

YOUR TRUSTED PARTNER IN TECH TALENT

We specialize in digital transformation, provide top-notch innovation solutions, and offer headhunting services for technology specialists and IT consulting.

Our clients are global organizations with over 100k employees serving 700+ clients in 50+ countries.

- +10 global clients
- +10 local clients
- +1,000 placements

Industries:

- Banking, Financial Services, and Insurance (BFSI)
- Technology Services and Consulting
- Telecommunications
- Automotive
- Manufacturing
- Energy
- Healthcare
- and more.

We have:

- **Global Team with Extensive Reach**

Our bilingual IT headhunters operate globally, ensuring seamless talent acquisition across regions.

- **Strong Networks for Talent Acquisition**

Strategic partnerships with universities and recruitment groups in Mexico grant us access to top talent.

- **Technology Sourcing Handbook**

We track emerging technologies to provide precise, up-to-date talent solutions.

And more.

They Trust Us

 **BROXEL**

**Tech
Mahindra**

lingaro

caceis
INVESTOR SERVICES

 **LTIMindtree**

Infosys and more...

Contact us

Contact us today to find out how we can accelerate your hiring process and enhance your IT capabilities with world-class professionals.

+52 55 4770 7754
+1 (512) 646-0068

contact@sequoia-connect.com



NEARSHORE ENGINEERING SOLUTIONS

Scale your capacity.
Accelerate your delivery.

We bridge the gap between your product vision and technical execution. Whether you need a single expert to boost your team or a fully managed squad to deliver a feature, Sequoia Connect provides the elastic capacity you need from Mexico and LATAM, rooted in technical excellence.

Talent Scaling – *Elastic capacity for your existing teams.*

Augment your staff with pre-vetted, bilingual engineers who integrate seamlessly into your workflows. Whether you need skilled Mid-Level developers or Senior Architects, we provide the right seniority for your budget and goals.

- **Plug & Play Integration:** Professionals ready to contribute from Day 1 using your stack (Jira, Slack, GitHub).
- **AI-Augmented Productivity:** Talent proficient in AI coding assistants (e.g., Copilot), delivering enhanced efficiency in coding and debugging.
- **Risk-Free Flexibility:** Scale up or down based on project demands without long-term liabilities.

Agile Squads – *Autonomous delivery units with a guided interface.*

Accelerate your roadmap with self-contained development cells. We provide a cohesive team led by a Scrum Master who acts as your process interface. We ensure the agile workflow runs smoothly while you retain full control over the technical definitions and product roadmap.

- **Process Efficiency:** We handle the daily stand-ups, sprint planning, and blockers; you focus on the "What" and "Why."
- **Cohesive Culture:** Teams that are used to working together, reducing the "storming" phase of team formation.
- **AI-Driven Workflows:** Squads trained to leverage AI tools for faster documentation, testing, and code generation.

Our Core Capabilities

We specialize in high-demand technologies for modern digital ecosystems. Our talent pool covers the entire software lifecycle:

- **Software Development:** Java, .NET, Python, Node.js.
- **Frontend & UX:** React, Angular, Vue.js, iOS, Android.
- **Data & Cloud:** Data Engineers, DBA, BI Analysts, DevOps (AWS/Azure).
- **Management:** Scrum Masters & Product Owners.
- **And more.**

Why Choose Our Extended Teams?

- **Nearshore Alignment:** Working in US Central/Eastern time zones for real-time collaboration.
- **Access to LATAM Talent:** We tap into the best tech hubs across Mexico and Latin America to find the perfect match.
- **Bilingual Professionals:** 100% fluent English/Spanish capabilities for seamless communication.
- **Technologist DNA:** As an IT-focused firm, we understand the difference between *coding* and *engineering*.

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ATLAS METHOD

THE FUTURE OF YOUR TALENT

Advanced Tech Learning & Action System.
Don't just hire talent. Build it.

The market for Senior talent is exhausted. Instead of competing for the same limited resource, Sequoia Connect created ATLAS: a high-performance ecosystem designed to identify, mold, and deploy the next generation of elite technology consultants.

The Strategic Value - *Bridging the Talent Gap*

We recognize that technical skills alone are not enough. ATLAS addresses the scarcity of "business-ready" engineers by combining rigorous recruitment with a holistic development program.

- **Rigorous Selection:** We scout the top 5% of emerging talent. We don't just look for coders; we look for problem solvers with the grit to become future leaders.
- **Creating Future Seniors:** This is a long-term play. We cultivate professionals who grow within your ecosystem, reducing turnover and preserving institutional knowledge.
- **Business & Culture Aligned:** Unlike standard staffing, ATLAS Associates are trained on your business context and industry-specific needs before they write a single line of code.

The ATLAS Methodology - *More Than Training: A High-Performance Mindset*

Our Advanced Tech Learning & Action System (ATLAS) ensures that every Associate Consultant is certified and ready to perform.

- **Cloud Native:** Foundations in AWS, Azure, or Google Cloud.
- **Data & AI Ready:** Training in Python, SQL, and AI Foundations (LLMs, Automation) to drive modern efficiency.
- **Cybersecurity Awareness:** Best practices for secure development and data protection.

Skills & Innovation

We specialize in high-demand technologies for modern digital ecosystems. Our talent pool covers the entire software lifecycle.

The Human Edge

- **High-Performance Mindset:** Resilience, emotional intelligence, and stress management.
- **Professional Discipline:** Communication, ownership, and agile delivery focus.
- **English for Tech:** Technical fluency for seamless global collaboration.

Flexible Solutions for Long-Term Growth

- **Dedicated Squads:** Deploy a full cell of ATLAS Associates managed by a Sequoia Senior Lead for continuous delivery.
- **Corporate Seedbed:** Let us build a custom cohort trained specifically on your technology stack and business rules.
- **Direct Placement:** Evaluate our talent in action and hire them directly to build your internal core team.

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ATLAS ENTERPRISE TRANSFORMATION

Bridge the gap between AI hype and industrial reality.

While 80% of AI projects fail to reach production, **ATLAS** ensures yours leads the market. We don't just provide tools; we build the elite talent architecture and strategic alignment your organization needs to become an **AI-Native** powerhouse.

The ATLAS Roadmap: Deep Adoption Framework

Our 4-phase methodology transforms potential into measurable, industrial-grade business outcomes.

Phase 1: Strategic Executive Alignment - *Moving leadership from curiosity to total tactical commitment.*

- **Defining the "North Star"** and technological purpose.
- Bridge operations with industrial reality through a three-tier horizon strategy: **Now, Next and Future.**

Phase 2: ATLAS DNA Enablement - *The Power Skill Revolution* - *Upgrading the "Human OS" through Power Skills.*

- **Change Resilience:** Converting fear into a driver for evolution.
- **Bilingual Communication:** Speaking the language of business value and technical execution simultaneously.
- **Radical Ownership:** Instilling an "Expert Editor" culture for AI output validation.

Phase 3: AI-Native Foundations - *Agnostic Mastery* - *Building a tool-independent technical foundation.*

- **Agnostic Deep Dive:** Mastering the logic of Prompting and LLMs over specific software brands.
- **SDLC Integration:** Applying AI across the entire SDLC.

Phase 4: Innovation & Co-Creation - *Delivering tangible products through Design Thinking.*

- **MVP Acceleration:** Promoting prototypes to Minimum Viable Products for immediate value.
- **Squad Integration:** High-performance cells driving innovation toward the Future horizon.

The Reality Check: Why AI Projects Struggle

Most companies treat AI as a software update rather than a cultural evolution. We solve the "Friction Points":

- **The Strategic Void:** Aligning AI with your core Purpose across Now, Next, and Future horizons.
- **The Psychological Wall:** Dismantling "Replacement Anxiety" through the ATLAS DNA.
- **The Tool Trap:** Moving beyond proprietary lock-in toward Agnostic AI Foundations.
- **Innovation Paralysis:** Transitioning from slow cycles to a "Test & Fail Fast" methodology.

Transform Your Organization with ATLAS

Don't let your organization fall behind in the AI revolution. With ATLAS, you are not just adopting technology; you are evolving your culture, empowering your people, and building a sustainable future where human and artificial intelligence work in perfect harmony to lead your market.

ROI & Business Impact

- **Accelerated Delivery:** Up to 55% faster by shifting cycles from months to weeks.
- **Industrial Stability:** Eliminating hidden costs through Expert Curation.
- **Strategic Scalability:** A talent architecture ready for the future of technology.

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Contact us today to start your AI-Native journey and lead your industry with purpose.

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IT HEADHUNTING SERVICES

Powering your Organization
with Elite IT Talent

For **global corporations** seeking top-notch IT professionals and executives, our **IT Headhunting services** provide the best talent available. We understand the importance of hiring the most skilled and experienced individuals to ensure the **success of your business**.

As a company with an IT background, providing IT headhunting services offers several advantages:

Expertise

With our technical background and understanding of IT recruitment, roles, and skills, We can effectively evaluate candidates and match them with the right organizations.

Network

Over time, we have built a strong network of IT professionals and industry contacts. We identify and recruit the most qualified IT professionals.

Time-Saving

Organizations can save valuable time by entrusting us with the initial stages of candidate search and selection, allowing them to focus on their core business activities.

Cost-Effective

By leveraging our expertise, we help organizations find the right talent, reducing the risk of costly hiring mistakes.

Market knowledge

We stay updated with industry trends, emerging technologies, and evolving job market demands.

Cultural fit

We understand work environments and team dynamics, allowing us to assess candidates' compatibility and help build cohesive, high-performing teams.

Services

Executive IT Headhunting

We have a proven track record of excellence in identifying and attracting top-tier IT talent for critical roles. Our expertise lies in finding and selecting exceptional senior executives who can drive success and deliver strategic value to organizations.

IT Operations Headhunting

From Digital Transformation to ERP Solutions, our deep industry expertise and extensive network empower us to deliver the exceptional professionals your organization needs to thrive in a rapidly evolving tech landscape.

IT Recruitment Process Outsourcing

Partnering with us for RPO gives you a dedicated team of recruitment experts who understand the technology landscape and can tackle the challenges of identifying and attracting top-caliber talent. Our end-to-end recruitment solutions streamline the process, allowing you to focus on your core business objectives.

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IT MENTORING OUTPLACEMENT SERVICES

Ensure a professionally responsible exit for your employees.

Manage organizational changes with our specialized support.

At Sequoia Connect, we offer IT Mentoring & Outplacement services designed to facilitate employee departures, protect team morale, and maintain the integrity of your organization.

Key Benefits

A Fresh Start

We provide the support and tools necessary for your employees to start a new chapter in their professional careers with knowledge, tools, confidence, and enthusiasm.

Focus on Professional Development

We believe in the importance of training and personal growth. Therefore, we provide professional development opportunities that allow them to acquire new skills and knowledge.

Smooth and Efficient Transition

We offer personalized advice and ongoing support for departing employees. This includes job search advice, skills development, digital presence, and career planning.

Strengthening Networks

We encourage the creation of strong professional networks, allowing them to find new job opportunities and expand their horizons.

Customized Solutions

We tailor our services to your company's specific needs, whether it's a small business or a large corporation.

For Organizations

Our IT Mentoring & outplacement services for businesses are designed to support organizations during restructuring or strategic change processes. We offer tailored solutions that facilitate a smooth and positive transition for those affected, helping them maintain their confidence and motivation as they explore new career opportunities.

With our expertise in the technology market and headhunting, we guarantee efficient and professional management at every stage of the process.

For Employed and Unemployed Professionals

If you're seeking new opportunities, whether you are employed or not, our outplacement services provide the support you need to advance your career. We offer personalized counseling, career coaching, and tools to optimize your job search.

Contact us

Let us help you manage changes in your workforce with precision and care, preparing your existing employees for their next successful roles.

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