

# Guide for building a high-performing offshore developer team





# Introduction

Business transformation is at the forefront of everyone's minds, especially with the pandemic pushing digital projects into overdrive. However, the talent shortage in the US and Western Europe, with **70% of UK tech employers dealing with skills shortages** in 2021, certainly complicates matters.

Considering offshore solutions is fundamental to fueling innovation and achieving rapid expansion. So, let's take a closer look at this model.



# What is offshore development?

Offshore software development involves **building a dedicated team of developers in another country.**

These offshore teams function as regular, in-house employees but operate from remote offices known as offshore software development centres.

It's a **sustainable long-term solution.**





# Why hire offshore developers for your business?

## Cost efficiency:

Establishing teams in Asia, South America, or Eastern Europe is more **cost-effective than in Western cities** due to lower living expenses, reduced office costs and salaries.

## Abundant talent:

Access to large talent pools, especially when skilled software engineers are scarce in Western regions. Tech hubs like Bangalore produce a **surplus of top-tier IT professionals**.

## Rapid scaling:

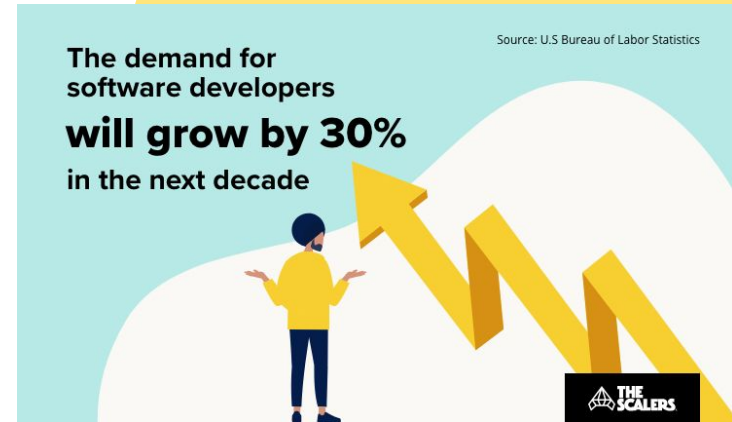
Offshoring allows businesses to **quickly expand by setting up larger offices**, hiring offshore developers faster, and adapting more flexibly.



# Addressing concerns about offshore development

The trend of hiring offshore developers is growing, though some organisations have doubts due to past challenges like poor code quality. However, the offshore industry has adapted, shifting from cost-driven tactics to **prioritising innovation, quality, and transparency.**

Now, let's dive into and tackle the typical concerns about hiring offshore developers.





# Quality

The demand for **top-notch software engineers is soaring**. In light of talent shortages, many Western businesses turn to outsourcing consultancies, but this can be risky.

At The Scalers, we offer a different approach.

**We grant you access to India's best engineers through a straightforward offshore model.**

Our meticulous 7-step interview process ensures we [hire top talent](#), eliminating quality concerns.





# Security

One **common concern with offshore teams is security**. However, your confidential information remains within your company's jurisdiction when establishing a dedicated offshore development team.

At The Scalers, we **enforce strict non-disclosure agreements and recommend routine encrypted data** checks and advanced firewalls to protect your trade secrets.





# Culture

Concerns about **culture gaps when hiring offshore developers are common** but often based on misconceptions. At The Scalers, we emphasise language and cultural compatibility in our recruitment process.

Our dedicated development teams seamlessly **integrate with your company's culture,** offering a genuine extension of your existing team.







# Choosing the right offshore partner

To find a reliable offshore development partner, consider following these steps:

- Review their case studies
- Examine their past work, success, and client history
- Ask the right questions
- Engage with senior management to understand their approach
- Evaluate communication
- Take early red flags seriously





# Finding the right offshore developers

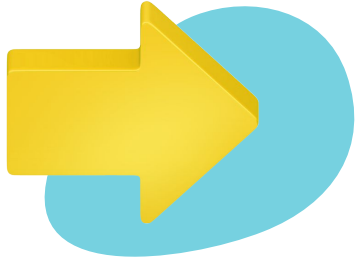
Establishing a robust **recruitment process is crucial to hiring top-notch talent**. Your offshore development partner's expertise is invaluable in this regard. They should help you build a technically proficient and culturally compatible team.

At The Scalers, we've honed a **fool-proof 7-step recruitment process**, so let's look at it!





# 7-step recruitment process



## 1. Talent scouting:

Identifying elite candidates to start building your tech team.

## 2. Logical skills testing:

Assessing problem-solving abilities.

## 3. Technical expertise assessment:

A practical assessment to measure understanding of concepts.

## 4. Mock assignment:

A three-day project to evaluate solution architecture skills.

## 5. HR interview:

In-depth screening to understand candidates' personalities.

## 6. Manager interview:

Assessing cultural fit for your business.

## 7. Final stage:

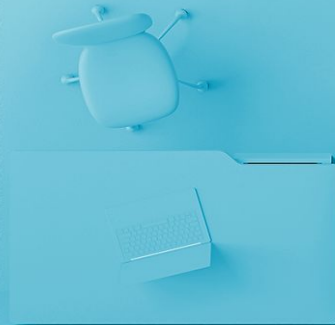
You conduct the final interviews and select your team members.



# Offshoring vs. Outsourcing

## Outsourcing

Means **hiring third-party vendors** for cost-effective software delivery, offering flexibility but **potentially less control, limited developer interaction** and variable quality.



## Offshoring

In contrast, involves **building a dedicated, long-term remote team** with higher initial costs but more control, collaboration, and consistency for ongoing and complex projects.





# Summary

Your tech team's success relies on sourcing the right talent. And the right development partner **allows you to access global talent pools, including unique skills** you may not find locally.

Our model ensures you bring **aboard top-notch tech talent**, nurtures a cohesive team culture, and streamlines operational expenses. Offshore teams are an extension of your in-house team, a true partnership, not outsourced help.

In short, it's **offshoring that truly delivers.**



# Thank you



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