



Navigate the great resignation with offshore teams





Introduction

During and after the Covid pandemic, the United States saw an enormous amount of people leave their jobs. Software engineering wasn't unaffected, and it exacerbated an existing skills shortage. In order to access top talent, **more and more CTOs have looked towards global teams.** But how does this work, and is it the right choice for your business? How is this [a solution to the great resignation?](#) Let's take a closer look.



To outsource or offshore?

Outsourcing is often a cost-effective solution, but engineers are allocated by third-party vendor and they aren't full-time employees.

Offshoring differs:

- It allows you to leverage incredible expertise
- Developers are completely aligned
- All knowledge and capability is kept in-house
- It's a long-term, high-value, strategic asset

Your new engineers are **aligned with your long-term goals, company culture, and vision**. When working with an offshore partner, you aren't just another client.





Enabling transformation

The right hiring strategy can be **the difference between success and failure** when it comes to a transformation project. Put simply, to put software centric to priorities, you need top-tier engineers.

- Develop game changing products and services
- Bring them to market faster than your rivals
- Build a strategic asset for the long term

Your developers are full-time, value-adding colleagues... not outsourced external support.





Crisis proof your operations

Going offshore is a solution to the great resignation, and it can also help **defend against future crises** such as pandemics and other disruptions. One of the benefits of offshore teams is their on-demand adaptability.

Your engineers can work from home if needed, and working in an offshore setup means they're already operating in a distributed way.





Partnering with an offshoring expert



Choosing a partner that hires and onboards developers from a **talent-rich country like India** is critical. Unless you want to go it alone?



Alongside a robust recruitment process, they should **run your administration and daily operations**, and keep your engineers engaged and happy to work at your business.



With an offshoring partner you're able to **scale up or down on demand**, in line with your specific capacity and technological requirements. It's as simple as speaking to your dedicated account manager.



Wrapping it up

If you're struggling to find the talent you need locally, and outsourcing doesn't give you the cultural buy in from engineers that you want... then offshoring is the way to go. **You can go it alone or team up with an offshore expert on the ground** who will help you with recruitment, operations, and continued support. And, help you scale up on demand as your business grows.

Thank you



thescalers.com