

peoply.tech

The Peoply Guide to Hiring in CEE

(Central and Eastern Europe)

What is CEE?

CEE stands for **Central and Eastern Europe.** It covers countries such as Slovakia, Czechia, Poland and Hungary.



The region has a large pool of senior software engineers, many of them trained at strong technical universities. Salaries are lower than in the Netherlands or the UK, while the engineers work in the same time zone and the same EU legal framework.

Poland, Czech Republic, Hungary and Slovakia combined produce roughly

20,000

IT/ICT graduates entering the job market every year. Peoply finds, vets and supports these engineers for Western European tech companies, from the first hire to a full team.

Talent at a glance



Olympiad in Informatics, all-time ranking:

#5 Poland

#11 Slovakia

#17 Hungary

#18 Czechia

all ahead of Germany, Sweden and the Netherlands.

University of Warsaw

has reached the ICPC World **Finals 32 years in a row**, a record no other university has.

2026 European programming championship:

silver for Warsaw and **bronze** for Charles University in Prague, in a field that included ETH Zürich and Cambridge.

Why hire in CEE?

If you've ever tried to hire senior engineers in the Netherlands or Western Europe, you know how long it can take and what it costs to find the right people. Maybe you've tried outsourcing before, but the quality has disappointed you.

Engineers in Central and Eastern Europe can join your team at a lower cost, with the same experience and tech skills you need.

<2 hours	0 hours	60%
A direct Eindhoven–Bratislava flight	Time difference	Lower employer costs



"During my years working in tech in Amsterdam, I saw too many projects get delayed because we couldn't find the right people fast enough. Strong candidates in Central Europe were out there, but without the right network, companies had no way to reach them. That's why I started Peoply: to help you add Central European tech talent in a cost-effective way."

Rebeka van der Heiden

Founder, Peoply

Our model: A-shoring

Offshoring

usually means hiring far away, in another time zone, often through a large vendor you don't feel connected to.

Nearshoring

brings the team closer: same time zone, similar work culture, a short flight away.

A-shoring

is **Peoply's** version of nearshoring. The A stands for **the A-players you meet:** a shortlist of senior candidates we've vetted ourselves and would hire for our own team.

Most clients see their first 3–5 vetted candidates within two weeks, followed by around 3 strong profiles per week as the search continues.

The three non-negotiables

A-level talent only

Only vetted engineers who we think are a great fit for your company.

Full transparency

You see what you pay and what the engineer earns. No hidden fees.

End-to-end partnership

From HR to payroll and ongoing support, we handle everything for you.

The costs of hiring in CEE

On average, our **clients save 40%** compared with hiring the same profile in the Netherlands.

We show you the full breakdown before you decide: the engineer's salary, our fee, and what the fee covers. Here's an example for one senior engineer:

Engineer's hourly rate	**€50**
Peoply fee	**€9–12 (varies per country)**
Total cost to you	**<€62**
Comparable Dutch hire (salary + employer costs)	**€109**

You also save senior time, as your CTO or team leads only interview candidates that have already passed our screening.

What our clients say

"Finding experienced DevOps specialists in the local market proved challenging for us. Peoply was a great help throughout the process. They quickly understood the technical profile we needed and introduced highly qualified candidates with the right expertise and mindset."



Tijmen Zonderwijk

CEO, MatchWornShirt



Contracts and set-up

Hiring with us is simple. Most engineers work with our clients as B2B contractors through Peoply. We handle the contracts and admin, so you can focus on the projects and the work itself.

B2B through Peoply works for anything from a single hire to a long-term team, and you don't need a local entity. It suits companies that want to start quickly, test a new location, build a smaller team, or avoid the cost and admin of setting up a company abroad.

If you're planning a larger presence in Slovakia, for example, **your own entity can make sense.** You can then hire people directly, either on an employment contract or B2B.

Whether a contractor needs to set up their own B2B company or you need a local entity, we help with the whole process. **We work with lawyers we trust and know our way around local bureaucracy.**

How we hire

We always start with the need behind the role.

The tech skills and years of experience needed are one thing, but we also want to know how your team works, what the person will spend their days doing, and what kind of colleague would fit in.

That conversation sometimes changes the role. One client asked us for a tester. After a few talks, it turned out they needed someone in customer support. Full-stack roles are another example: they're rarely a 50/50 split between back end and front end, so we always check what the position truly entails before we search.

Intake call 1

We talk about the role, your team and your way of working.

Search and screening 2

We look at technical skills, personality, motivation and team fit.

Shortlist 3

You receive a tailored selection of profiles.

Interviews 4

You interview the candidates you like. A technical assignment is optional and depends on your process.

Contract and start 5

We arrange the contract, payroll and equipment.

After the start 6

We stay in touch with you and the engineer and adjust as your team changes.

We also adapt to how you like to work. Prefer to communicate through Slack, email or call? We use whatever channel suits you.

The Peoply team is based in Slovakia, but each of us has lived abroad and has a foreign education background. **We know both work cultures, Central and Western European,** which helps when expectations need translating.

Culture

Are you wondering what it is like to work with an engineer from Central or Eastern Europe? Every person is different, but here are a few things that you might expect from working with your new colleague.

Directness

Like the Dutch, many CEE engineers say what they think. If a technical direction has a flaw, they'll be honest with you about it.

Hierarchy

Workplaces in the region can be more hierarchical than in the Netherlands. New team members may wait to be asked before they share an opinion first. A clear invitation to speak up in the first week helps.

Discipline

Our clients often mention how seriously their CEE engineers take deadlines and quality. They treat your product and goals as a shared responsibility.

Hospitality

If you visit your team in Bratislava or Prague, expect your colleagues to show you around, take you out for dinner and make sure you feel at home.

What our clients say

"I'm a strong believer in nearshoring. Cultural differences between team members have proven easy to overcome, and there is a great connection between our Dutch, Czech and Slovak colleagues. Language barriers are virtually non-existent."



Paul Frankenhuizen

CEO & Founder, De BouwApp

Making remote colleagues part of the team

Remote work is the new standard and while it benefits from flexibility, it can be difficult to maintain the same team connection and chemistry that comes naturally from working in an office.

That's why our job doesn't stop with hiring. We check in regularly with both you and your new team member, send birthday and Christmas gifts and organize team-building activities in person. We regularly organize drinks and dinners for the team in Poland and Slovakia.



Keeping them

Every engineer who leaves takes knowledge of your codebase with them, and replacing them costs months of senior time.

That's why **we stay in touch with each hire after the start.** We discuss salary and benefits with them, and when something isn't working, we look for a solution that works for both sides. As a result, many of our clients have become long-term partners.

What you can do

Retention is shared work. **Treat remote colleagues as part of the team** from day one and include them in planning and important team chats. Give them ownership of a feature or part of the product and share feedback regularly, both what's going well and what could be better. Meet in person once or twice a year.



Build your team with Peoply

Now that you know how hiring in CEE works, the next step is simple. Pick the way that suits you best.

Ready to talk?



Tell us which role you need, and we'll help you find the right person or build a whole team.

Book a call with Rebeka

Want to see candidates first?

Share the role you're hiring for and we'll send you anonymised profiles of vetted candidates who match it.

Get your blind CVs

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