



# The guide to building your software team with dedicated developers





# Introduction

The software industry is rapidly growing and is expected to expand at an **11.7% CAGR from 2022 to 2030**.

[Hiring dedicated developers](#) in this competitive landscape is challenging, as top talent is hard to come by and tends to stay put.

One effective approach is **partnering with offshore development firms or organisations** to help you secure and retain top engineers in talent-rich locations.



# Scaling in a competitive market

Scaling your business may involve hiring more local software developers, but this can be **expensive and limited by the local talent pool**. The growing demand for elite software developers highlights the talent gap.

While outsourcing suits one-time projects, it's not sustainable for the long term, risking project ownership and product quality. **Offshoring offers a cost-effective and scalable solution**, allowing you to access and retain elite talent long-term.





# Hiring dedicated developers

Achieving success requires **assembling an offshore software development team with the appropriate technical skills** and industry-specific knowledge.

But how can you create this perfect team to support your business processes?

**Where do you even start?**





# How you can hire dedicated developers

## Define clear requirements

Create accurate job descriptions. This helps candidates understand if they are a good fit and allows you to filter out unsuitable candidates. **Be specific about roles and responsibilities** and create a list of required skills.

## Conduct structured interviews

Prepare a **list of topics and questions to assess candidates' competencies**. This streamlines the interview process and helps you understand their abilities beyond first impressions.

## Rigorous technical tests

Assess a candidate's coding knowledge and problem-solving skills. **Observe their approach to coding challenges and real-world business examples**. Tests should be challenging but reasonable.



# How you can hire dedicated developers

## Streamline the hiring process

Create an efficient hiring process to attract top talent quickly, especially in a competitive industry. **Invite promising candidates for interviews promptly** and provide feedback, even if they're not selected.

## Assess cultural compatibility

Evaluate if **candidates align with your organisation's core values, goals, and practices**. Cultural compatibility is crucial for long-term success. Look for candidates committed to your company's vision.

## Attract and motivate candidates

Remember that candidates are assessing your company, too. **Showcase your company culture, working conditions, and innovative technologies** to attract and motivate top talent.



# Summary

Hiring developers is **increasingly challenging in today's candidate-driven market**. Offshoring provides a scalable, cost-effective alternative to local hiring by giving access to elite global talent.

At The Scalers, **our offshore model handles rigorous recruitment and screening**. This builds an elite team of top engineers well-suited for your organisation's needs.

Ready to go offshore the smart way? [Contact us today](#), and let's discuss the beginning of your offshore journey!



# Thank you



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