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Building an ODC team in India: your ultimate guide

Introduction

With talent shortages pushing CTOs and other tech leaders down new avenues of hiring and retaining talent — how do you build a **development team in a skill-rich location** like India? Outsourcing and offshoring have become more popular, but what are the differences? Find out these questions and more as we dive a little deeper.

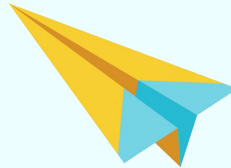# Offshoring or outsourcing? Which to choose

1.

Building an offshore or outsourced development team allows businesses to **access massive talent pools** in emerging tech nations.

2.

Outsourcing is great for short-term projects, but the developers are external, which means **expertise and capability** isn't built inside your business.

3.

Offshore development centres (ODCs) are composed of proper employees of your organisation, so upskilling and knowledge is kept in-house and the **engineers are fully aligned** with the culture and values of the business.
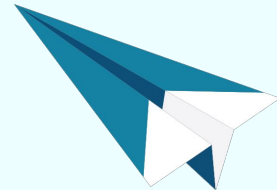
1.   Location, location, location

You've decided that **offshoring is the best choice for your business**, as you want a long-term sustainable solution and not a quick fix. However, where do you go? Bangalore is an incredibly wise choice... but why?

- More than 10 million people in India work in IT, and **40% are based in Bangalore**. The city is known as 'The Silicon Valley of Asia'

- English is the language of the development industry, and India is one of the largest English-speaking countries in the world

- It's also home to the **R&D of a lot of multinational firms** such as Google, Amazon, and Microsoft

2. Choosing the right partner

An offshore development centre may naturally evolve to be the research and development hub of your new products. And alongside engineers you'll have business analysts and data scientists helping to propel your organisation to new heights.

You can do this alone, or you can work with an offshoring partner **who understands the local market** and will handle everything for you on the ground

- Check their website for case studies and testimonials

- Read about their **model and recruitment process**

- Speak to them and see if they've worked with similar organisations before

3. Hiring the right engineers

An offshoring partner will **listen to your unique requirements** and source candidates for your team. You'll then pick from the cream of the crop.

- Testing and assessing logic skills
- Evaluating technical expertise
- Completing a mock assignment
- HR personality assessment
- Interviewing with a manager
- You make the final hire

If done correctly, this will give you a team of developers that are perfectly suited to **your business for the long term**.

Source: thinqloud

Offshoring software development to India can reduce costs by 50%

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4. Overcome common concerns

A good offshore partner will leverage a model centred on **top talent, innovation, quality, and transparency** as opposed to one centred around cost.

- **Cultural differences**: Many misconceptions exist about the working conditions in offshore teams, but in reality engineers work in super **high-spec offices with the latest equipment**

- **Quality issues**: often seen as an issue when outsourcing, but offshore teams are **composed of experts** who build exceptional software.

- **Security risks**: The right partner will mirror your local protocols in your ODC.
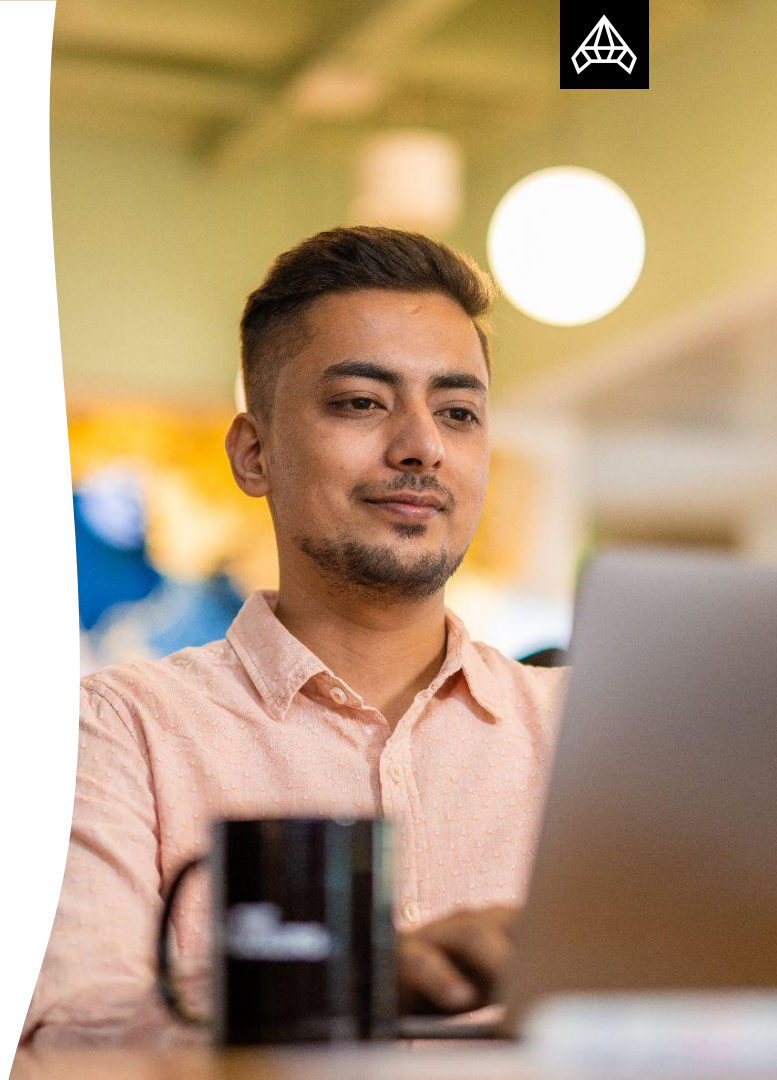
Wrapping it up

Building an **ODC team** will help your business access massive talent pools to **scale your engineering operations quickly**. You're able to recruit developers faster, change more dynamically, and scale without the restrictions caused by skills shortages at home. Of course, you can go it alone — but to have the best chance of immediate success you should consider **partnering with an experienced partner** on the ground.

Thank you

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