The World's Top Talent, On Demand™

September 2020

Toptal is the world's largest network of top software engineering, design, project & product management, and finance talent – available on demand to help companies accelerate, adapt, and scale.

With hundreds of millions in annual revenue, Toptal is the largest fully-distributed, high-skilled workforce in the world.

Founded: 2010
Employees: 500+
Clients: 10,000+
Offices: 0

Amazing talent, when you need it

With Toptal, clients receive hand-picked experts from a network of highly curated, extremely vetted talent. Toptal's proprietary approach to serving its clients delivers consistent, industry-leading results.

<24h
Expert identification for each role.

93%
Client satisfied with the first expert.

99.5%
Succeed through Toptal's first engagement, no-risk trial.

Toptal is the world's largest distributed network of **elite talent**, available to organizations **on demand**.

Fabio Muniz
Designer
PREVIOUSLY AT
Google

David Boskovic
</> Developer
PREVIOUSLY AT
HubSpot

Ruth Madrigal
Scrum Master
PREVIOUSLY AT
IBM

Carole Crawford
Finance Expert
PREVIOUSLY AT
Morgan Stanley

Casey Arrington
Product Manager
PREVIOUSLY AT
SPACEX

Emily Michels
UX/UI Designer
PREVIOUSLY AT
SAMSUNG

Emerging disruption in the way we work

3x

The freelancing economy is expanding three times faster than the U.S. workforce.

Forbes

2019

52%

By 2023, 52% of the U.S. workforce will participate in the gig economy.

GALLUP

2018

79%

CEOs worry about the availability of key skills in their talent sourcing.

pwc

2019

Powering outcomes at scale

Clients select Toptal when the stakes are highest, and margin of error is absolutely zero—here's why:

**Only the
Very Best**

**Platform
Intelligence**

**Right Fit,
Every Time**

**Power of
Global Talent**

**Exceptional
Client Support**

Top of class

Clients receive experts at the top of their class—every time.
Toptal identifies the top 3% of talent through a rigorous
vetting process that considers a person's ability to execute,
communicate and collaborate.

Excellent Technical Communication	Core Skills & Algorithms	Proactive Problem Solving	End-to-end Project Execution	Continued Excellence
26.4%	7.4%	3.6%	3.2%	3%
pass rate	pass rate	pass rate	pass rate	pass rate

Pinpoint accuracy

No paperwork, no resumes and virtually no wait time.

1

Talk to One of Our Industry Experts

A domain expert from our team will work with you to understand your goals, technical needs, and team dynamics.

2

Work with Expertly Matched Talent

Within days, we'll introduce you to the right talent for your project. Average time to match is under 24 hours.
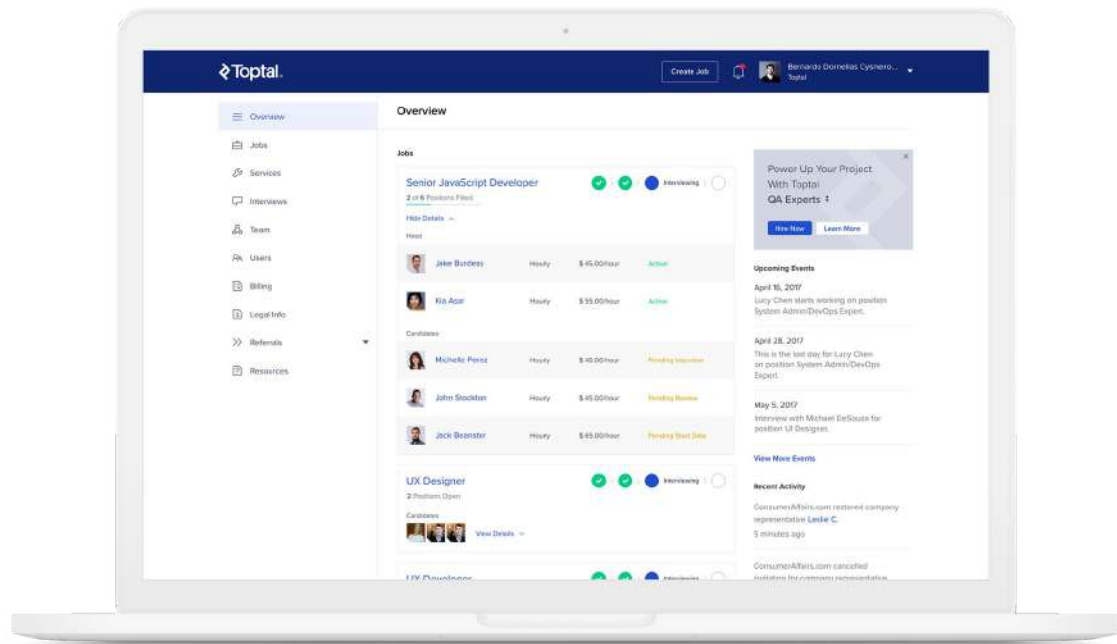
3

The Right Fit, Guaranteed

Work with your new team member for a trial (pay only if satisfied), ensuring they're the right fit before starting the engagement.

Proprietary innovation

Toptal's platform unlocks distributed scale—guiding the talent process, matching selection and responding to feedback and performance data in real time. That means talent from 120 countries, the widest net for world-class talent.

A Unique Position

	On-Demand Talent	Consulting	Staffing	Outsourcing	Gig Economy
	Toptal®	accenture	Adecco	wipro	Upwork
Deliverable	Talent matched to a project	Strategy and execution	Temp workers for execution	Executed business function	Access to candidates for hire
Talent and Skill	High	High	Low	Low / Medium	Medium
Agility	Flexible On demand	Rigid Slow ramp	Responsive Fast ramp	Rigid Slow ramp	Flexible On demand
Level of Service	High touch High curation	High touch High curation	Medium touch Low curation	Medium touch Medium curation	Low touch Low curation
Cost	Medium	High	Medium	Low	Low

Toptal™ ENTERPRISE

Enterprise class support

Clients are priority number one. Toptal assigns you a client partner who provides exceptional support across the process, guaranteeing total satisfaction.

Client Partner

Understands
Client Needs

Resolves
Issues or
Concerns

Ensures
Successful
Outcomes

Helps Client
Make the Most
of Toptal

Three models for clients to engage with talent

Individual Experts – A company can engage individual freelancers to deliver work on a project-by-project basis.

Blended Teams – When a company requires additional assistance, multiple freelancers can be blended into existing teams.
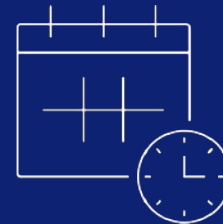
Full Teams – And for large, specialized projects, Toptal assembles full teams to collaborate inside the company.

Getting started

Unlock top talent for your team's next project.

Reach out to
Toptal Contact

< 24h

24 – 48h

< 24h

Review
Talent/Confirm
Interview Time

24 – 48h

Conduct
Interview

24 – 48h

Risk-Free
Trial

Up to 2 weeks

Hire
Talent

Call to Discuss
Details with
Industry Expert

➜ Match
   Candidate from
   Network

Talent Introduced
to Client

A deep bench

To address clients' spectrum of need, Toptal experts specialize in five practice areas: technology, design, finance, project management and product management.

Technology

Custom Software Development
Mobile Development
QA & Test Automation
CMS (Drupal, Magento, WordPress)
Data Science & Analytics
DevOps
Salesforce
Internet of Things (IoT)
A.I. & Machine Learning
Blockchain

Design

Custom Software
User Experience (UX)
User Interface (UI)
App & Web Design
Visual Design
Interaction Design
AR/VR/MR/XR Design
Presentation Design
Digital Product Design
Branding

Finance

Profitability Analysis
Financial Planning
Financial Analysis
Budgeting
Business Case Development
Due Diligence
Investor Reporting
Financial Analytics
Fundraising

Project Management

Scrum
Lean
Kanban
Agile Transformation
Risk Analysis
Stakeholder Management
Remote Team Management
Project Planning
Reporting
Agile Coaching

Product Management

Market & Competitive Research
Strategy & Roadmap
Data, Metrics & Analytics
Pricing/Sales Model
Product Ideation
Business Case
Product Design (User Stories, Wireframes)
Go to Market Plan
Product Management Frameworks
Product Innovation, Workshop & Mentorship

A sophisticated talent supply chain

Toptal has one of the most advanced talent acquisition models in the industry

1

We forecast talent needs based on internal and external trends

2

Our talent requirement planning engine determines the attributes of the talents we source

3

We have a variety of acquisition channels with a mix of precision levels and volumes

4

In demand talent are prioritized throughout our process

Rare perspectives

The top 3% are definitive experts with backgrounds at places like Apple, Google, Goldman Sachs, Amazon, Lego, and Bain & Co.

Ruth Madrigal
☑ Scrum Master

PREVIOUSLY AT

IBM

Casey Arrington
☑ Product Manager

PREVIOUSLY AT

SPACEX

Vladimir Mitrovic
</> C# Developer

PREVIOUSLY AT

 Apple

Emily Michels
◊ UX/UI Designer

PREVIOUSLY AT

SAMSUNG

AWS Experts, On Demand

1000+
AWS Experts

175+
AWS Certified

6000+
AWS Customers Served

7000+
AWS Engagements

Azure Experts, On Demand

700+
Azure Experts

150+
Azure Certified

2500+
Azure Customers Served

3500+
Azure Engagements

Microsoft Partner
Microsoft

Gold DevOps
Gold Application Development
Gold Data Analytics
Gold Data Platform
Gold Datacenter

Microsoft CERTIFIED
AZURE SOLUTIONS ARCHITECT
EXPERT

Microsoft CERTIFIED
AZURE DEVOPS ENGINEER
EXPERT

Microsoft CERTIFIED
AZURE SECURITY ENGINEER
ASSOCIATE

Microsoft CERTIFIED
AZURE DEVELOPER
ASSOCIATE

Microsoft CERTIFIED
AZURE ADMINISTRATOR
ASSOCIATE

Microsoft CERTIFIED
AZURE FUNDAMENTALS

Salesforce Experts, On Demand

120+
Salesforce Experts

30+
Salesforce Certified

175+
Salesforce Customers Served

250+
Salesforce Engagements

salesforce PARTNER

A leading healthcare insurer launches an innovative personal health monitor

A Fortune 500 insurance organization deploys a digital health platform that allows consumers to receive personalized health assistance.

Solution

The company engaged a Toptal team to complete a user-friendly and insightful digital product for mobile and web channels. The team addressed the highest priority bugs, enhanced platform architecture, and increased product performance.

Impact

Toptal helped implement a state-of-the-art mobile app and website, letting consumers monitor their personal health and have their questions answered quickly. The platform provides consumers with a seamless and tailored digital experience.

"

Toptal enabled our organization to quickly deploy a highly complex Mobile/Web App in such a short window. We were also able to spin up a team of 20 with Toptal in just 7 weeks, including Project Managers, Product Managers, Software Engineers, and DevOps.

VP of Technology
Fortune 500 Insurance Provider

Using agile methodologies to enable quick staffing up and execution

A global life sciences corporation needed a team to build out a complex new portal for their crop science division.

Solution

Toptal provided a fully managed and multidisciplinary team that used agile methodologies to build a new genetic information management platform, doing so without tying up existing resources.

Impact

Completed under budget and within the client's tight six-week deadline, the platform has rapidly increased collaboration between scientists, decreased time-to-market, and improved overall operational efficiency.

> "
>
> We really needed talent in a lot of specific areas...we needed some agile talent, flexible talent. And that's why we chose Toptal because they're not only flexible but they're the best.

Assistant Vice Chancellor of Integrated
Planning and Decision Support

Creating a unique system to integrate complex data sets

A national university needed specialized developers to aggregate disparate data sets across multiple systems and platforms.

Solution

The University asked Toptal to create a unique system that integrated a number of databases across the organization. Python and MongoDB were leveraged to compile data from Oracle, SQL data warehouses, and Salesforce.com.

Impact

The new system was up and running in six months instead of the three years originally planned. The data integration tool gave students, faculty and staff a simple, powerful user interface, allowing anyone at the University to use valuable information to inform and optimize decision-making.

A Fortune 500 insurance agency augments its product portfolio

To stay competitive, a company needed to add to its product offerings by implementing new software functionality.

Solution

Toptal helped convert the client's existing offering into a more competitive asset by building out a new module that enabled a better feedback process. A full Toptal team ensured maximum agility during product development.

Impact

The new web-based application was highly customized to the client's specific requirements, using complex criteria to manage business workflow. This helped the client maintain its differentiation in a competitive market.

> Toptal enabled our organization to quickly deploy a skilled engineering team to work with our existing team. We capitalized on Toptal's ability to match us with Project Managers, Developers and Designers to augment our staff in order for us to maximize the project's demanding timeline and allow us to run our existing business.

Lead Principal