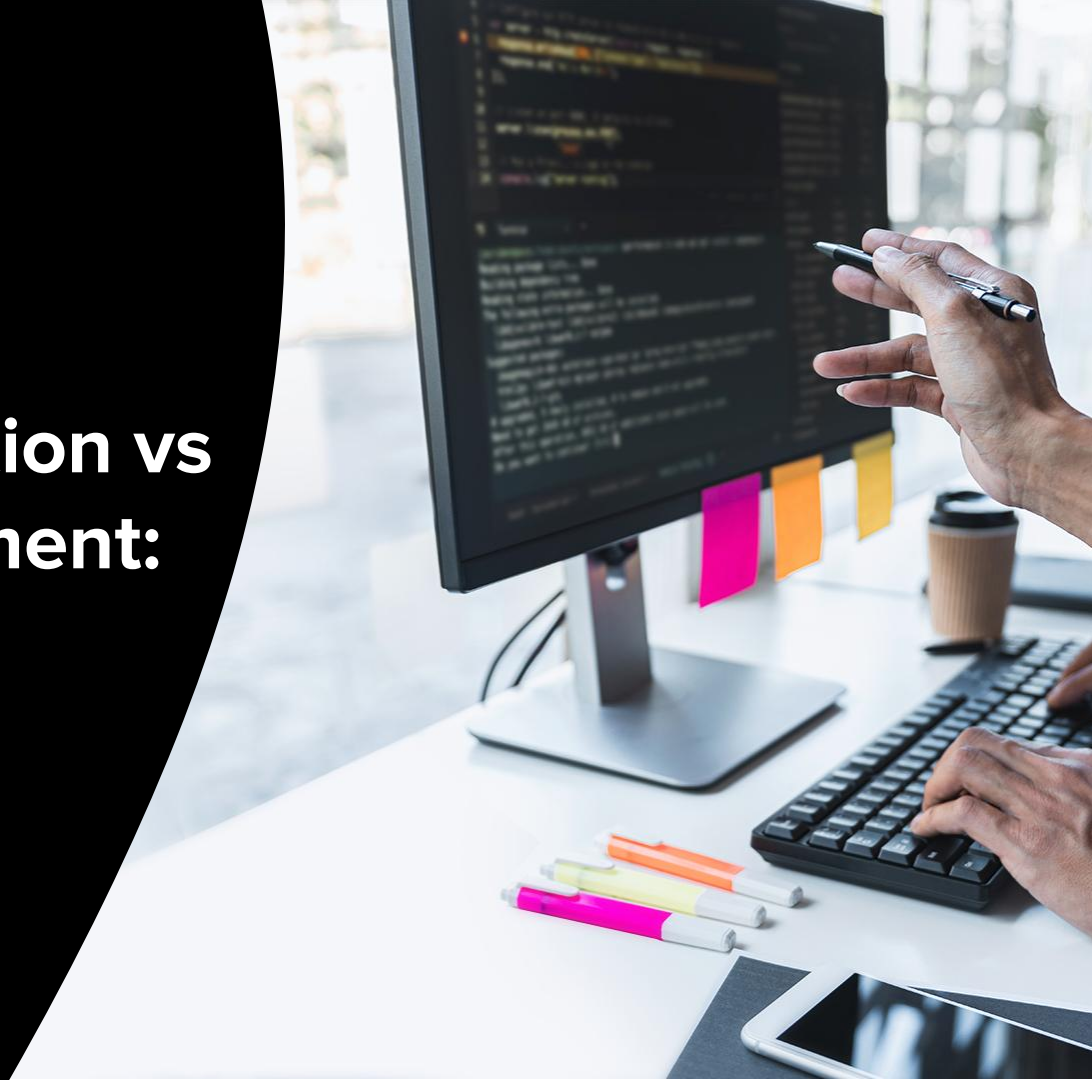




IT Staff Augmentation vs Offshore Development: The Better Model?





Introduction

An emerging trend in **today's business world** is the concept of globally distributed teams.

While this practice isn't necessarily new or modern, it has become increasingly popular in the **wake of the coronavirus pandemic**.

The acceptance of remote teams has manifested itself in the form of many working models: including **outsourcing, staff augmentation, and offshoring**.

In this piece, we compare two popular models that have gained momentum in the software industry — [IT staff augmentation](#) and **offshore development**.

IT staff augmentation a flexible outsourcing strategy

Staff augmentation is a model where businesses **evaluate their existing staff and determine the additional skills** required to bring a specific project to fruition.

They can then hire external employees with specialised skills to **temporarily augment the existing capacity** of their organisation.

And given the **acute shortage of tech talent** globally, this solution allows businesses to hire the engineers they need to keep their business afloat.



When to use IT staff augmentation?

- 1. To increase capacity to meet a sudden demand**
- 2. To access skills for one-off projects**
- 3. To access skills for one-off projects**



The pros of IT staff augmentation

Flexibility:

Businesses can hire employees on a flexible, contract basis and **pay them only for the work they do**

Cost-effective

With no investment in infrastructure or training, IT staff augmentation is a cost-effective model to access on-demand, specialised skills.

An opportunity to focus on the core business:

Because businesses collaborate with an external vendor, they don't have to worry about **organisational and administrative responsibilities.**



The cons of IT staff augmentation

Hidden costs:

Because it is billed on a **time-and-materials pricing model**, you may be charged for services you haven't used.

Inconsistent quality:

Potentially high turnover because of employees who often work on a short-term contract or freelance basis.

Not sustainable over the long term:

The staff you hire may need to take on other projects or **leave the vendor company mid-project**.



Offshore software development — a dedicated team

With fierce competition and a serious shortage of engineers, finding **elite in-house IT talent** can be challenging.

Offshore software development is the solution to this dilemma.





The pros of offshore development

Independence

By going offshore, you no longer **have to engage with external vendors** to fulfill internal capacity. **extension of** your local team.

Talent pool

Instead, you can **leverage the large talent pools** in growing tech hubs like India and build a dedicated team of skilled developers abroad.

Dedicated workforce

The team is yours in every sense — they're full-time, permanent employees that are **a value-adding extension of your local team.**

IT Staff Augmentation vs. Offshore Development: a conclusion

Both IT staff augmentation and offshore development have their own set of benefits and drawbacks.

For short-term projects that don't last for more than a couple of months, staff augmentation is **usually the strongest option**.

However, if you're a company **looking to enhance your operations** by building **a team hand-picked** from a deep pool of talent — while still retaining complete control of the process, then **offshore development is the way to go**.



Thank you



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