



Agentic Developers. Vetted Fast

# Hiring AI-Capable Developers: *A Dynamic Sourcing Toolkit*

**A CTO/CFO Guide to Sourcing AI Talent**



The AI Talent Gap

# Why This Toolkit Matters

## The Talent Gap Is Real - and Growing

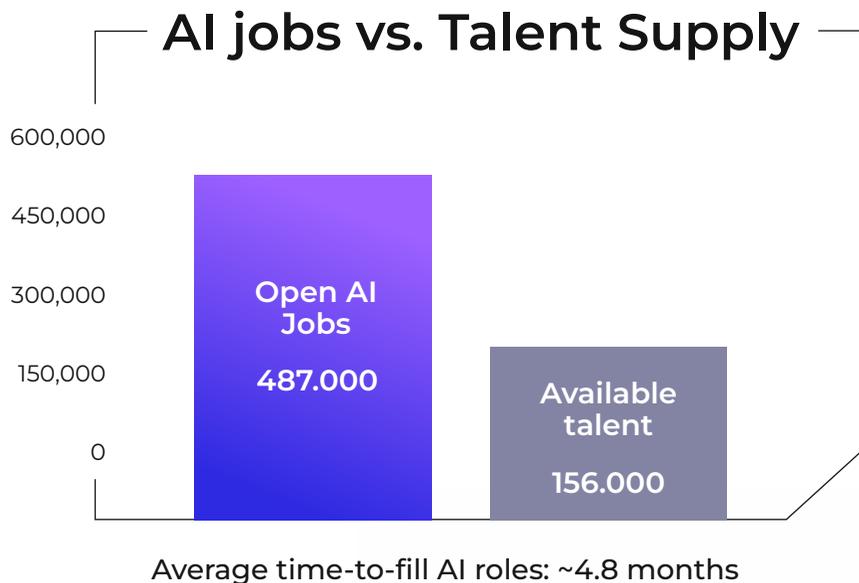
Tech companies today face an acute shortage of AI-capable developers, and the gap is only widening. Demand far outstrips supply, with roughly a 3:1 mismatch globally (over 1.6 million open AI positions vs. about 518,000 qualified candidates). In North America alone, there are around 487,000 AI-related roles open versus only 156,000 available professionals. Little surprise that surveys show 72-78% of organizations struggle to fill key AI developer and data science roles. In short, the talent pool isn't keeping up with the exploding demand for AI skills. This reality is hitting companies of all sizes in 2025.

This talent crunch is more than an HR headache; it's a serious business problem. Critical AI initiatives are being delayed or derailed for want of the right people. 85% of tech executives have had to postpone important AI projects due to AI engineer shortages.

Every unfilled role means projects in limbo, resulting in missed deadlines, stalled innovation, and lost revenue opportunities. On average, an AI position now sits open for nearly five months before it gets filled, stretching out project timelines. For CEOs and CTOs, these vacancies hurt: product launches slip, competitors gain an edge, and the ROI on AI investments evaporates while teams scramble to hire scarce talent.

The competition for experienced AI developers has become fierce and expensive. Big Tech and well-funded firms are driving up salaries in bidding wars for top talent. In fact, AI roles command about 67% higher salaries than ordinary software jobs, and many companies have resorted to hefty offers to lure candidates. Smaller and mid-sized tech companies often find themselves outbid and outmatched. They simply can't match the compensation and perks that Silicon Valley giants offer. Industry observers note that even startups can't compete with Big Tech on salaries and benefits in this talent war. This salary inflation and talent tug-of-war leave many organizations on the losing side, with critical positions unfilled for longer than ever. All these factors create a perfect storm: surging demand, short supply, lengthy hiring cycles, and rising costs. Traditional recruiting methods are falling behind in this new

reality. It's clear that a new approach to sourcing AI-capable developers is urgently needed to close the gap. Forward-thinking companies are already adapting. For example, those embracing global remote talent report 43% larger candidate pools and 28% faster hiring for AI roles. In the same spirit, this toolkit will outline a more dynamic, proactive strategy to find and hire the AI talent you need. The bottom line: the old ways of hiring aren't sufficient anymore; to overcome the AI talent crunch, leaders must adopt new, agile sourcing tactics that meet this challenge head-on.



85%

of tech execs delayed AI projects due to hiring delays

+67%

higher salaries for AI roles compared to standard dev positions

## A New Approach

# What Is Dynamic Sourcing?

Traditional hiring methods are struggling to fill the AI talent gap. Dynamic Sourcing offers a modern solution: a **proactive, global talent sourcing** mode that reaches out to candidates worldwide instead of waiting for applicants. This means tapping into passive talent (since roughly *73% of candidates aren't actively job-hunting*) and leveraging remote work to widen the net of potential AI experts. By actively courting hard-to-find AI developers across borders, Dynamic Sourcing ensures companies aren't limited by geography or a trickle of inbound résumés.

### AI-Assisted Candidate Identification

Dynamic Sourcing “walks the talk” on AI by using advanced tools to find and engage candidates. An AI-driven outreach engine scans talent pools and sends personalized invitations at scale, allowing the team to efficiently connect with top developers (a practice now embraced by 79% of organizations in recruitment). This tech-enabled approach means more precise targeting and faster engagement with the right people, giving Dynamic Sourcing an innovative edge in finding AI-capable talent.

### Quality Over Quantity (Rigorous Vetting)

Rather than flooding hiring managers with resumes, Dynamic Sourcing delivers **fewer, but highly qualified** candidates. The focus is on “**AI-capable**” developers who can partner **effectively with AI tools** and drive innovation, rather than anyone with a keyword on their CV. Every candidate undergoes a structured screening process to verify their coding and machine learning skills, as well as how well they collaborate with AI (Dynamic Sourcing even tests this in live coding interviews using AI assistants). This rigorous vetting of **agentic developers** ensures the candidates presented can truly leverage AI in their work. This gives CTOs confidence that new hires will be productive from day one.

### Speed and Agility in Hiring

Dynamic Sourcing accelerates the hiring timeline, which appeals to any leader mindful of project deadlines and budget. The process is streamlined. From dedicated recruiters who move quickly to synchronized interview “sprints,” it cuts down time-to-hire significantly. (Remember that top tech candidates often get snapped up **within 10 days** of entering the market, so hiring fast is crucial.) By coordinating interviews and feedback in tight loops, Dynamic Sourcing keeps momentum high. A faster hire secures scarce talent before competitors do. It also reduces costly vacancy time. Each unfilled tech role can cost an estimated **\$500 per day** in lost productivity. The Dynamic Sourcing approach injects agility into recruitment, saving time and money.

We don't wait for talent to apply.  
**We connect** with the people shaping the future.



# step 01 Define the Role and Requirements

Hiring success starts with **clarity on what you need**. The first step is to craft an outcome-focused job description that maps your business goals to specific technical requirements. A well-defined role not only attracts the right candidates; it also guides your entire sourcing and interview process, saving time and reducing mis-hires. Here's how to nail down the role and requirements:

## Start with Clear Outcomes:

Outline **what** you expect an AI-capable developer to accomplish. Identify the key projects, deliverables, or performance goals for the first 3, 6, 12 months. (For example: *“Within 6 months, develop an ML model that improves forecasting accuracy by 20%.”*) This shifts the description from a generic list of duties to a vision of success tied to business impact. CTOs can align this with technical roadmaps, while CFOs can align this with financial roadmaps, while CFOs see the intended ROI in terms of results. *(Dynamic Sourcing follows this practice by calibrating job descriptions with clients, ensuring each role's stated outcomes align with the skills needed and how success will be measured).*

## Map Skills to the Outcomes:

With targets set, determine the **technical skills and competencies** required to achieve them. Be specific: if the outcome is building a cloud AI service, you might require experience with Python and TensorFlow, cloud deployment know-how, and even prompt engineering for AI tools. Distinguish must-haves from nice-to-haves to keep expectations realistic. For instance, must-have: proficiency in machine learning frameworks; nice-to-have: experience with data visualization. Including the ability to **work with AI tools** (e.g. code assistants, AutoML platforms) is important. You want developers who embrace AI to boost productivity, not shy away from it. A concise, prioritized skill list ensures you attract candidates who meet your core needs without needlessly scaring off great talent.

## Be Specific and Evidence-Based:

Steer clear of vague buzzwords. Instead, list concrete requirements that can be evaluated. Rather than saying “must have AI experience,” say **“implemented an ML model in production”** or **“conducted NLP analysis on 100k+ records.”** Tie each requirement to how you'll verify it – This makes the job post clearer and lays the groundwork for structured interviews later. Being specific also prevents misalignment: statistics show 42% of employers have had to rewrite job postings after attracting the wrong candidates. By spelling out the exact competencies (and even referencing how they'll be tested or evidenced), you filter for truly qualified applicants and avoid wasted interviews. Dynamic Sourcing often helps clients rewrite and refine role specs upfront for this very reason – to ensure the wish list matches reality, and every item on it is meaningful.

## Keep it Clear and Realistic:

A lengthy laundry list of 20+ skills or unrealistic “unicorn” requirements will turn off the very people you want to hire. Focus on the **most important skills and impactful responsibilities**, and skip the fluff. Remember that more than half of job seekers say the quality and clarity of a job description influences their decision to apply. Use simple, direct language and break text into bullet points so it's digestible at a glance. Paint an exciting but accurate picture: highlight the cool challenges or learning opportunities the role offers, but don't hide hurdles. Clarity up front means candidates who apply are genuinely interested and appropriately qualified. This not only attracts better talent but also makes the hiring process faster and more efficient, a win for both the CTO and CFO.

## Provide Role Context and Support:

Lastly, place the role in context. Top developers want to know the environment and resources they'll have. Briefly describe the team setup and any tools or support available (e.g. “You'll collaborate with a senior data scientist and have a dedicated cloud budget for experimentation”). Explain how the role fits into the company's innovation strategy or product roadmap. People are excited to join a mission, not just a position. Including these details helps candidates **self-select**: those who thrive in your environment will be drawn to the role, and those seeking something else may opt out. In a competitive market for AI talent, this honesty and transparency can attract candidates who are not only qualified on paper but also motivated by your specific opportunity. *(Plus, providing context demonstrates to candidates that your organization is serious about enabling AI work – an appealing sign for any AI professional.)*

By clearly defining the role with these principles, you lay a solid foundation for all the steps to come. A well-crafted role profile means your sourcing (Step 2) will target the right people, your interviews will probe the right skills, and your eventual hire will deliver the outcomes that matter. In short, **time spent upfront on defining the role is an investment. It prevents costly delays** and missteps down the line and ensures every other stage of hiring yields maximum ROI.

# step 02 Where and How to Find AI Talent

**Be proactive.** The best AI developers won't appear on your doorstep. You have to actively seek them out. Dynamic Sourcing's approach emphasizes going directly to the sources of AI talent and engaging them with tailored outreach.

## Meet Developers Where They Are

Look beyond job boards and tap into the communities where AI talent spends time. This includes professional networks like LinkedIn, developer hubs such as GitHub or Stack Overflow, AI research forums, and niche communities (like Kaggle competitions or ML meetups). By searching in these rich talent pools, you identify candidates with the exact skills and passions you need.

## Reach Out to Passive Talent

Many top AI engineers aren't actively job-hunting. They're busy leading projects or research. Rather than waiting for applicants, reach out to high-potential candidates directly. **Personalized outreach** is key: reference a candidate's own work (open-source contributions, published code, papers) to catch their attention and show you've done your homework. Dynamic Sourcing uses an AI-assisted email engine to send individualized invitations to these passive prospects, highlighting what makes the role exciting for them. A brief, friendly message acknowledging their achievements and offering a 15-minute intro call can open the door to conversations that a generic job ad would never spark.

## Leverage AI for Scalable Outreach

Finding great talent at speed requires efficiency. Use smart tools (like an AI-driven sourcing engine) to scan large networks for specific AI-related skills and to automate initial contact. The goal is to scale up your reach while maintaining a personal feel. An AI tool can draft customized emails for each candidate, mentioning their recent project or GitHub repo, and handle polite follow-ups (a handful of gentle reminders) if there's no response. In this way, you maintain a human touch across dozens of prospects simultaneously, dramatically increasing your pipeline without sacrificing quality.

## Expand Your Horizons Globally

In the AI field, the talent you need may not live around the corner. Be open to remote and international candidates to widen the talent pool. Dynamic Sourcing often sources globally, finding "hidden gem" developers in various tech hubs and emerging markets. Today's remote collaboration tools and flexible schedules mean a skilled machine learning engineer in another country can contribute just as effectively. By casting a wider net geographically, you improve your chances of landing an exceptional AI developer while potentially optimizing costs. The key is to address any time-zone differences or logistical issues early: a small trade-off for access to world-class expertise.

By proactively searching in the right places and using AI-enhanced outreach, you'll connect with top-tier AI developers who would never see a traditional job ad. This sets the stage for the next step: thoroughly screening these candidates to pinpoint the best fit.

# step 03 Screen for Skills, and “AI Smarts”

**Hire for substance, not merely resumes.** Once you’ve attracted promising candidates, a rigorous screening process will identify who can truly do the job. Dynamic Sourcing’s methodology focuses on real-world skill tests and the unique ability to collaborate with AI tools. This ensures your hire is both technically strong and “AI-smart.”

## Start with a Quick Fit Call



Before diving into deep technical tests, begin with a short screening conversation. A 15-minute Zoom intro call works well to confirm the basics: gauge the candidate’s communication skills, verify their enthusiasm for the role, and ensure their general experience and availability align with your needs. This warm-up step filters out mismatches early and sets a professional tone for the process.

## Evaluate Communication and Learning Attitude



Technical brilliance isn’t enough if the developer can’t work well in a team or adapt to new challenges. Throughout the interview process, pay attention to “soft” skills. Does the candidate explain their thought process clearly as they code? Do they ask insightful questions or admit when they don’t know something? How do they react to feedback or hints during the challenge? AI projects often involve cross-functional teams and continuous learning, so you want someone who can articulate complex tech concepts to colleagues and who demonstrates a growth mindset. Dynamic Sourcing’s interviews include a short debrief after the coding exercise where candidates discuss what they built and how they used the AI tool. This is a great chance to gauge their clarity, humility, and curiosity. Favor candidates who communicate well and show eagerness to learn, alongside strong technical prowess.

## Live Technical Vetting with AI



The core of Step 3 is a live coding interview designed to mirror real work, with AI allowed. Instead of theoretical quizzes or brainteasers, have the candidate tackle a practical coding challenge relevant to your domain (e.g. building a small feature or solving a data problem) while sharing their screen. Encourage them to use AI assistants (such as code generators or GPT-based tools) as they would on the job. This “AI collaboration interview” reveals how effectively a developer problem-solves in a realistic environment and how skillfully they leverage AI. You’ll witness their coding abilities and their AI fluency in action: Do they use AI to accelerate their work? Can they debug or adjust if the AI provides incorrect output? This dynamic exercise separates those who merely list AI on their resume from those who can truly integrate it into their workflow.

## Use Structured Criteria and Rubrics



Make your evaluation fair and predictive by assessing every candidate against the same clear criteria. Dynamic Sourcing uses a structured scorecard to rate candidates across multiple dimensions: coding proficiency, problem-solving approach, mastery of relevant frameworks/ML techniques, communication clarity, and ability to effectively partner with AI. Define what good performance looks like in each category. Perhaps you expect clean, working code for the given task, a logical strategy for debugging, and smart use of AI suggestions without over-reliance. By scoring these areas consistently (and capturing notes or even recording the session for review), you remove bias and focus on evidence. This systematic vetting gives CTOs confidence that any finalist has proven themselves, and gives CFOs peace of mind that hiring decisions are based on merit, not gut feel.

By the end of a thorough Step 3, you should have a 360° view of each candidate’s capabilities. Only those who have proven skills and the ability to harness AI effectively will move forward. With a vetted shortlist in hand, you’re ready to move fast on hiring and onboarding the ideal developer.

# step 04 Seal the Deal – Hiring & Onboarding

## Accelerate Your Decision (Sprint Week)

Top AI talent won't stay on the market for long, so speed is crucial. Organize your internal process to make a hiring decision quickly once vetting is done. One effective tactic is a dedicated "Sprint Week" for final interviews: clear your team's calendars for a single week and schedule all necessary interviews and debriefs within those five days. Dynamic Sourcing facilitates this by pre-booking 30-minute Zoom slots with all decision-makers and structuring the week for rapid feedback. By the end of Sprint Week, you have gathered input from everyone and can confidently choose your hire. This compressed timeline keeps everyone focused **and** keeps candidates engaged (they're less likely to drift or accept another offer while waiting). In short, treat hiring as a project with a deadline.

## Make a Compelling Offer, Fast

Once you know who you want, act decisively. Prepare the offer details in advance so you can extend a formal offer within hours of the final interview decision. Ensure the compensation package is competitive for an AI specialist – these developers are in high demand and often command premium salaries. If budget is a concern, be ready to highlight other benefits: the chance to work on cutting-edge projects, equity or bonus potential, flexible remote work options, or a clear path for growth and learning. Dynamic Sourcing often helps clients benchmark market rates and craft offers that align with candidate expectations. The key is to show the candidate they are valued **and** to do it quickly. A well-prepared offer delivered promptly demonstrates enthusiasm and professionalism,

**Don't lose momentum now.** You've identified a top candidate—Step 4 is about securing that hire and setting them up for success. Dynamic Sourcing's approach is to move quickly and deliberately: coordinate final interviews and decisions in a tight timeline, extend a strong offer promptly, and ensure a smooth onboarding so your new AI expert can hit the ground running.

## Smooth Onboarding Plan

Securing acceptance isn't the final step; how you integrate your new AI developer in the first weeks can make or break their long-term success. Have an onboarding plan ready to go as soon as the offer is accepted. Make sure all the tools, accounts, and data access the developer needs are prepared for Day 1 – including any AI platforms or infrastructure relevant to the role. Schedule introductions with the team and key stakeholders in the first week so the new hire builds connections early. It's wise to outline a few "quick win" tasks or a starter project for their initial weeks, giving them a chance to contribute and build confidence right away. Dynamic Sourcing supports this transition by briefing the candidate on what to expect and confirming the client has everything set (equipment, accounts, paperwork) for a seamless start. The goal is to turn your chosen candidate into a productive team member as

## Retain and Develop Your AI Talent

Hiring an AI specialist is a significant investment, so ensure it pays off in the long run. Once onboard, continue to engage and challenge your new developer. Provide a mentor or "buddy" to help them navigate the company in the first few months. Encourage continuous learning (the AI field evolves rapidly – consider offering a budget for courses, conferences, or dedicated R&D time) and give regular feedback on their contributions. Show that their work is valued and has impact on the business. CTOs should involve the new hire in innovative, high-impact projects where their expertise shines. CFOs should recognize that supporting an employee's growth and satisfaction improves retention and protects the hiring investment. By fostering a positive environment and growth opportunities, you reduce the risk of losing your hard-won hire to competitors down the line.

By proactively searching in the right places and using AI-enhanced outreach, you'll connect with top-tier AI developers who would never see a traditional job ad. This sets the stage for the next step: thoroughly screening these candidates to pinpoint the best fit.

## Case Study:

# Rapidly Scaling Decisiv's Engineering Team Through Dynamic Sourcing



Client: **Kim MacCormack** – Senior Director of Engineering, Decisiv  
(a client of David Alfaro)  
Industry: **Software (Enterprise Solutions)**  
Duration of Partnership: **~7 years** (ongoing)

## Challenge

Decisiv needed to scale its engineering capacity quickly without losing cohesion or knowledge. Traditional hiring was too slow, while short-term contractors caused inefficiency. Leadership was hesitant about a hybrid model, fearing culture and knowledge loss.

## Approach

Kim partnered with **David Alfaro** to design a **dynamic sourcing** strategy that enhanced Decisiv's core team with top-tier nearshore developers. Rather than treating contractors as temporary, they were integrated as **long-term members**.

Early success came when nearshore developers helped build a React prototype; instead of letting them go, Kim retained the best performers and worked with David to create a sustainable hybrid model: full-time employees and contractors collaborating seamlessly.

To earn executive buy-in, Kim implemented Agile processes and transparent metrics. Using dashboards and sprints, she demonstrated how maintaining a stable blended team improved predictability, velocity, and quality, far beyond the "hire-and-release" model.

Nearshore sourcing proved key: shared time zones, fluent English, and cultural alignment created **real-time collaboration** and unity. *"It's almost like they're in Virginia,"* says Kim. *"In 30 years, this nearshore model is the only time I've seen outsourcing work so well."*

As Decisiv's needs grew, David's responsiveness became a cornerstone of success. "I thought I was your only client," Kim admits, noting how quickly David filled requests and refined candidate searches. His empathetic handling of transitions and respect for every developer helped sustain team morale and trust.

During the pandemic, Decisiv won a major new contract requiring **four new**

development squads (about six developers each, plus QA) in just nine months. David proposed an **innovative bootcamp program**, training new developers in Decisiv's stack and culture before deployment. The program succeeded. All four squads were staffed on time, and the company doubled its number of female engineers.

*"We threw a huge challenge, and David turned it into something magnificent,"* says Kim.

## Results

Over seven years, Decisiv's engineering capacity tripled, enabling faster delivery, higher productivity, and greater innovation.

**Rapid Team Growth:** The engineering organization expanded from a handful of contractors into a large, integrated nearshore-onshore team.

**Faster Delivery:** Decisiv launched four full agile teams in under nine months, hitting critical client deadlines.

**Higher Quality:** Stable hybrid teams reduced onboarding time and maintained consistent performance.

**Cultural Unity:** Nearshore and U.S. engineers built a strong, collaborative culture with high retention.

**Diversity & Pipeline:** The bootcamp produced new talent and doubled female representation, adding innovation and perspective.

**Cost-Efficient Growth:** Dynamic sourcing enabled flexible scaling without overhiring, aligning capacity with business demand.

Financially and operationally, the partnership allowed Decisiv to grow confidently while maintaining agility. As Kim concludes:

*"The longer we worked together, the more you knew exactly what we needed. The candidates just kept improving."*

## Key Takeaways

-**3x Engineering Capacity:** Decisiv's development team **tripled in size** over six years by blending full-time staff with long-term nearshore contractors, enabling the company to tackle more projects and clients without compromising quality.

-**Rapid Scaling on Demand:** When a new contract required spinning up four teams in 9 months, the dynamic sourcing partnership delivered. All four teams were staffed and productive on schedule, allowing Decisiv to capture a major revenue opportunity.

-**Consistent Productivity:** By retaining contractors as ongoing team members, Decisiv avoided the usual knowledge drain. The stable hybrid team achieved **predictable, high-velocity output** and maintained continuity, which improved delivery timelines and stakeholder confidence.

**Improved Talent & Diversity:** The collaborative training program met immediate hiring needs and **doubled the number of female engineers** at Decisiv. The company gained home-grown talent versed in its tech stack and saw a boost in team morale and innovation through greater diversity.

-**Cost-Efficient Growth:** Dynamic sourcing allowed Decisiv to **scale efficiently by expanding capacity when needed and pausing growth during lulls**, thereby controlling costs. This flexible model provided a safety net for strategic experiments and ensured engineering resources were aligned with real business demand.

# Ready to Build Your AI Team?

You've gained the key strategies and insights to supercharge your AI talent acquisition. Now it's time to put those insights into action and turn them into a competitive advantage by building the AI development team that will drive your company's innovation forward.

## **Dynamic Sourcing is here to help you make it happen.\***

We specialize in exactly what this toolkit covered: **sourcing and vetting AI-capable developers quickly and effectively**. With Dynamic Sourcing, you benefit from:

**Speed:** A proactive recruiting approach that accelerates your hiring timeline, so critical AI roles get filled fast.

**Quality:** Rigorous vetting and matching deliver top-tier, proven talent aligned to your needs, reducing hiring risk and costly mis-hires.

**Expertise:** A team of AI recruitment specialists who understand the AI talent landscape and know how to find developers with the skills and mindset to drive innovation from day one.

[Schedule Your Free Consultation Now](#)

Contact us today to discuss your AI hiring needs and see how Dynamic Sourcing can deliver results for you. This complimentary consultation will allow us to understand your requirements and chart the best path toward building your AI team.

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Thank you for reading. We look forward to helping you secure the AI talent your team needs to win.

