Black Belts

Black Belts is an IT consulting company combining headhunting and IT consultancy. We focus on filling customers' technical key positions with senior consultants with 15+ years of relevant experience. Each consultant is headhunted from the entire market based on the customer's request. To ensure the perfect match, each case has been validated in advance by Black Belts, the customer, and the consultant. Our price average is 125€/h, of which 80% is always compensated to the consultant.

Examples of Black Belts profiles

Data: Analysts, engineers, scientists, governance experts, and data strategy advisors.

AI & ML: Developers, engineers, and specialists.

Cloud: Cloud architects and developers for cloud migration and modernisation projects.

Software Development: Fullstack developers, Front-end and Back-end developers across the technical spectrum.

Project Management: Scrum masters, Agile coaches, Project managers, Project owners.

Design: UX/UI designers, Business designers.

Security: CISO as a service, security architects & developers, white hat hackers, and infrastructure security specialists.

Salesforce: Sales Cloud, Service Cloud, Marketing Cloud, Experience Cloud // Security, Architecture, Development.

Advisory: Director, VP, and CXO level roles for high-level executive & strategical advisory.

Black Belts approach

Minimal Operational Costs: Black Belts eliminates bench costs by not maintaining a pool of idle consultants. This approach ensures that customers are only paying for actively engaged talent.

Transparency: The model emphasizes full transparency in pricing and operations. Customers and consultants have clear visibility into costs and compensation, fostering trust.

Personal: Each consultant is individually selected and validated for the specific needs of the customer, ensuring a highly personalized service.

Super Seniority: Black Belts focuses on consultants with a minimum of 15 years of experience, ensuring that clients receive expertise from top-tier professionals.

Ease and Speed: Our recruitment process is streamlined to deliver fully matched candidates within four to nine days, providing quick solutions to client needs.

Compensation model: The compensation model is designed to be highly rewarding for consultants, with 80% of the customer fee going directly to them, motivating top talent to join.

Entire Market access: Black Belts searches the entire market to find the best match for each client's requirements, rather than relying on the limited pool of available consultants from the bench.

Freedom of choosing work model: Every Black Belt has the flexibility to choose their preferred working arrangement, whether as freelancers or employees, also allowing them to optimize their taxes.

30 termination always: We have serious trust in our Black Belts, and therefore give our customers the possibility to terminate assignments with a 30-day notice.

How Does It Work?

1. Define

We identify the precise skills, experience, and attributes required for the role, ensuring clarity for the search process.

2. Search

Our team taps into the entire market to find the most fitting candidates, connecting them with the you for consideration

3. BB Validation

Candidates undergo thorough vetting by our in-house experts to ensure the high standards of quality and seniority.

4. CV Review

We present you a curated shortlist of candidates with pre-validated CVs tailored to the requirements.

5. Interviews

You interview the candidates and select the one who best aligns with your needs, ensuring a perfect match.

6. Contracting

Once you and the consultant have validated each other, we handle the necessary paperwork with both parties, get the consultant onboarded, and ensure a smooth start for the delivery.

7. Delivery

The selected candidate starts the work.