

Muoro Aims to Tackle Talent Shortage with a New Way of Hiring and Managing Remote Software Developers

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New Delhi, Delhi Jul 24, 2022 ([Issuewire.com](https://www.issuewire.com)) - New Delhi, Delhi: As talent shortages become more acute the world over, companies, old and new are struggling to get qualified individuals. The problem itself has been blamed on the lack of availability of skill sets in the existing workforce. However, Muoro, a technology recruitment service provider contends the issue is more complex.

To back up its claim, the company is offering a new way of talent sourcing and management that blends the latest in artificial intelligence with time-tested hiring and management techniques to **build software development teams** affordably and faster than ever before. Muoro calls it the Engineering-as-a-Service model.

“The talent problem is very real. We see more companies struggling to achieve required team strengths and hold on to high performers” says [Abhishek Gupta](#), the head of marketing at Muoro. IT executives already see it as the most persistent adoption problem of new and emerging technologies across all six tech domains. The push towards remote working has only seemed to have made it worse in cloud-based systems and services that rely on continuous delivery models.

But, while the lack of required skills is well documented and has been talked about at length, its cause(s) remain largely ignored. Lack of upskilling to meet new market requirements, higher attrition rates, and the unavailability of exact skill combinations are the usually cited culprits. These reasons, while true, are only a small fraction of the entire problem though.

“What we’ve also noticed is that brands, both old and new, aren’t adapting their hiring practices to the current market realities. They continue to rely on old-school screening methods and dated interview techniques that don’t factor in generational differences, candidate demands, observer bias, credentialism, and human error. In doing so companies reject great workers, overspend on recruitment drives, and fill their ranks with low-quality candidates who under-deliver.” says Abhishek.

Muoro’s Engineering-as-a-Service model is designed to address each step of the hiring process. Firstly, candidate pre-screening has been fully automated via artificial intelligence. The system is not only capable of going through thousands of resumes to find demand-skill matches in seconds but can learn to look for key patterns every time it parses through a dataset, becoming more efficient and better over time.

Since resume screening is the most time-consuming part of the **hiring process**, Muoro’s AI system greatly reduces recruitment costs by freeing up the hiring team’s time for more important tasks.

Muoro also understands the limitations of current AI as well. While the technology is great at solving well-defined problems, it can’t understand more fuzzy concepts like culture, personalities, motivations, and emotions. More importantly, though, AI is incapable of seeing how these interplay and affect outcomes.

Once the hiring team has a set of resumes from a recruitment drive that have been shortlisted by their AI system, they get to work on gaining deeper insights into each candidate. Role-related tests and

interviews are conducted until the team is confident that the candidate not only has the required skill sets but will fit in culturally as well.

Coupled with flexible work hours, higher than industry-average salaries, and attractive performance bonuses, **Muoro** has lower attrition rates and more job satisfaction amongst its team members.

AI in recruitment isn't new. Several companies are using it to suggest good matches, but their clients have to select and onboard candidates themselves. On the other hand, there are remote team augmentation firms that build teams and manage them for their clients.

Muoro's EaaS system is the first of its kind that seamlessly integrates both the AI systems used by talent sourcing firms and the management practices of **team augmentation companies** into one seamless process.

The combined effect of all Muoro has put in place is that the company can find great talent, onboard and assign them to projects quickly, and manage them so that their clients don't have to, all while keeping prices significantly lower.

Muoro is currently offering a free 2-week trial to let interested brands experience a new way of recruitment and working.

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