Dedicated Software Developer Hiring

You can hire a trained, Remote Dedicated Developer with us at an unbelievably low cost. He will work only on your projects. During work hours, he will be always online on skype. You can contact anytime you like. He will report through an online system. We will provide all web development amenities on your behalf. Fire him if you are not satisfied. We will give a replacement who will be able to cope up his works.

Why Hire an Remote, Dedicated Software Developer?

There are main 3 reasons.

1. <u>Low Cost</u> - If you are from India, you may not have too much cost advantage, but can avoid hassles. But if you are from a country from Europe or from America, I can bet, you will get better developer with us at an approximate 1/5th cost (or even less) in comparison to a local developer.
2. <u>No Hassles</u> - Of course you can hire a local developer and accomodate him in your office. But you need additional table space, computer and all web development amnenites for him alongwith usual hassles of recruitment, training, payroll and regular supervision. With online dedicated developer with us, we take of all these hassles. You just concentrate on your business.
3. <u>Full Control </u>- You always have the option to get things done everything on a fixed cost basis, but you do not have the control. You have to compromise with your priority, freedom to change and freedom to communicate the developer. You need to define every work every time and get involved with the cycle till it is done. But your involvement will me minimum for a dedicated developer.

When to Use Dedicated Hiring Model?

1. You are running a web company and hire another dedicated developer just to avoid cost and hassles still get same output.

2. You are running an important web application that requires maintenance with high level of reliability and you do not want to let a new developer everyday to work

3. You are running an important web application that entails lot of regular changes, fixes, tech communicatiion etc .

How a Remote Dedicated Software Developer Works?

We recruit intelligent, well qualified and experienced PHP/MySQL developers and let them work under quality oriented strict supervision. They become available for hiring when they ensure delivering quality works. Here how it works.

1. You hire a full time developer (or project manager) just paying a 15 days charge in advance.
2. We provide all web development amenities. We even provide our code library, modules, and framework free for him to use. These have been built and tested in last 13 years.
3. The developer will work only on your projects and will be always available on skype/chat during the working hours. You can contact them any time, during the working hours. If he is stuck or need some expert help, he has option to consult other expert developers who you have not hired.
4. You get the non development works (template design, data entry etc) by other resources on assignment basis. Your dedicated developer can manage it on your behalf.
5. He manage a daily log and enter what hours have been spent on what tasks.You can check his works any time.
6. In case a developer has become ill or left the job or you are not satisfied with his works, we will arrange a replacement developer. You can stop him with a 15 days notice.
7. We will be available for future support, after years, even for a 1 hour job.

In short, it is just like your own developer at your office. Except he sits bihind the internet, not behind the wall. Additionally you do not take any technical and HR hassles.

FullTime Dedicated Hiring Rates(Monthly)

Resource Type	Exp	Monthly Cost in $
Team Developer	2 -3 yrs	900 to 1000
Sr Team Developer	3-4 Yrs	1100 to 1200
Upto 15 PM hrs Support add on	8 to 12 yrs	150
Senior Web Developer	4-7 yrs	1150 to 1500
Senior Application Developer	4-7 yrs	1250 to 1500
Team Lead / Project Manager / Analyst	6 - 12 yrs	1500 to 2500
Web Designer	>3 yrs	1000 to 1350
SEO / Marketing Executive	>2 yrs	900 to 1000

Data entry operator	>2 yrs	350 to 500

Note. Costs are provided for atleast 160 (Average of two consecutive months) during office hours. Two developers of same level of experience can have different rates depending on the skill sets they have.

Dedicated Hiring Rates (Daily)

Resource Type	Daily cost in $
Senior Developer	70 to 80
Project Manager	90 to 100
SEO/ Web marketing Executive	60 to 70
Data entry operator	20 to 30

Note: Booking must be done for a minimum of 4 days

Education, Skills and Experiences

Type	Team Developer	Senior Developer	Project Manager
Education	Must be a Bachelor/Master in technology (B Tech/M. tech) or the same in computer science (BCA/MCA).	Same	Same
Experience	At least 2 years of relevant experience	At least 3-6 years of relevant experience	At least 5 years of relevant experience

Basic Role	1. Will work as per project manager's instruction / SRS 2. Will do all required coding works for developing a typical website/web application (CMS, gallery, shopping cart, membership websites) as per well defined SRS 3. May not be able to manage a live site independently	1. Will work with more responsibility and less supervision 2. Will do all required coding works for developing a typical website/web application (CMS, gallery, shopping cart, membership websites) as per well defined SRS 3. Will manage a small / medium sized live site by his own	1. Can play the role of a senior developer when required 2. Will manage a team of developers working on multiple projects or on a large project 3. Will do all the associated project Mgt works
Code Quality	Can write convention maintained, object oriented, non-redundant architecture based code using Drupal/RP framework. Easy for future maintenance.	Same but with greater efficiency	Same but with greater efficiency
Web Tools	1. PHP / JavaScript / HTML / XML / JQUERY / AJAX / CSS wherever required 2. MySQL/SQL 3. RP/Drupal and other major frameworks	Same but with greater efficiency	Same but with greater efficiency
Web Design	Can manipulate images using Photoshop and convert PSD template to HTML without requiring another designer.	Same but with greater efficiency	Same but with greater efficiency
System Design	Has basic knowledge of database structure, db design and MySQL database	Able to analyze and design (database) a small concept based application indpendently	Able to analyze design and manage all small and large applications independently

Project Mgt	Has basic understanding of SDLC and work as per PM instruction	Can manage a single project independently	Ability to define, estimate, design, schedule, assign to developers, report progress and deliver a project as per commitment

Terms & Conditions: Full Dedicated Hiring

- A full time dedicated developer will work only for your projects. He will NOT work for another customer work even when he has no work to do at a particular moment of time.
- He/She will be joining general RP meetings (normally HR and general project issues are discussed in the meeting, normally held on first Saturday, once in a month) leaving any other works.
- He /She will work 165 hours on an average. However minimum committed hours is 160 hours. In case average hours is less than 165 hours we will adjust cost with last month bill or on every 6 month, whichever is earlier. In case of daily hiring it is 8 hours. This does not include lunch hours.
- Normal RP office hours is 10 AM to 7 PM with a 1 hour gap lunch break. 5 days a week. Except public holidays.
- The dedicated developer will be online as per your instruction. You are free to communicate with him via skype(or any other method) during his office hours. He will work as per your schedule and priority. RP will will not intervene in anyway in any task unless requested.
- He/she will report his, attendance and daily work through a project management system. You can check it any time. Should you have any question or doubt, you can contact RP authority and demand for clarification.
- You can hire a developer by making just an advance payment of 15 days work. This amount will be adjusted with the first month bill. In case of weekly hiring it is 4 days only.
- In the first 15 days, if not satisfied, cancel the deal without giving any notice. We will refund the money of the un-used days. After 15 days, you can terminate the deal with a 15 days' notice. For weekly you can cancel with a 7 days notice only.
- Billing cycle monthly. We will always bill in the first week of next month of earlier months work.
- Payment should be made or at least initiated within 10 days you receive the bill. If the payment is delayed for a reason not acceptable to us, we may temporarily change the billing model from postpaid to prepaid until all dues are cleared.
- A dedicated developer will inform you before taking any short leave. In case of any long leave we will either arrange another developer for that period or adjust with the bill.
- Confidentiality - We will keep all personal information, IP rights confidential to any 3rd party. A developer will keep his RP identity hidden for any communication with your client.

- A dedicated developer is free to use any RP core library, module in your project and you will have use, modification and distribution licence for unlimited time. We will never ask for any royalty or additional cost for these core classes / modules/ scripts.
- In case a monthly dedicated developer leaves permanently and we assign a developer who never worked on your projects, we will provide 30% discount to allow the new developer to learn. This will compensate your loss from leaving and reduce your risk to a large extent.
- Though unlikely, but RP will have the right to replace an existing developer with a new developer with a 15 days notice.
- RP will waive the 30% of the first month bill of a new developer for any 3 months or higher contract . The cost will be adjusted in the 3rd month bill. This is to offset the cost to get started with the new project environment, framework, understanding an existing system etc.
- If RP replaces a dedicated developer before the project ends (this may happen at rare cases), RP will arrange for a new developer and allow a 30% billing discount on that month to offset the cost to get started for the new developer.
- In case you are hiring a team developer, he is likely to work on an existing team under a senior developer working and/or under a RP project manager. In case the senior developer / project manager is not hired on a dedicated basis by you, it is likely that their invovlement hours will be billed as per standard RP rates. The same applies in case of senior developer hiring when he requires professional involvement from other developer / project manager.
- Unless mutually agreed, you don't bear the cost of any hardware / software or anything else used by the developer.

Why Hire From Us?

Web Development since 1999

We are in web development since 1999. In 2004 we developed a PHP MVC framework. Worked on almost all popular web technologies. We implemented many innovative ideas to maximize the client's revenue.

Reliable - In-house with no Newbies

We have a dedicated in-house team of 30+ developers. 80% of them are 6+ years experience. 6 of them are 14+ years of experience. Only experienced developers and experts will work on your projects.

Complete Solution - Concept to Cash

We have six 15+ years of experienced experts who will help to add value at different points of the software development life cycle. Execution will be done by experienced developers and technology experts.

- ## Built-in-Quality through Lean Practices

  You can't turn a MI phone into an iPhone, once it is built. Because adding qualities as in iPhone requires to be built-in. We have quality checks on every step of the value stream starting right from the code editor.

- ## Expertise in Latest Technologies

  We are currently focused on the latest tools, technologies, programming languages, frameworks and microservices architectures for developing web, cloud, desktop and mobile apps.

- ## Use of Worldclass Agile Tools

  Only programming technologies do not help. We set up our development pipelines with DevOps tools like Jira, GIT, Dockers, Kubernetes and automated testing tools to deliver world-class quality in minimum time.

- ## Super Service at India Price

  With the help of experienced and trained resources, 21 years of software development experience, hard work and professional honesty, we provide super service. And still at India Price, as we manage everything from India.

- ## History of Serving in the Long Term

  We provide future support. Even if you come back with a small change. **Clients stay with for years**. And in fact employees too. The main reason behind this is we really care about our clients and employees.