Andela

Kampala Hackathon
Tech Talk

March 20, 2019

Agenda

About Me

David Blair
CTO, Andela

- Andela (Startup, Series D Funding)

- TechStars (Startup Incubator)

- Sonian (Startup, Acquired)

- LogMeIn (Medium SaaS, Acquired)

- PTC (Enterprise Software, Nasdaq IPO)

- Stanford University

Andela

Andela scales

<mark>high-performing</mark>

<mark>distributed</mark>

<mark>engineering teams</mark>

with Africa's most talented

software developers.

Founded	2014
Funders	G/ CZ SPARK CAPITAL salesforce ventures
	generation___
Developers	1000+
Locations	NYC
	SF
	Austin
	Lagos
	Nairobi
	Kampala
	Kigali

Andela **FEATURED PARTNER** invision

THE CHALLENGE

1.4^M

software jobs went unfilled in 2016

59

is the average number of days to hire a software developer in the U.S.

41%

of engineers say their top hiring challenge is a lack of candidates.

THE TREND

64%

of developers work remotely at least part-time

53%

of developers said remote options are a top priority when job searching.

2/3

of employers report increased productivity among remote employees

TIME CONSUMING INTERVIEWS, A SHORTAGE OF QUALIFIED CANDIDATES, AND A LACK OF DIVERSITY ARE THREE OF THE TOP HIRING CHALLENGES IDENTIFIED BY 36,000 ENGINEERS IN A 2018 SURVEY BY HACKERRANK. To address these, many companies are going distributed, which allows them to expand their talent pool while attracting the 53.3% of developers who prefer to work remotely. InVisionApp is a 100% distributed company that has bypassed the developer shortage by hiring employees in 27 countries across the world, including Nigeria, Kenya, and Uganda.

ABOUT ANDELA Andela helps companies build high-performing, distributed engineering teams with Africa's most talented software developers. Based in Nigeria, Kenya, and Uganda, Andela developers work as full-time, remote engineers with leading technology firms around the world.

Mbithe Nzomo
D2 PYTHON DEVELOPER, NAIROBI

Andela

Tap into a global talent pool

We evaluate candidates through a combination of psychometric and skills assessment tools in addition to an in-person interview. Top performers are invited to an Andela office for a week - long, simulated sprint. The top 0.7% receive an offer to join Andela.
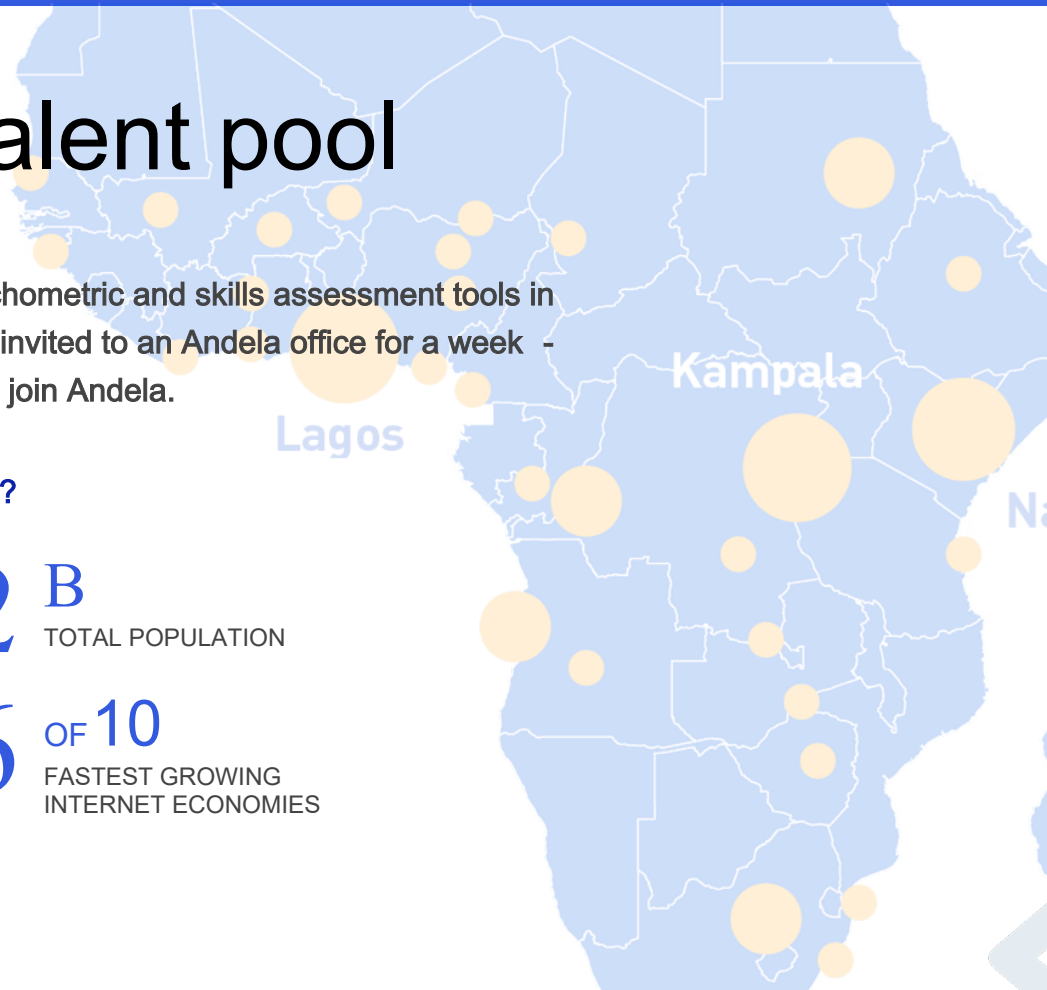
75 K+
APPLICATIONS

10 K+
ALC PARTICIPANTS

Google   UDACITY

0.7 %
ACCEPTANCE RATE

WHY AFRICA?

1.2 B
TOTAL POPULATION

6 OF 10
FASTEST GROWING
INTERNET ECONOMIES

Kampala

Lagos

Andela

Tech stacks

Full-stack developers proficient
in core languages, popular frameworks
& DevOps practices

Pricing ranges from $4500 to $9000+ per developer per month,
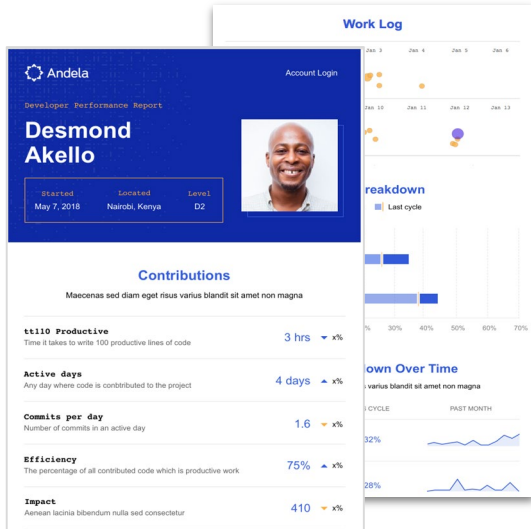depending on experience, tech stack, and availability.

Mission of Tech at Andela

"The most important thing we do as an organization is to deliver value to our customers in the form of compelling capabilities that solve business problems, quickly"

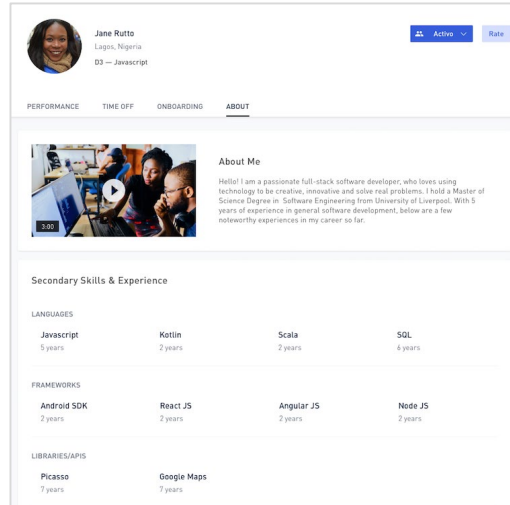Andela's Technology Department Must:

- Be accountable for delivery
- Be lean (i.e. build a little, learn, and iterate)
- Not be afraid to fail
- Work hard at communication across a remote org
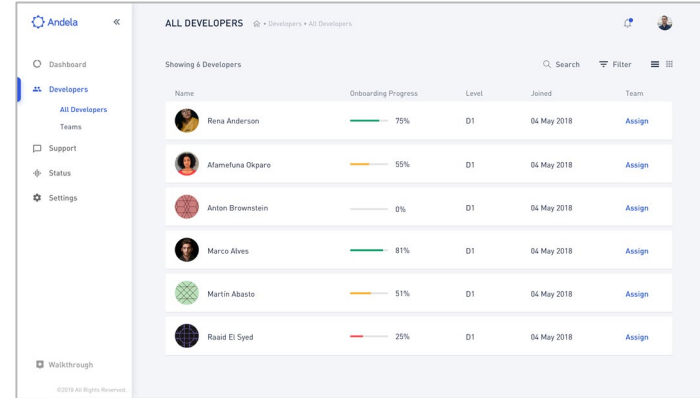- Focus on delivering business value

Role of Tech at Andela
(to make Andela efficient, differentiated, and highly valued)

Performance Monitoring Analytics

Recommending Engineers (ML)

Managing Engineers (Customer Portal)

You do **<u>NOT</u>** need to write a single line of code to validate if you are solving a problem people care about

Sign Up for a Free Trial Today

Name

Company

Email

START YOUR FREE TRIAL

Communication Insights for your business starting with email

Why You Should Care

70%
of organizations have been infiltrated by email-based malware

75%
of company IP is contained within email and messaging systems

43%
of data breaches originate from internal employees

64%
of employers have no plan for knowledge transfer when a worker leaves

Security
Personally identifiable information in email

- Credit card numbers
- Social security numbers
- Passport numbers
- Driver's license
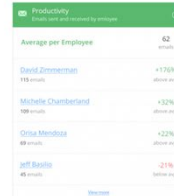- State IDs
- Bank accounts

See more

Security Insights

Discover sensitive information flowing in and out of your company, loss of data especially as it pertains to email attachments, insider threats not covered by your perimeter defenses, and fraudulent activity that pose serious risk to your organization.

Workforce Insights

Gain insight into how your human capital is spending their time, communicating with people and the companies they interact with, and trending conversations people are having around your organization.
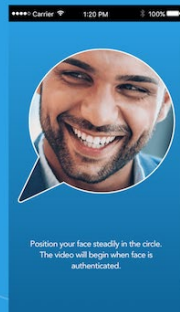
Productivity
Emails sent and received by employee

Average per Employee | 62 emails

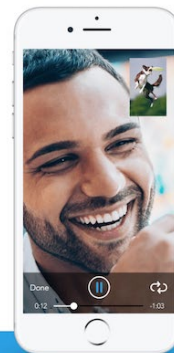| David Zimmerman | +176% |
115 emails	above avg
Michelle Chamberland	+32%
108 emails	above avg
Orisa Mendoza	+22%
89 emails	above avg
Jeff Basilio	-21%
45 emails	below avg

See more

For Your Face Only

Share your videos with friends and watch their reaction—all within a secure environment

Get the app

Video Sharing Reimagined

FYFO is a secure platform where you can share your videos and receive picture-in-picture reactions from friends in return. FYFO uses your friend's front-facing camera to validate their identity before capturing, syncing and returning their reaction with your original video.

Download on the App Store

Done

0:12   -1:03

●●●●○ Carrier 🤟   1:20 PM   🔋 100% ▮

Position your face steadily in the circle. The video will begin when face is authenticated.

Share with Confidence

FYFO uses facial recognition technology to verify the identity of your intended recipient. Once FYFO verifies that your friend is the real deal, they'll be able to view your video. As your video plays, FYFO's proprietary facial recognition technology works to continuously verify their identity. Go ahead, share anything you want—your content can only be seen by people you choose.

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Q&A