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Can offshore teams work for enterprises?

Introduction

A minor misconception is that offshoring your software development is something pioneering startups do, whereas larger enterprises prefer to outsource.

Outsourcing is great for short-term projects, but offshoring with the right partner **delivers upgraded skills from global talent pools**, and engineers 100% dedicated to the enterprise and its mission and values.

Let's explore **why enterprises might want to offshore** their software development operations…

1. The digitalisation agenda

Wholescale digital transformation tops the **wish-list of many enterprise-level CTOs, CIOs, and other IT decision makers**. In the race to digital-first business, it's a 'must do'.

- Diversify into new markets
- Develop new and innovative digital products
- Deliver faster than competitors

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.

Source: Fortunly

71% of financial service executives outsource or offshore some of their services

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2. Plugging talent gaps

There's a talent shortage crippling the transformation initiatives of businesses in Western Europe, North America, Australia, and other leading markets.

The **skills to succeed simply aren't there locally for enterprises** to compete with the tech giants, who have a monopoly on elite talent. Offshore, dedicated teams can help to navigate the seller's market.

- Tap into global pools of elite engineering talent
- Obtain and retain hard-to-find skills
- An offshore team acts as a competitive advantage

Source: Business Wire

The global IT outsourcing and offshoring market is estimated to reach €355 billion by 2027

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3. Adaptation to the new normal

With Covid showing remote working, works, **enterprises are increasingly open** to working with distributed teams and hybrid models. In essence, it's a step towards a 'remote ready' workforce.

"Pandemic proofing' isn't necessarily limited to Covid, **think of it more as 'crisis proofing'** — with an engineering team based in multiple locations, disruption is less likely to occur in unforeseen circumstances.

Flexibility is paramount to the new generation of top talent. And, also to IT decision makers. There's multiple options to choose from: extended team augmentation, **100% dedicated offshore teams**, fully remote — and traditional outsourcing.

4. Finding the right offshore partner

When enterprises want to go offshore, they usually find a partner 'on the ground' to help establish a local presence, help with hiring, and run their operations in that engineering location. The keys are:

- A tried and tested recruitment model
- Running of the team, while you steer the ship
- Ability to align operationally and culturally
- Continual support on the ground

Choosing a partner with a **proven track record of building successful teams**, alongside a people and talent-centric approach, are perhaps the most important criteria.

Source: TechRepublic

The enterprise software development segment will have grown **7.2%** by the start of **2022**

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Thank you

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