



**Is it time to build your  
dedicated development  
team offshore?**





# Introduction

**Building a fully-integrated development team**, especially in the West, can be challenging, given the significant talent shortage, sky-high salaries, and insufficient technical skills among candidates.

## What are your alternatives?

- Outsourcing is one route. But if you outsource your development processes, you're most likely going to be working with a hastily built team for a one-off project. And then what? Where do you go from there?
- Another option is to [build a dedicated development team](#) in an emerging tech nation. But how will you justify that it's the right time and the right move for your business? Are the benefits of building a development team offshore real and tangible?

To help you answer, we've created a simple checklist. If your answers to the below are a resounding "YES", then you'll know what to do!



# 1. Are you struggling to find local talent?

Whether you intend to **build software or grow your existing development capacity**, you need the right engineers. But when you're unable to find these people locally, hiring a well-rounded development team can turn out to be a long, drawn-out process.

Even if you do find the right person for the job, the chances are that they're not going to stick around for long. Given the significantly high attrition rate, it's only a matter of weeks or months before you have to start the recruitment process all over again.

**Do you find yourself in a similar position?**



## 2. Does your existing team display insufficient tech skills?

As skills needs and job roles are changing faster than ever, the need for a “**Skills Revolution**” continues to be the defining challenge of our time. In an increasingly technology-enabled world, people are in demand.

### **Example:**

Imagine you’re **building an innovative software product**. However, to ensure that your product passes all the quality tests and is the most reliable solution on the market, you need the best QA experts in the industry to back you up.

Unfortunately, your local development team does not have the expertise to help you. If you want to hire QA experts, you’re looking at weeks, maybe even months of recruitment efforts and a slowly, but surely piling workload.

**Does this situation sound familiar?**



### 3. Are you overspending to stay local?

When you're **building your development team**, you want nothing but the best. But let's face it. Developers of this calibre are likely very expensive in your area, and their rates are usually way higher than what you've budgeted for.

It's simple – if you want to stay local, and work with the best, you're going to have to pay a premium. Again, outsourcing your project may be an attractive option. But there's always the question of sustainability. Isn't there?

LAST YEAR THERE WERE...

**918,000 unfilled IT jobs in the US**



Source: Wall Street Journal October 2019



## 4. Is scaling fast a challenge?

With global tech companies mushrooming like never before, and innovation at an all-time high, the time to market is extremely crucial. If you don't deliver quality software before your competitors do, you're just not going to make the cut.

However, that's easier said than done. **With the talent and skills shortages**, and the sky-high prices, finding the right development team can be a long, long process.

If it seems like **getting the right people on board would appear to take longer than actually building the product**, then you know you've got a problem there.



# 5. Are you wearing too many hats?

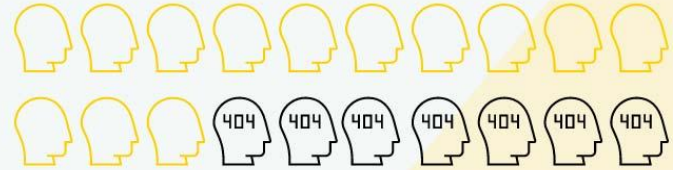
Are you the **CTO of a business**, and rather than working with your **development team**, you're faced with administrative duties?

You're technically focusing time that you don't have and effort that could well be used in other productive endeavours on matters that could very well be taken care of by someone else. But there isn't someone else, is there?

If the answer to all or most of the above questions is a yes, then clearly, hiring only local talent is not working for your business. **You need a well-rounded dedicated development team**, and the best way to build one is by going offshore!

DID YOU KNOW...

**35% of job applicants don't have the right technical skills**



Source: Based on US survey. The Global Skills Shortage - SHRM 2019



# Why offshore?

1.

If you **offshore** to a country like India, that emphasises significantly on the importance of education and training its people, you get access to highly educated, qualified, and successful **software developers** with the skills needed to scale your business.

2.

Because of the lower cost of living in India compared to the West, the **salary that you would be paying a developer from India would be a lot less than for a developer who is living in the US or UK.**

3.

Emerging **tech nations like India** can be very lucrative for your **business as you get access to a massive untapped talent pool.**



# Thank you



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