Hire In Toronto

Software Engineering + AI Talent

BAY-TECK

6 Reasons To Build An Engineering Team In Toronto

1

Top global tech hub with more AI Scientists per capita than any other city in the world after the Bay Area

2

A tax credit program that gets you **15 - 45% of your engineering costs back**

3

Significantly lower salary & office costs with a **current exchange rate of USD1 : CAD1.41**

4

Government funded Vector Institute for Artificial Intelligence, lead by Google VP & Engineering Fellow **Geoff Hinton, helps Toronto attract and retain the world's leading AI talent.**

5

Provincial healthcare makes it less expensive to **provide comprehensive benefits that helps retain sought after talent**

6

Easier immigration processes for STEM talent and their families

SALARY COMPARISON

TALENT AT THIS SALARY:

- Has studied at the top Canadian schools like Waterloo and University of Toronto or international engineering schools
- Gets approached by top US tech companies but prefer Toronto because of the lower cost of living & easier immigration processes for STEM talent and their families

SR. SOFTWARE ENGINEER
SR. DATA ENGINEER

SR. DEVOPS ENGINEER
SR. DATA SCIENTIST

SR. MACHINE LEARNING ENGINEER

SR. PRODUCT MANAGER

Toronto

US Tech Hubs

GETTING YOUR BUSINESS SET UP

YOUR CANADIAN ENTITY

Setup your Canadian entity within 24 hours and **have your first employee started in < 1 month.**

TEAM BENEFITS

Get comprehensive packages for your team that includes medical, dental and vision coverage for approx. **USD$150/month per person**.

TAX CREDITS

Tax incentive specialists guide you through the tax credit program (SR&ED), where **companies get back 15-45% of software engineering costs.** Expenses include: salaries and wages, materials consumed or transformed, subcontracting fees, overhead, etc.

HOW CAN BAY-TECK HELP?

A TURNKEY SOLUTION

Along with helping you acquire talent, Bay-Teck helps you setup office space, employee benefits, legal as well as leverage tax incentives and government grants.

Talent Acquisition

Employee Benefits

Office Space

Legal Accounting

TALENT ACQUISITION

with Bay-Teck

Bay-Teck has an extensive candidate network of both local and US based candidates looking to move to Toronto (many are Canadians looking to come home!).

We predominantly work with US companies, so do not have a restricted candidate pool due to non-competes with larger local tech companies.

Flexible structure, whether you want to hire contract or full time employees, set up a local office or hire a remote team, we can help.

ESTIMATED TIME & COST

Canadian Entity Incorporation	USD$2100	Aird & Berlis	24 hours
Accounting: Payroll, bookkeeping, tax returns	USD$5000/year	Baker Tilly	24 hours
Employee Benefits	USD$150/month per person	Mansha Financial	5 weeks
Coworking Space	USD$1950/month per 4 ppl	Workhaus	48 hours
SR&ED Tax Incentive Program	15% of annual refund (contingency)	Flow Ventures	Ongoing

HOW BAY-TECK WORKS

TALENT ACQUISITION

- Bay-Teck sources talent and provides introduction to legal, accounting, benefits and SR&ED specialist partners.

Fee: 20% of annual salary

ACQUISITION + HR FUNCTION

- Along with sourcing talent, get a dedicated HR professional as a single touch point for all necessary functions to support the local team.

Fee: 20% of annual salary

+

From USD$1500/month

SAMPLE BREAKDOWN

For 4 Senior Software Engineers/
Data Scientist salaries at USD$110K

		MONTHLY (USD$)	YEAR ONE (USD$)	YEAR TWO (USD$)
Office Space*		2,000	24,000	24,000
Employee Benefits		600	7,200	72,000
Salaries		36,600	440,000	600,000
Recruitment Fees*			120,000	
Accounting*			5,000	5,000
Legal*			2,100	
TOTAL (USD$)		$39,200	$598,300	$701,000

*prices subject to HST (13% sales tax)

QUESTIONS?

GET IN TOUCH

ILEANA ROUSE

Business Development Director

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