

Think human,
build digital.

Human ingenuity, creativity, and expertise
remain the true drivers of our work.

We design and develop enterprise and
mobile custom solutions.

We put our Partners and Customers at the heart of everything we do, ensuring innovation, collaboration, and exceptional delivery. We keep our Employees engaged and satisfied, empowering them to deliver long-term success for our clients.

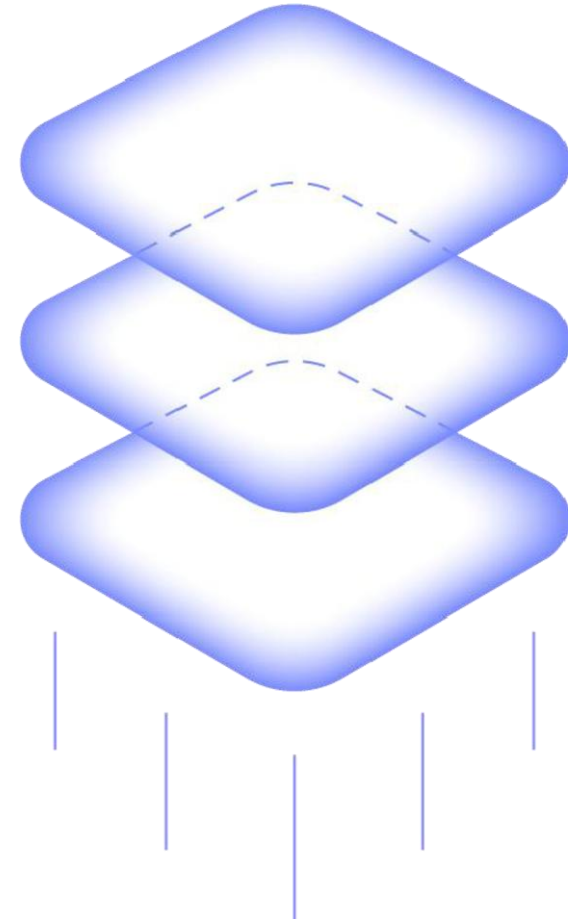
Who we are

isoskills.fi



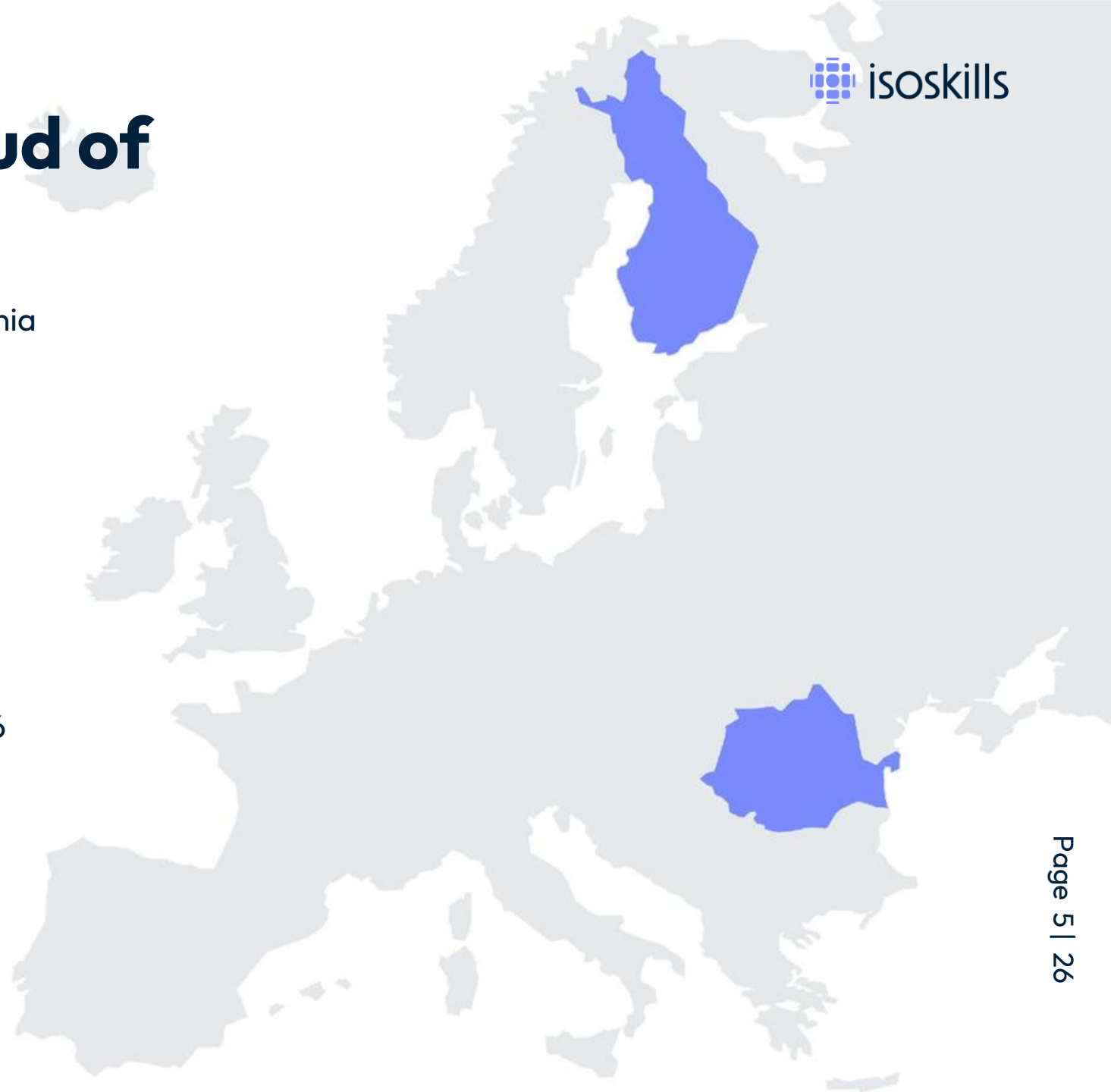
A people-first digital partner

We are an international software engineering and IT consulting company harnessing the human side of innovation. We ensure digital acceleration delivers lasting value and meaningful impact for businesses, individuals, and society.



Some facts we're proud of

- Established in 2016 in Finland and 2017 in Romania
- Offices in Helsinki & Bucharest
- 100+ active specialists
- 1000+ specialists network
- 30+ international clients
- 35+ delivered projects
- 40% growth rate in 2024
- Targeted combined turnover of 14 meur in 2026



What we do

isoskills.fi



Our services

We provide end-to-end software development, from consultancy to engineering — helping businesses design, build, and scale digital solutions tailored to their needs.



Software Design & Development

- Solution Design & Development
- Product Lifecycle Management
- Custom Solutions Development
- Business and systems analysis
- Custom application development (web, mobile, desktop, embedded)
- Solution design and technical architecture
- Software programming and development
- Managed software services (frontend, backend, testing, devops)
- Enterprise services (ServiceNow, Salesforce, SAP, DWH, Azure, AWS, GCP)
- DevOps engineering (CI/CD) and system reliability
- Product support and maintenance

Our services

We have a long history of providing high quality testing services to our clients.



Software Testing

- Functional Testing
- Automation, Performance & Security
- Test Management
- Functional testing (web, mobile, desktop, embedded)
- Usability & Compatibility testing,
- Exploratory testing
- Automation, Performance, Security
- Test Management
- Test Maturity Assessment & Improvement

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Transformation & Innovation

- Project & Service Management
- Business Process Optimization
- Innovation & AI Implementations
- Project and Program Management
- Service Design, Transition & Transformation
- Cloud transformation
- Agile Transformation, SCRUM / Agile Coaching
- RPA & Process Improvement
- AI / Machine Learning Research

Our competences

We bring together diverse technologies and deep technical know-how to support even the most demanding software and system architectures.

- **Frontend Development:** React, Angular, Vue, JavaScript, Typescript
- **Backend Development:** Java, Node, C/C++, .Net / C#, Python, PHP
- **Enterprise & Cloud Platforms:** SAP, Salesforce, ServiceNow, MS Dynamics & Power Platform, AWS, Azure, GCP
- **Mobile App Development (iOS & Android):** Objective C, Swift, Kotlin, Flutter
- **Test Automation:** Selenium, Appium, Robot Framework, Cypress, Playwright
- **Load & Performance Testing:** Apache jMeter, LoadRunner, Gatling
- **Cybersecurity & Penetration Testing:** OWASP, Snort, Nessus, Nmap, Burp, Kali
- **Business Intelligence & Data Warehousing:** Power BI, Tableau, Informatica, Teradata, SQL, Oracle, MongoDB

How we work

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Our collaboration models

We adapt to your goals through flexible collaboration models — designed to match the pace and complexity of your digital journey.



On Demand Specialist

On demand IT specialist
(onsite/remote/hybrid).



Project Based Delivery

Project based competences
and deliveries.



Custom Solution Development

Solution design, implementation & delivery
based on the customer vision or requirements.



Managed Services

Managed software services (development,
testing, infra mgmt) on agreement basis.

Global mindset, local presence

With delivery centers in Finland and Romania, we ensure nearshoring agility and fast team ramp-up across Europe — offering cultural alignment, shared working hours, and smooth integration.

More about Finland

- Our main office in Regus business center, Helsinki area.
- Our consultants also work on customer premises in Helsinki and Tampere areas.

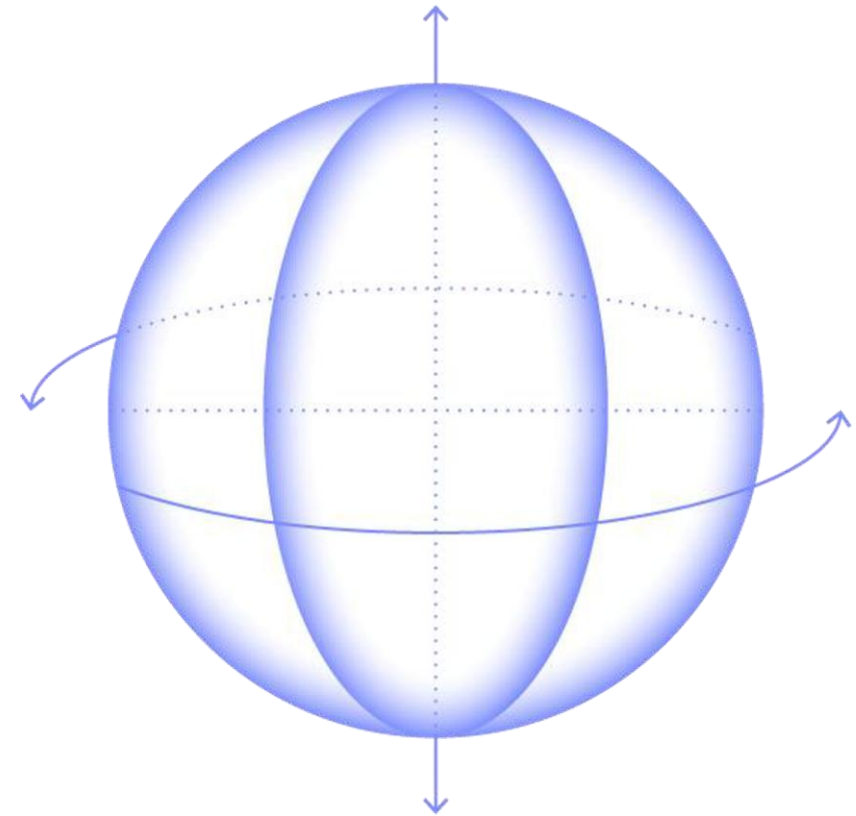
More about Romania

- Our main office in Floreasca Cube, 2nd floor, Calea Floreasca 169x, Bucharest
- Our consultants also work from other cities centers in Romania like Cluj, Brasov, Sibiu, Craiova, Iasi, and Galati.
- EET time zone, same working hours within Europe, also Bucharest is 2 hours away with direct flight connection to anywhere in Europe.
- Our consultants can periodically travel and visit customer premises in Europe or elsewhere on need base.
- Large pool of educated specialists at competitive prices.

Excellence as a habit

From skills to service, whether it's solving challenges, refining solutions, or delivering results, we don't compromise.

- We build trust through clear processes, agile delivery, and consistent excellence.
- Smooth onboarding, Operational agility
- Continuous communication, monitoring, and improvement
- Implementing best practices
- Strong work ethic built on integrity and transparency



Who we partner with

isoskills.com

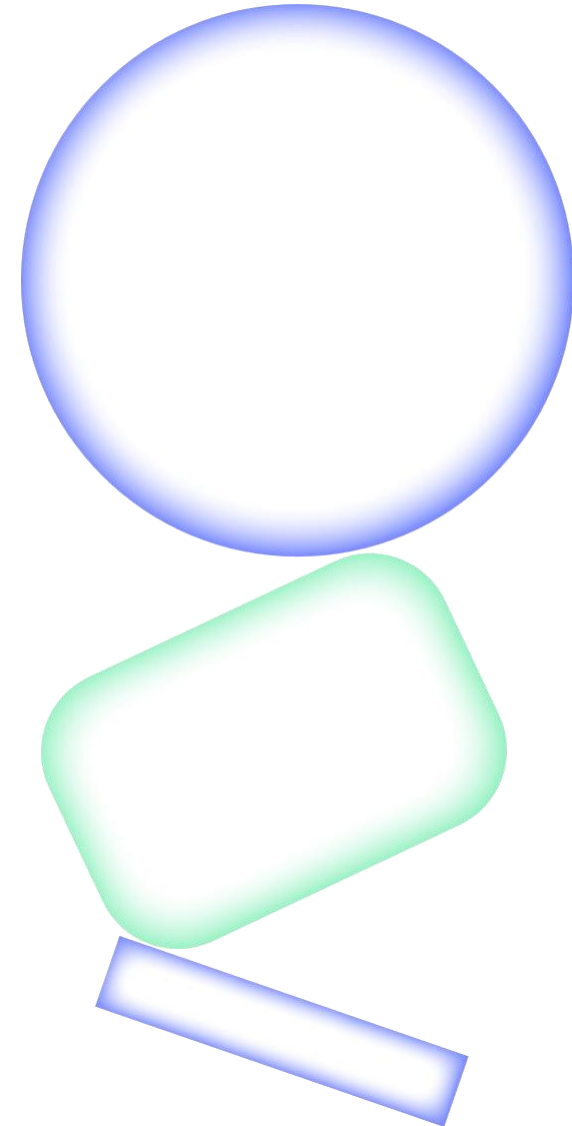


Industries we support

Our clients operate across complex, technology-intensive industries.

Among others:

- Banking and Finance
- Telecom and Networking
- Healthcare
- Retail and eCommerce, Online Media
- IT Enterprise (ERP, CRM, SAP, Salesforce, ServiceNow)
- Embedded - Automotive, Industrial, IoT
- Gaming



Clients we empower

We're proud to collaborate with a diverse range of businesses and organizations, from large enterprises to mid-sized companies and tech startups.

 Finland

- Airbus
- Codeman
- Digia
- Elisa, Ericsson, Experis
- Fujitsu
- HiQ. Huawei
- JYU (University of Jyväskylä)
- Kone Oyj
- MySpeaker
- Q-Factory
- Sanoma
- Terveystalo, Tosibox, Tulli
- Unikie
- Vitec
- WeAre

 Romania

- AKKA Technologies
- BRD SocGen Bank
- Raiffeisen Bank
- Capgemini
- Datanet
- EY
- Ezugi
- HP
- IBM
- NAPA Group
- Qualitance
- Renault
- Nespresso (CH / DE)
- PWC (CH / DE)
- Futurice (CH / DE)
- Schindler (CH / DE)
- Amazon
- InPay (Denmark)

Why work with us

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IT solutions and services, tailored for seamless and continuous business performance

By combining **deep customer understanding** with **speed** and **flexibility**, we deliver the **right IT expertise and solutions**—fast, reliably, and adapted to your evolving needs. Guided by a **commitment to excellence**, we set the stage for continuous **performance improvement**.

With us, you experience the perfect balance between **efficiency and strategic digital acceleration** that makes your business thrive.



Trusted by forward-thinking clients

Case highlights – Nordics



University of Jyväskylä, Finland

On demand CSON solution development, a self-cognitive telco platform concept and mobile application (Python, JavaScript, C++) for University of Jyväskylä, Finland. Managed by PM from Finland and executed by development team from Romania.



Vitec, Sweden – Finland

Fullstack (frontend, backend, db) development web and mobile for an enterprise solution in energy and recyclable management area (five React, React native, and Java developers) for Vitec, Sweden-Finland



DNA – Normet, Finland

Expert test automation and performance testing. ERP testing with Robot Framework for major mobile operator, DNA, Finland. Performance testing with LoadRunner for an ERP application in the construction management area of Normet, Finland.



Tosibox, Finland-USA

Fullstack web platform development in Networking and device management IoT areas for Tosibox, Finland-USA (four Angular UI/UX frontend, Java backend and DB developers).

Case highlights – Romania



BRD Bank

Development of multiple financial solutions along BRD projects in payments, core banking, cards, loans and others. About eight Fullstack (Angular, Java) engineers, DB specialists and testers.



Gaming & Gambling

Online casino platforms and applications development for Ezugi Israel/Sweden and Eeze/Tain UK/Malta (25 fullstack developers, 4 devops and 3 testers). Architecture, platform & new games optimizations, AWS cloud infra management, testing. React, UI/UX, Java, and PHP.



Space Satellite Industry

Automation framework development, DB testing, and test automation (Java, Selenium) in the Space Satellite industry for European Space Agency project (France/Belgium).



Automotive BMW

An automotive project for top automaker world leader BMW. Test framework definition and implementation for automated driving assistant functions (Python, C++).

Case highlights – DACH



PWC Europe

Business Hub and Reporting solutions frontend and backend development (React, Typescript, Java), DHW development (Teradata), SAP and ServiceNow consultancy for PWC Europe, Switzerland/Germany (eight software engineers)



Schindler – Germany, Switzerland

Elevator configuration and CRM solutions development and testing (.Net, UIPath) for top Swiss company in mobility devices, elevators and escalators, Schindler, Switzerland/Germany (three developers and testers)



European Banking

Solution architecture, backend development (Java/Spring microservices), frontend development (Angular, jQuery), mobile development (React native), and testing (six software developers, one business analyst, and two testers) for Raiffeisen (Austria) and BRD Société Générale (France).



Nespresso – Germany, Switzerland

Quality assurance and Test automation (Python, Robot Framework, Selenium and Appium) project in beverage industry for Nespresso, Switzerland/Germany.

What our clients say about us

isoskills.fi



Testimonials

"Isoskills has been our main outsourcing partner since 2019. During all this time, they accommodated all our requests and helped us fulfill all our open positions, most of all in virtually no time. The developers that we have from them are very professional and most of them stay with us for years (great retention rate). The communication with them is continuous and we feel that we have a partner that is there each time we need them, helping and supporting us. I can count on Isoskills whenever we are in need of good people and recruitment time is a big constraint."

VP of Engineering, Ezugi

"Currently, BRD is running a successful partnership with Isoskills to identify and contract specialized resources on established and cutting-edge technologies that we use in the delivery of banking products and services. The feedback is positive! The new colleagues are proactively collaborating with the entire project team on development and architecture, integrating very well into the Agile way of working in the BRD tribes. The results of their work are embodied in the delivery of quality projects, to which they contribute alongside the entire BRD team. It is a joy to work with Isoskills! Thank you!"

BRD Groupe Societe Generale Team

Testimonials

"Codemen and Isoskills are working in tight collaboration together to serve clients in the Finnish IT sector. Codemen appreciates the flexibility and service mindset that Isoskills demonstrates and serves our mutual clients. Working together in the Codemen network model with Isoskills has proven to be an excellent model for our clients to bring forward senior expertise and best-in-class customer service."

Jussi-Pekka P
Business Director, Codemen Oy

"Tosibox has cooperated with IsoSkills Oy since 2022. IsoSkills has helped strengthen our development teams by supplying experienced IT developers from Nearshore, Romania. IsoSkills has managed to offer both special expertise and experienced developers with a consultative attitude to support the success of our projects. Tosibox is satisfied with the work input and expertise of the consultants, and we are also happy that the consultants themselves say that they enjoy working with Tosibox. For us, consultants are not just consultants, we want them to feel that they are part of the team. This enables long and fruitful cooperation in projects. IsoSkills' resourcing team works quickly and flexibly, and after a good initial survey, we received several suitable profiles to view and interview in a short time. In cooperation with IsoSkills, we are able to scale our developer needs depending on the situation."

Vesa-Matti Hartikainen
Head of Product Development, Tosibox Oy

Contact Us

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Let's shape your next digital chapter—together.



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