

Meta Title: Upwork vs Toptal vs Arc vs Uvik: Which Platform to Choose in 2023

Meta description: Read this comprehensive comparison of Upwork vs Toptal vs Arc vs Uvik to find the right fit for your needs while searching for a developer.

The best way to find talent: A Comprehensive Comparison of Upwork, Toptal, Arc, and Uvik

Finding a professional developer who meets all project requirements is becoming a more challenging task. It's not just about filling a position but finding the right candidate with specific skills and experience. The consequences of hiring the wrong developer are severe; missed deadlines, wasted resources, and potential project failure could all be direct results.

Moreover, searching for potential candidates, vetting each individual from the applicant pool, and interviewing them can be daunting. These processes require a lot of effort and resources that may not always yield successful results. Subsequently, it is essential to make an educated decision when selecting a software development team for your project. That is why more businesses decide to outsource and collaborate with companies as a viable, cost-effective way to find the perfect candidate.

Uvik has alleviated the woes of businesses seeking first-class software engineers for more than ten years. We have empowered over 100 companies worldwide to eliminate this issue and drastically reduce recruitment obstacles.

This article describes in detail the leading company for hiring developers. It compares Arc vs. Toptal vs Upwork vs Uvik, and their pros and cons so that you can find the right option for you. Whether you're looking to hire a developer for an ad-hoc project or build a long-term development team, this article will provide you with the information you need to make an informed decision about which company will meet your needs.

Uvik vs Arc vs Upwork vs Toptal Comparison Table

When searching for a software development provider, it is essential to determine one that meets your requirements and budget. Uvik, Arc, Upwork, and Toptal are all key players in the market - but which will suit your project needs best? Review the comparison table now to pick the optimal solution for you.

Feature	Toptal	Upwork	Arc	Uvik
Talent pool	Handpicked, top 3%	Large, diverse	Vetted, experienced	Mid-sized, experienced
Budget	Requires 12-15K monthly budget	No minimum budget	One-time fee based on the candidate's annual salary	No minimum budget

			only when you decide to	
Average hourly rate	\$40-\$180	\$15-\$90	\$60-\$150	\$50 to \$99
Vetting process	Rigorous, multi-step	Minimal, self-reported	Thorough, technical	Thorough, multi-step
Pricing model	Hourly, project -based	Hourly, project -based	Project -based	Hourly, project -based
Quality of work	High, specialized	Varies, based on provider	High, specialized	High, specialized
Technology expertise offered	Wide range, specialized	Wide range, generalist	Wide range, specialized	Wide range, specialized
Flexibility in hiring options	Limited, curated process	Flexible, self- service	Flexible, self- service	Flexible, curated process
Communication tools	Customized, dedicated team	Built-in, self- service	Customized, dedicated team	Customized, dedicated team

Uvik Overview

UVIK

How we work Services Technologies Company Projects Career Blog Contact Us

IT Staff Augmentation Company

Do you want to speed up the development of your software? Or, perhaps, you look for professionals with specific skills? No need to get stuck with a tiring recruitment process! UVIK, an IT staff augmentation company, will find you top-notch specialists in a couple of weeks or even less. Don't worry about the required infrastructure or the GDPR — we will get everything covered!

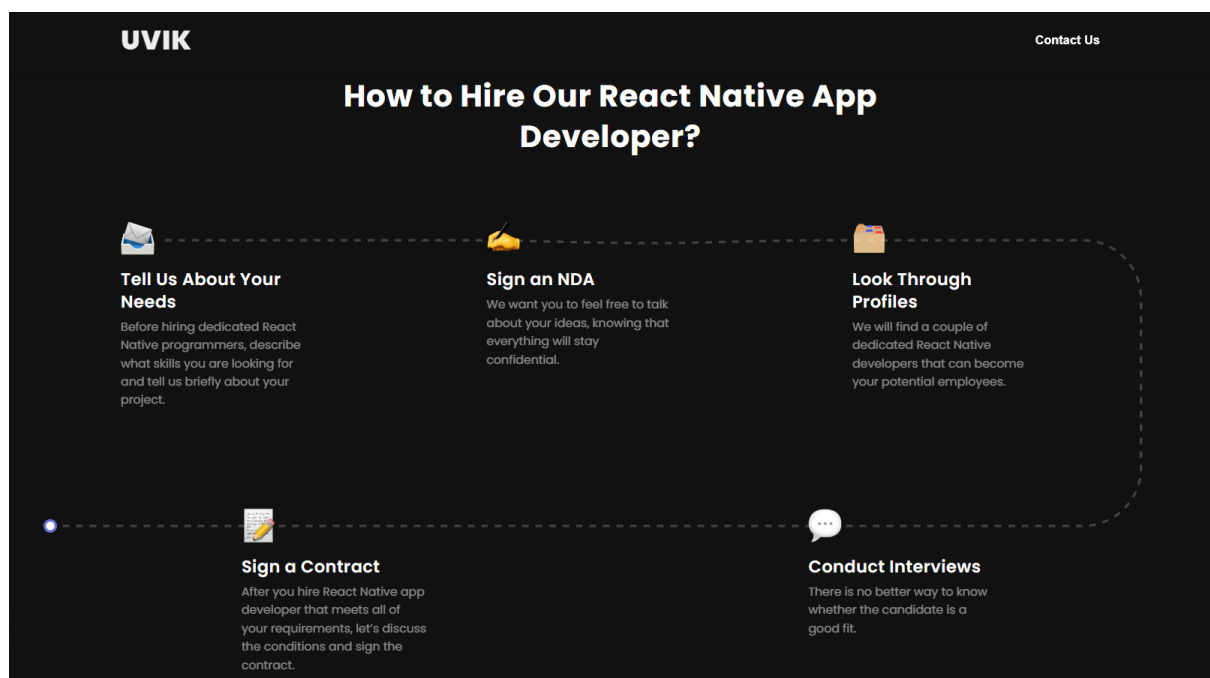
[Augment my software team](#)

Uvik is an expert in the [IT staff augmentation process](#), serving tech companies globally since 2015. The company has amassed considerable expertise in software development and has received numerous awards that validate its skills and quality of work. Uvik offers staff augmentation services to upgrade your team, save on software development costs, and optimize your internal workflow.

Uvik provides skilled **developers** and consultants with expertise in various programming languages, frameworks, and tools. Their team comprises specialists in Python, Django, Flask, Pyramid, React, Angular, Vue.js, Node.js, and more. Specialists also have expertise in cloud engineering, machine learning, data science, and blockchain technology. Uvik's team helps with various projects, including web and mobile app development, custom software development, product design, and cloud engineering.

How Does Uvik Work?

The first step of collaborating with Uvik is to provide all **project** details. Then it comes to signing an NDA, guaranteeing the security and privacy of your confidential business insights. Following that, the **team** assesses each **developer** profile and hand-picks experienced **candidates** for you to interview to identify the best fit for the **company**. Once the **client** has identified their desired **team** members, it's time to sign on the dotted line and launch into full cooperation.



Uvik will modify their schedules to ensure availability during meetings. If you need to work around the clock on a specific task, Uvik can solve issues while the onsite team is out of the office for the day. On the other hand, the nearshore model is the best choice for European-based **clients** because Uvik is based in the center of Europe, with only a one to two-hour time difference. If your **company** is in the UTC zone, [why to hire Ukrainian software developers](#) is also a topic worth considering.

Uvik Pros

1. Cost-Effective: Uvik's cost-effective **hiring** model allows **clients** to **hire** qualified **developers** **remotely** and save up to 60% of **project** costs. **Clients** can choose between a fixed-price and an hourly model depending on their project needs.
2. Fast **Hiring Process**: Uvik helps **clients** to get a **developer** with the needed expertise in less than seven days, reducing the time it takes to fill in a position for a software **developer** that can take up to 60 days.
3. Outsourcing services: the company provides outsourcing services, offering a flexible solution for companies that need to quickly expand their development capacity, without the expense and time required to hire and train new employees.
4. Expertise in Different Technologies: Uvik's consultants leverage cutting-edge technology, including Python, React JS, React Native, DevOps, Django REST framework, and OAuth authorization framework, to deliver functional and efficient tech-driven solutions.
5. High English Proficiency: Each member of Uvik's **team** fluently speaks English, guaranteeing high communication levels for **clients**.
6. Talent pool: With more than twenty in-house **developers** and steadily expanding, Uvik has established a recruiting system that enables us to attract the most capable **talent**.

Uvik Cons

1. Time zone difference: Uvik's work schedule might differ from **clients** located in different time zones. Developers are available from 8 AM to 8 PM EST, so if you are located in the USA, that could be a time difference. However, the **company** offers offshoring and nearshoring models to help **clients** manage the time difference.
2. Small **team** size: Uvik has 20+ professionals in-house, which might limit the range of **services** the **company** can offer.

Uvik Pricing

Uvik's resource augmentation model offers flexible pricing options such as fixed-price and hourly charges. There are no setup **fees** or **project** management **fees**. Uvik offers customized hourly **rates** ranging from \$50 to \$99 per hour based on **clients'** needs and objectives.

Uvik Cases

Here there are some real-world examples where Uvik's services helped various clients solve their software development needs.

Case Study Title	Augmenting the IT Team of a Messaging Platform
About the Client	CommunityConnect Labs enables community-based organizations, governments, and foundations to use mobile messaging to connect with hard-to-reach populations and engage with communities.
Request	The client needed engineering talent with experience with Python and React.
Industry	Nonprofit
Location	Washington, DC
Team Provided	1 Python/Django developer

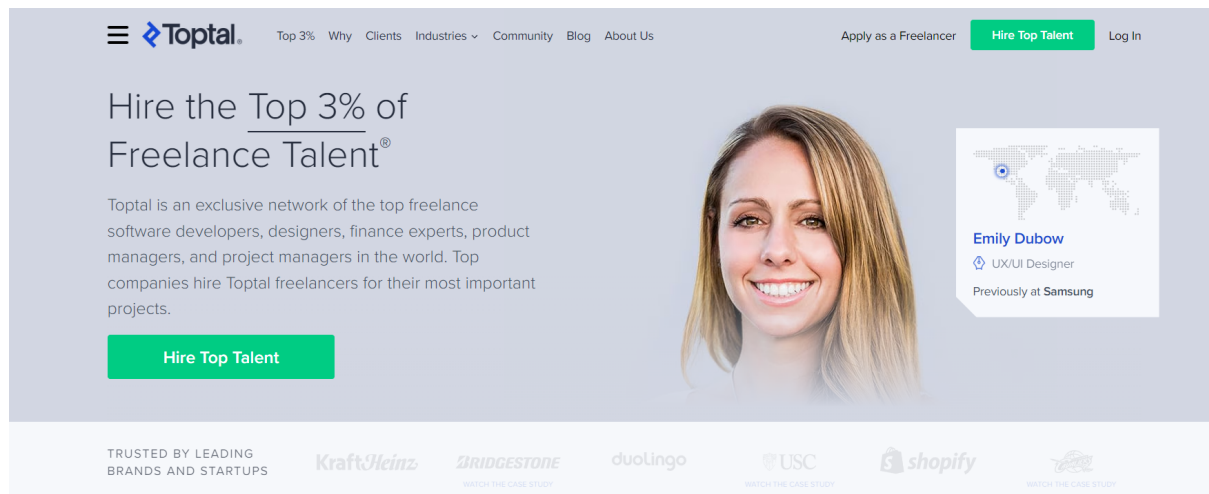
It was essential for CommunityConnect Labs to [find a Django developer](#) as well as an additional Python programmer. The task was closed in one week.

Case Study Title	Python Engineers Team Extension for Data Protection Platform
About the Client	VantagePoint is a B2B cybersecurity platform that allows businesses to get eyes on their entire environment, whether it's hosted on-premises, in the cloud, or on containers.
Request	The client needed a software developer with expertise in cybersecurity.
Industry	Cybersecurity
Location	Austin, Texas
Team Provided	2 Python/Pyramid developers

VantagePoint needed developers with expertise in cybersecurity to help develop their ERP platform and provide ongoing IT support. The task was closed in one week.

To ensure that Uvik has an individual solution for any project, explore their [“Projects” page](#) to learn more about companies they've supported.

Toptal Overview



Toptal is an elite global fully remote freelance network that helps companies find some of the most **talented** software **developers**, designers, and finance professionals. Since its inception in 2010, it has consistently delivered top-notch **services** while garnering a strong reputation for providing access to highly **skilled talent**. Leading global companies, such as Kraft Heinz, Hewlett Packard Enterprise, Thumbtack, Shopify, Duolingo and the University of California San Francisco [have all taken advantage of this company's services](#). Other notable customers include Motorola, Udemy, Priceline, and many more.

How Does Toptal Work?

Toptal offers businesses a chance to access an exclusive selection of vetted **talent**. Simply submit a **project** request, and the **platform** will identify the ideal **freelancer** or **team** for you based on their **skillsets**, industry knowledge, and your specific needs. **Review** each profile and portfolio carefully before scheduling one-to-one interviews with potential **candidates** to discuss the **project** further.

To ensure the highest quality of **talent**, Toptal has developed a meticulous screening **process** that evaluates **candidates'** technical abilities, language acumen, and communication **skills**.

Toptal Features

- Robust search filters including language **skills** and expertise level
- Direct interviews with potential **candidates**

- Secure **payments** through Toptal's **payment** system

Toptal Pros

- **Access to top-tier talent:** Toptal's screening **process** ensures that customers have access to the best **freelancer** available.
- **Personalized hiring process:** Toptal matches **clients** with the most suitable **freelancer** or **team** for the **job**, based on their specific needs and requirements.
- **100% customer satisfaction:** Toptal offers a satisfaction guarantee, ensuring that **clients** are satisfied with the work that is delivered.
- **Flexibility to scale up or down:** Toptal's **talent** pool allows customers to find the right professionals for **projects** of any size or complexity.
- **No risk trial period:** **Clients** can try out Toptal's **services** for two weeks with no obligation to continue.

Toptal Cons

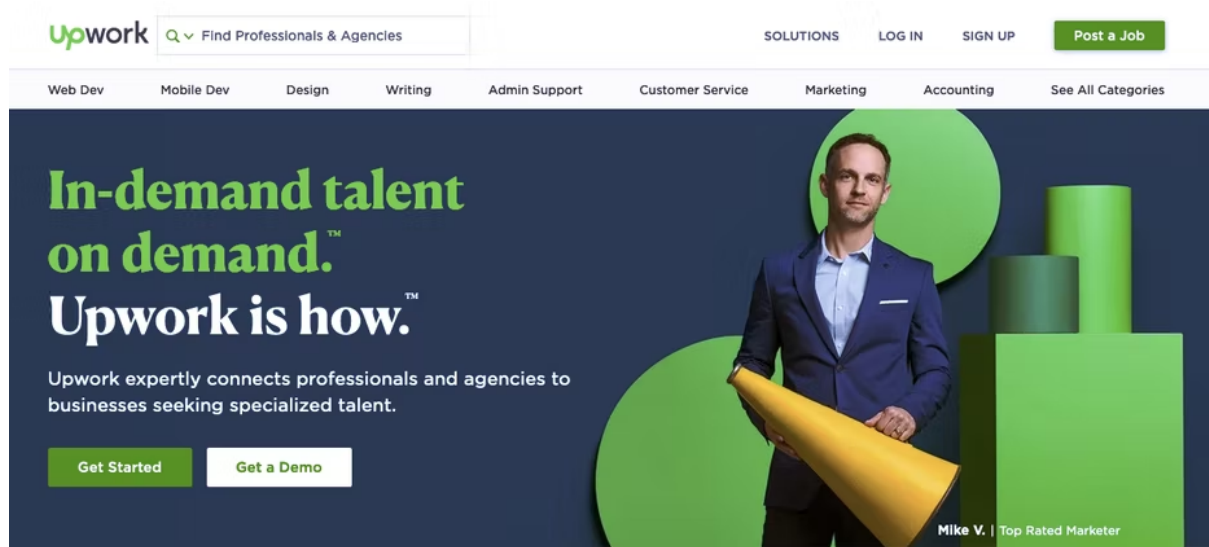
- **High hourly rates:** Toptal's rates are higher than those of other freelance **platforms**, which may be a barrier to some businesses.
- **Limited talent pool:** Toptal's screening **process** means that its **talent** pool is smaller than that of other **platforms**, which may limit the range of **skills** and experience available.
- **Not suitable for all projects:** Toptal's focus on high-quality, specialized **talent** may not be necessary for all **projects**, particularly those with modest **budgets** or less complex requirements.

Toptal Pricing

Pricing varies depending on your specific requirements, but the rates range from \$60 to \$95 per hour plus additional **service fees** for those seeking extra support with project management, etc.

From the point of view of price **comparison between Toptal, Upwork, and Arc**, Toptal's rates are higher but reflect the premium quality.

Upwork Overview



Upwork is a leading global freelancing platform that connects businesses with the world's most talented independent professionals. Boasting over 12 million registered freelancers and five million clients, it facilitates millions of jobs each year worth a staggering \$1 billion. With Upwork, you can access a pool of talented freelancers in various fields like web development, design, writing, customer service, accounting, and marketing.

How Does Upwork Work?

Upwork operates based on a bidding system where businesses post projects and freelancers submit proposals to work on them. The core difference between Toptal and Upwork is that Upwork has a larger pool of freelancers, making it easier for clients to find the right talent for their projects. Customers can search for freelancers based on their skills, work experience, hourly rate, and other criteria.

Companies can communicate with the freelancer through Upwork's messaging system and use the platform's tools for time tracking, invoicing, and payment processing. Upwork charges a fee for each transaction made on the platform, which varies depending on the size and type of the project.

Upwork Features

Upwork offers a wide range of features and tools to help businesses and freelancers work together more efficiently. Some of the key features of the platform include

- Robust search filters that make it easy to find the right talent for any project.
- Time tracking and invoicing tools to ensure accurate billing and payments.
- Project management tools that allow clients to manage tasks, deadlines, and deliverables.
- A mobile app that lets users manage their work on the go.

Upwork Pros

- Access to a **vast pool of skilled freelancers** from all around the world.
- **Easy-to-use platform** with robust search filters and communication tools.
- **Flexible pricing options** that allow **clients** to choose the best **payment** model for their **project**.
- **Escrow system** that protects both **clients** and **freelancers** by holding **payments** in a secure account until work is completed.
- **A variety of job categories** and subcategories to choose from.

Upwork Cons

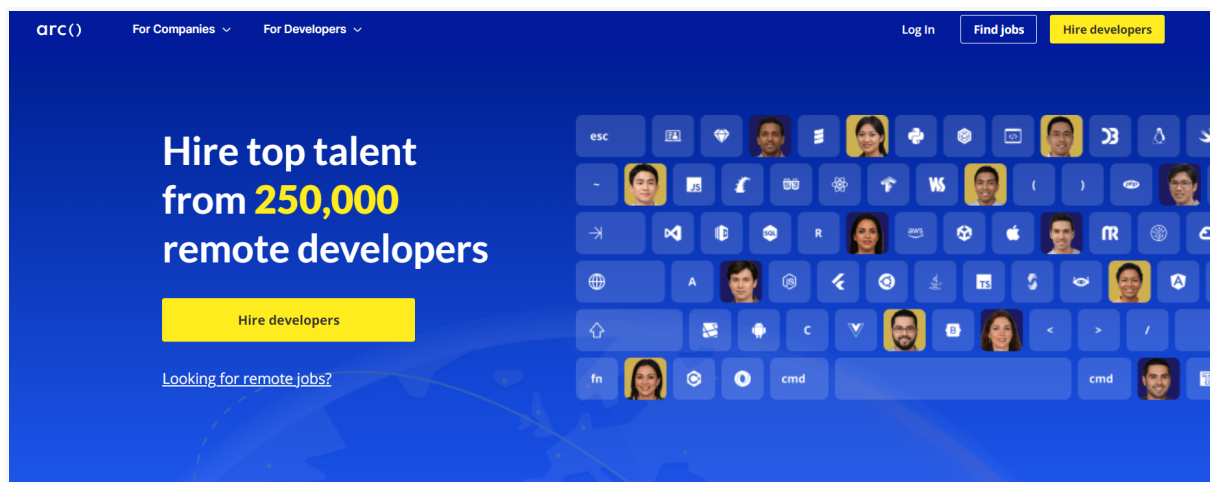
- The **platform** can be **crowded with a large number of freelancers**, making it difficult for **clients** to choose the right **talent** for their **project**.
- **The bidding process can be time-consuming** and require a significant investment in **reviewing** and selecting **candidates**.
- Upwork takes a **percentage off the project's cost**, which can be a significant expense for businesses on tight **budgets**.
- **The expertise of freelancers** can vary widely, and **clients** must carefully vet **candidates** to ensure they have the necessary **skills** and experience.

Upwork Pricing

With Upwork, customers and **freelancers** both have a range of **payment** selections available. The hourly or fixed-price alternative allows for customization and dialogue with individual workers so that you can coordinate the best pricing option for your **project**.

Upwork charges a **fee** for each transaction made on the **platform**, which varies depending on the size and type of the **project**.

Arc Overview



Arc is an innovative **platform** that provides access to **top-tier remote** software engineers, designers, and **project** managers for businesses of all sizes. Launched in 2018, the **company** quickly earned a stellar reputation across the industry with its commitment to quality. They strive to bring only the best **talent** on board by rigorously testing and vetting **candidates** based on their technical, problem-solving, and communication **skills**.

How Does Arc Work?

The **platform** uses a three-step **process** to match businesses with the right specialist for their **projects**:

1. **Request talent**: Businesses can submit a request for **talent** by filling out a brief form on the Arc website. They must provide information about their **project**, including the **skills** required, the estimated timeline, and the **budget**.
2. **Get matched**: Once Arc receives the request, its **team** of **talented** experts will **review** it and identify the most suitable **candidates** from its network of top-tier software engineers, designers, and **project** managers.
3. **Hire talent**: Finally, the business will receive a shortlist of **candidates**, and they can choose the one that best fits their needs. Arc provides full support throughout the **hiring process**, including onboarding and **project** management.

Arc Pros

- A curated network of top-tier **talent**: Arc carefully screens and vets all of its **talent** to ensure that businesses have access to the best software engineers, designers, and project managers in the world.
- Deep Vetting process: A three-step **hiring process** that matches businesses with the right **talent** for their **projects**.
- A satisfaction guarantee: the **company** guarantees that businesses will be completely satisfied with the **talent** they **hire**. If they're not, Arc will provide a replacement at no additional cost.
- Full support throughout the **hiring process**: the **team** provides full support throughout the **hiring process**, including onboarding and **project** management, making it easy for businesses to **hire remote talent**.

Arc Cons

- **Higher pricing**: Arc's **platform** is more expensive than other freelance **marketplaces**, making it less accessible for smaller businesses on tight **budgets**.
- **Limited talent pool**: Arc's network of **talent** is more limited than other freelance **marketplaces**, which may make it harder to find the right specialists for certain **projects**.

Arc Pricing

Arc's **fees** depend on the task at hand but are typically more expensive than other freelance websites. Their cost structure is based on a fixed percentage of your **project budget** - this range varies depending on what kind of **job** it entails and how much support you need from

them. Companies can contact Arc for an individualized quote that meets their unique requirements.

How to choose Reliable Hiring Partner

Whenever you compare Arc vs. Toptal or any other hiring service provider you should keep in mind the following factors:

Destination coverage: ensure that the employer you pick has a substantial presence in your region. If your partner is familiar with aspects and conditions in your particular region, that will help you to avoid the cultural and legal hurdles.

Talent pool available: make sure the partner has a diverse pool of potential employees in order to ensure an effective hiring process. This means considering candidates with all abilities, backgrounds, and experience.

Vetting process: check if your prospective partner has a strict screening process to guarantee their candidates' excellence. This criterion encompasses technical aptitude evaluations, personality interviews, and reference reviews.

Flexibility: as your business progresses, it's essential to have a partner who can adapt their services to meet your ever-shifting needs. For added convenience, your partner might also offer consulting services and various hiring models, such as project-based or full-time employment.

Communication and transparency: your partner ought to have open lines of communication and be honest about their procedures and costs. They should be responsive to your questions and concerns and provide regular updates throughout the hiring process.

So what is the best company to choose as a partner?

When selecting the ideal platform for outsourcing software development services or searching for freelancers, it is essential to consider all factors: quality of talent, pricing, customer support, and usability. When selecting a provider, it is essential to weigh your company's budget and needs, so you can be confident that your choice will adequately suit your business.

After carefully assessing the leading platforms, Uvik stands out as a reliable choice for outsourcing development services. With its team of proficient developers and consultants, an immense pool of talented applicants, pocket-friendly engagement models, and individualized attention to detail; Uvik is an effective option when it comes to streamlining your business' outsourced development needs.

If you'd like to learn more about how Uvik can help your business grow, our experts are available for further advice. Boasting extensive knowledge in the development world, they will be able to provide clear and specific insights into what strategies work best for your particular needs. Don't hesitate to reach out - contact us today!

FAQ

Why is hiring developers such a challenging task?

Acquiring competent developers is no simple task, as the market for tech talent can be highly competitive. The demand for skilled developers often exceeds the available supply, making it difficult to identify candidates who fit the position and the company. The laborious process of hiring, which entails analyzing applicants, having interviews, and vetting specialists are resource-intensive and time-consuming.

Is Toptal better or Upwork?

Toptal and Upwork are reputable platforms for hiring developers, but the choice between the two depends on your specific needs and preferences. Your decision between these platforms will depend on your particular demands and preferences. For example, if money is no issue to you, then opt for Toptal because it offers an exclusive pool of developers with substantial price tags attached; however, should cost be a concern, consider hiring from Upwork as they boast larger numbers with no minimum budget requirement.

What are the main differences in the project management approach when comparing Toptal vs. Arc?

Arc and Toptal have different approaches to project management. Toptal assigns a dedicated account manager to each client to ensure a more hands-on approach to project management, while Arc offers a more decentralized approach, giving clients more control over the process.

Which is better: Toptal or Upwork, or Arc?

It depends on your specific project needs. Toptal provides high-quality freelance software engineers but at a higher cost compared to Upwork or Arc.

Can businesses use Uvik as an alternative to Toptal or Upwork?

Yes. Uvik provides solutions for the specific needs of your business or project. The company carefully selects specialists in connection with individual needs, saving you search time compared to Upwork and money compared to Toptal.