job search related.

Here, you'll find your profile, job recommendations, keep track of your applications, and apply to roles that match your skills and experience.

Once you're matched, you'll track your docs and payments here too.
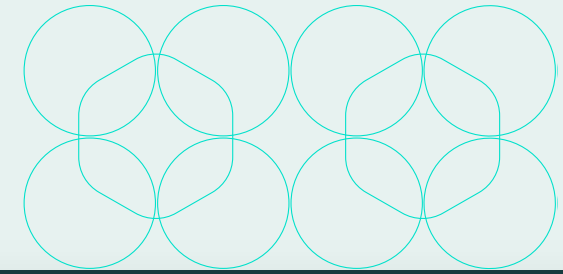
TALENT.ANDELA.COM

The Andela Community

The Andela Community is our community space, and communications tool.

Here you'll connect with fellow technologists and invest in your professional development.

COMMUNITY.ANDELA.COM

Help Center

The Andela help center is a self-service repository of articles that cover a broad array of topics such as getting started in the Andela Talent Cloud, how to position yourself for a job, troubleshooting issues, and much more. Make this your first stop to solve a problem you are having.

HELP.ANDELA.COM

Editing your profile

Why edit your profile?

Your greatest asset in Andela is your profile. Without one, we cannot connect you to clients.

Every day, matchers review your profile against requirements from clients, checking against several keywords to confirm if you would be a right fit for the engagement or not.
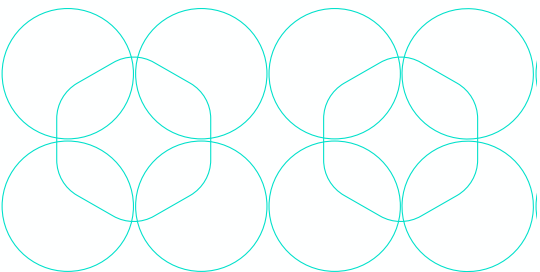
Help make their job easy by putting as much relevant information as possible into your profile!

Good to know:

Our matching algorithm depends on the information in your profile to find you the perfect job. If your profile is empty, you won't come up in any searches.

If you're a fit, matchers will send your profile to a client, so make sure it looks professional!

Profile Completion Checklist

Andela leverages the information provided in your profile to recommend opportunities and match you to roles. Make sure to have the following updated:

- ❏ Add your skills, timezone, and compensation rate

- ❏ Add work experience and technical projects

- ❏ Add your education e.g. university degrees, certificates or online courses

- ❏ Edit your preferred working hours

- ❏ Update your device information

- ❏ Include all spoken languages

Work Experience

● **CairSco**

Senior Software Engineer ● 2022 - Present • 1 yr 8 mo

Working on a compensation platform that offers a complete solution for airline companies to manage their payments and workflows and help provide their passengers with the best service recovery experience possible.

- Led the creation of multiple enterprise-level microservices-based applications with the latest AWS serverless technologies, including Lambda, AppSync, DynamoDB, Amazon Aurora Serverless, and PostgreSQL
- Directed development efforts for interactive applications using JavaScript, TypeScript, React, React Native, and GraphQL
- Built a custom authentication feature using passwordless authentication, which allowed users to request login using sensitive information
- Performed code reviews and unit, functional, and end-to-end testing
- Contributed to reducing the average duration of serverless functions by 73%, bringing it down from 45000ms to just 800ms, which helped cut infrastructure costs by GBP 12,000

Skills Used

TypeScript   React Native   AWS (Amazon Web Services)

Express.js   Firebase   GraphQL

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Getting matched

When will I get matched?

Andela cares about matching technologists with long-term engagements. Finding the right fit for each technologist can take several weeks.

Market demand

Opportunities are market-driven, and our client team is bringing more clients on board every day. Please check the Andela platform often.
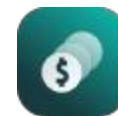
Client needs

Our clients may operate on specific budgets or time zones that restrict the number of options they may have within the network.

Profile completion

Your profile is the first impression you make on the client.

Your needs and experience

Our matching team takes your preferences into account, as well as your skills, experience, and assessment.

The match process

The matching process uses a combination of AI and human matching to ensure the perfect fit for each role. A Matcher is assigned to each role, and you'll have an opportunity to meet with them and discuss role details before any client interviews. **Your application status will be tracked in ATC.**

Available job opportunity	**Sourcing and fit analysis by the Match Team**	**Client interview**	**Interview feedback**

Tip: Assess your skills through coding challenges in any of our available practice areas, earn profile badges, and highlight your strengths so you can land your dream role.

Life as a contractor

When you get matched through Andela Talent Cloud, **you'll be hired as a contractor directly by Andela.** This means that Andela will oversee your monthly payments and track your days off. You are in control of your benefits!

Good to know:

✦ **Choose your benefits:** consider the benefits you would like to include in your contract and adjust your compensation accordingly.

✦ **Get paid your way:** Andela will process payments in USD, consider conversion rates when setting up your rate.

✦ **You set your rate:** consider market value, local taxes, and set your rate per role with the support of the matching team.

* Typical Andela contracts are for one year and full-time. We do not anticipate any technologist working more than one engagement at a time.

The Andela Community
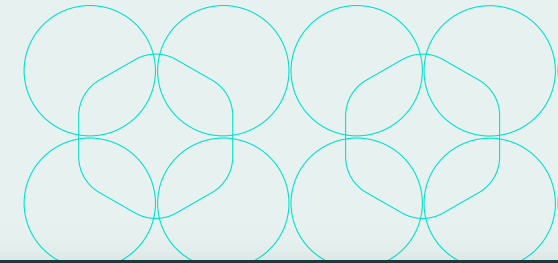
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The Andela Community

Where brilliant technologists go to unlock their potential!

- ✦ **Access resources** on the match process, programs, and exclusive perks.

- ✦ **Early access to Andela product and company announcements**, including priority jobs and new feature releases.

- ✦ **Shape our product** by providing feedback to our team.

- ✦ **Connect with fellow technologists** and collaborate on work and personal projects
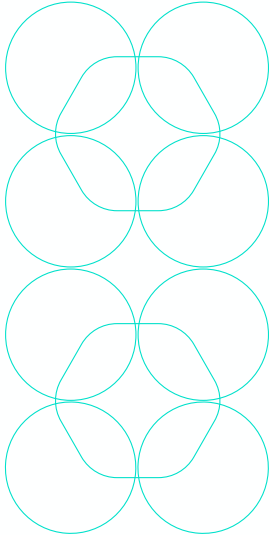
Andela Community
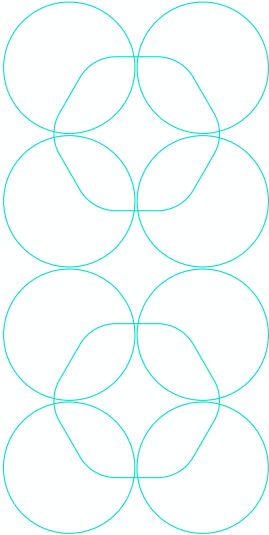
Chat Channels

- 👋 Introductions
- 🫗 Chatter
- 🎉 Celebrations
- 🛒 Sell it
- 🧘 Wellness
- 🚩 🇳🇬 Geo-Nigeria

Forum spaces

- Start here
- Getting matched
- Announcements
- Events
- Upskilling
- Community Programs ●
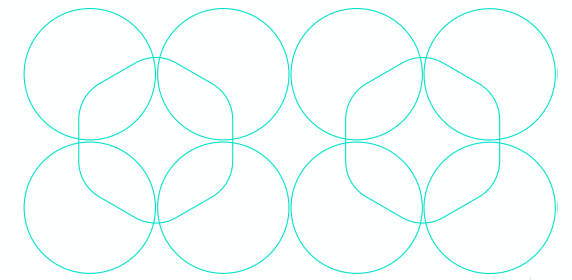- Perks
- Product Feedback

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Access exclusive perks!

Andela is thrilled to offer you access to an incredible selection of partnerships with global brands that provide **services at discounted prices.**

These exciting partnerships and discounts are **available to all community members,** whether you are currently engaged with Andela or not.

Some of our available perks:

✦ EdTech partnerships

✦ Health insurance and wellness services

✦ Finance advice

✦ Flexible work spaces

Perks

Explore Andela perks and partnerships. From Edtech, to health insurance, and much more!

Trending   Latest   + Open Draft

HEALTH INSURANCE

Health insurance for Egyptians

WELLBEING

Lifestyle and wellness perks for Nigerians

LEARNING

Elevate your coding skills

Secure Your Future with Ame...   ♥ 0 💬 0   Enhance your wellbeing with ...   ♥ 0 💬 0   Elevate Your Coding Skills wit...   ♥ 0 💬 0

An overview of all our perks and how to join them are awaiting you in the Andela Community.

* Any service agreements are between you and the vendor.

Contacting support

Contact our support team

Did you browse our Help Center and still have a question? Maybe you need something fixed or are requesting a document. The Andela team is available to resolve any challenges you are experiencing.
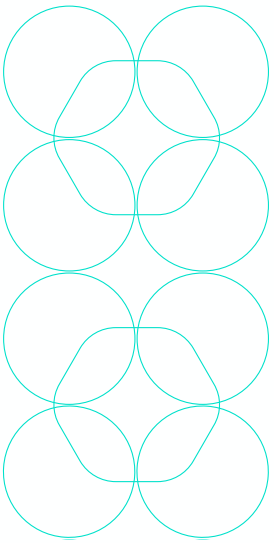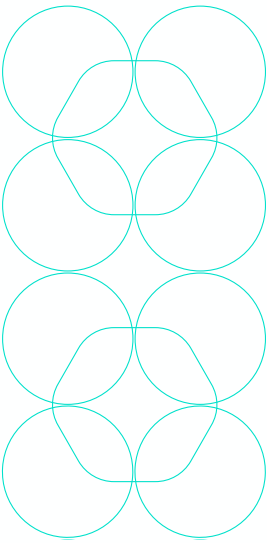
Help Center

Click on "submit a request" from the Help Center to raise a ticket with our team.

Andela Community

Raise a ticket by using the widget in the bottom left corner inside the Andela Community.

*Our support team has an SLA of 24 hours, but tickets usually get answered much faster.

Helpful links

We hope you are equipped with information on Andela and the Talent Network. Here are some articles which contain additional information:

[Troubleshooting through common IT issues](#)

[Andela Profile](#)

[Rate Setting](#)

[How Andela Talent Network functions](#)

[Learning and development](#)

[How to Prep for Client interviews](#)

[Joining a client and getting paid](#)

[BYOD Policy](#)

[Andela Chat app download links](#)

[Time Off Policy](#)

Our Help Center has lots of interesting and informative articles that can help you know more about Andela.

Thank you!

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