



**Your US-Based Nearshore
Talent Partner.**



ABOUT US & SOCIAL PROOF

Nearly 30 Years of Technological Evolution

With an uninterrupted trajectory since 1995, Icox has been a trusted partner at the forefront of technology. Originally founded as a binational company between Argentina and Canada, we have guided countless organizations through the waves of digital innovation.

Today, we begin our next chapter with a strategic evolution. We have focused our deep experience on a clear mission: to help United States companies build world-class technology teams by connecting them with elite talent from Latin America through our legal entity, Icox Web Consulting LLC.

Trusted by Industry Leaders

Our talent has been selected for and contributed to high-stakes projects for world-class organizations, including initiatives for companies like Microsoft, DaimlerChrysler, Sheraton Riu Hotels & Resorts, Holiday Inn, Macys, The Related Group Management and Angel Cabrera.



THE CHALLENGE & OUR SOLUTION

The Right Talent, Without the Friction

The Market Challenge

US companies face a critical challenge: a shortage of high-quality tech talent at sustainable costs, coupled with the complexities of hiring internationally.

The Icox Solution

The Power of Nearshoring: We offer access to an elite talent pool in aligned time zones, ensuring agile, real-time collaboration and deep cultural affinity.

The Security of a US LLC: We eliminate friction. You operate with a US company, under a simple contract and with billing in USD. We manage all the international complexity.



OUR SERVICES

● IT Staff Augmentation

Quickly scale your existing team with our pre-vetted, senior IT professionals from Latin America. We provide flexible talent to fill your specific skill gaps, working in your timezone and fully integrated with your team.

● Dedicated Development Teams

Build your next project with a complete, managed team from Icox. We provide a cohesive unit of developers, QA testers, and project managers who work exclusively for you, acting as a seamless extension of your company.

● Nearshore Strategy & Consulting

Leverage our 30 years of experience to design your optimal nearshore strategy. We help you define the right team structure, processes, and technology stack to maximize the benefits of building your team in Latin America.



OUR PROCESS

Our 5-Step Vetting Process: How We Guarantee Excellence.

- **Profile & Experience Screening.** Exhaustive analysis of the candidate's career path and past projects.
- **Technical Interview.** In-depth interview with one of our senior software architects to validate technical knowledge.
- **Live Coding Challenge.** A real-time practical test to evaluate code quality, logic, and problem-solving skills.
- **English Fluency & Soft Skills Assessment.** Evaluation of communication, teamwork, and cultural alignment skills.
- **Final Review & Approval.** Only candidates who successfully pass all stages are approved to be presented to our clients.



YOUR STRATEGIC TALENT PARTNER.

- ✓ **30 Years of Experience:** Legacy and stability since 1995.
- ✓ **US-Based Legal Entity:** Simple, secure, and risk-free contracting.
- ✓ **Elite Vetted Talent:** Access to the best professionals through a rigorous selection process.
- ✓ **Total Alignment:** Same time zone and work culture for seamless collaboration.
- ✓ **Consultative Approach:** We don't just provide staff, we offer strategic solutions.

Let's build your future, together.

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