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How to hire offshore developers for your business in 2021

Introduction

Software development has grown leaps and bounds over the last few years, and it doesn't show any signs of slowing down.

If you're a stakeholder of a successful software development company in North America or Europe, then you're also likely experiencing fiercer competition than ever.

This makes it all the more important to **stay on top of your game and build software** that is new and innovative to scale your business fast and stay ahead of your competitors.

And that's a challenge.

1. Define your requirements

Commit time and effort into this list: **tech stacks, knowledge of tools/frameworks, experience, personal skills,** etc. Make sure the list is all-inclusive and thorough.

- Refine the list
- Identify and separate the 'must-haves' from the 'nice-to-haves'

Hiring managers: create job descriptions for the relevant positions.

- Use your skills lists as a basis,
- Include the duties and responsibilities that the employee will undertake

This is the foundation of the whole recruitment process.

2. Follow a structured interview process

To conduct an effective interview to assess the competency of candidates, you need to prepare a list of topics and questions.

- This key parameters are discussed
- Streamlines your interview process
- Helps you build a realistic picture of the candidate's skills

Conduct at least a few technical tests because those fundamental skills are non-negotiable.

You can then arrange for a personal interview to assess their attitude and personality fit with your company before you make your mind up.

Source: Lever

72% of hiring managers say they provide **clear job descriptions...**

Only 36% of candidates agree

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3. Look for cultural compatibility

Sometimes candidates excel in technical tests and then underperform just a few months later. Why? Poor cultural fit. When hiring offshore developers, their personality and a genuine connection are crucial.

You should understand your organisation's:

- Core values
- Goals
- Practices

The best-fitting offshore developers will have a **work ethic and values which align** with those of your company.

Strong company culture increases revenue by 4x

Source: Forbes

4. Conduct strict technical tests

Because you're **hiring offshore developers**, their ability to write efficient code is the most important technical skill. You can use some of the following testing platforms:

- HackerEarth
- Codility
- Talview
- HackerRank

Technical tests which **require programmers to code in real-time is a direct reflection of their knowledge.** By demonstrating how they approach a problem you can closely analyse their skill set.
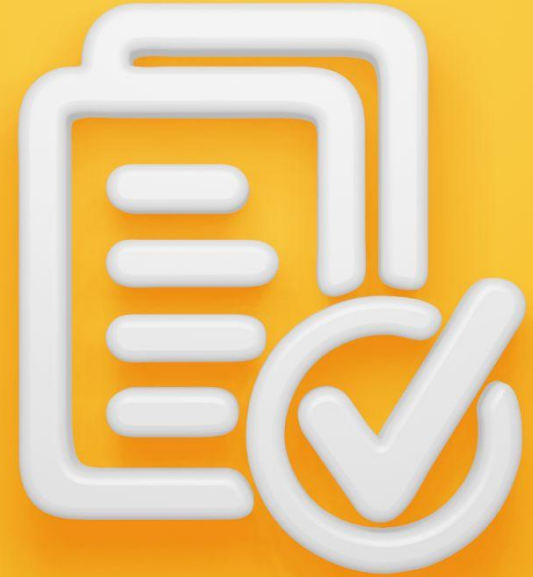
5. Excite the candidate to want to work for you

Competition for skilled offshore developers in countries like India and Ukraine is at an all-time high, which means finding top tech talent is not easy.

- Remember that while you assess the candidate, **they're also evaluating you** and your company.
- Top developers are looking for the chance to **work with cutting-edge technology** for the most innovative leaders
- Give candidates **feedback on their tests and interviews**. Preferably within two or three days. Let them know you're serious about recruitment.
- Prompt the candidate to **ask questions about your brand or any concerns they have**. A conversation is a two-way street.

So before you hire offshore developers, ask yourself: why is your company unique? How is your company's mission unlike any other?

Thank you

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