When to Hire an Offshore Development Team

We recommend hiring a team mainly two situations

1. You have a pretty large web/cloud application to develop and maintain over a longer period of time.
2. You are running a software development firm and simply would like to outsource your development works

Why hire an Offshore Development Team from us?

1. **Reduced Cost** - If you are from a country where the cost of labor is significantly higher than in India, with us, you are likely to get better developers at 1/5th (or even less) price.
2. **Reduced Headache** - Running an in-house team does not only add 5 times but a lot of headaches too. Here you will not have to bother about the recruitment, HR activities, operational processes, office management, hardware, and software, etc. You can simply concentrate on your project only.
3. **Expert Overnight** - It takes years to build an organizational knowledge base over the software development process for an organization. We are in the industry for over 20 years. The moment you choose us as your development partner you can claim that your team is backed up with 20 years of experience.
4. **Ready Platform** - We will give you free access to our end-to-end software development cum agile team management platform. There you can see the full picture of the team activity or project development progress or software documentation required for future maintenance.

How does it work?

1. **Build the Talents (we)** - We have an ongoing process for recruiting qualified, talented, dedicated, and experienced developers and train them in the latest software development technologies and techniques.
2. **Decide the area of works (You)** - You decide your area of works or types of projects be done by the offshore team. Then choose the technologies and techniques that best fit the team.
3. **Build the onshore Team (You)** - You must build your onshore team members who will play the role of the product owners/business analyst. They will communicate with the operation people and the project stakeholders (business owners, managers, etc). They will also communicate with your offshore team.
4. **Hire the Offshore Team (You)** - You hire a team from us. Ideally, it should contain a team leader and one or more developers/designers/testers. The hiring must be supported by a service agreement that ensures remove rights and concerns on both ends.
5. **The office setup (We)** - We will arrange their desks in the same room at our office. We will provide them the necessary office resources available - the hardware, software, internet connections, Air Conditions.
6. **Software Environmental Setup (We)** - The team leader along with other experts will setup software environments/technology stacks required for your development. It will consist of the

local environment, DEV server at the cloud, agile project management setup (JIRA or Agile24), deployment setup (GIT), communication setup (skype/slack), test management setup, and more.

7. **The Team Operation (Team)** - Both the offshore and onshore teams will work for hand in hand. However, the onshore team will concentrate more on gathering projects/requirements and development teams in the execution and defectless delivery. Anyone can be contacted anytime. The development process will be 100% transparent. Requirements, test cases, templates, system architectures, tasks, projects, work reports, retro reports, plans, estimates, progress reports, delivery reports - everything can be accessed anytime.

8. **Hire additional Shared or Dedicated Resources (You)** - You can always start with a minimum number of dedicated resources to keep the risk low. If you are not sure whether you should hire a particular type of resource (say, a web designer) on a dedicated basis, you can hire them on an SOS basis (on hourly billing). Later should you need full-time, you can hire someone on a dedicated basis.

9. **Technology and Technique Upgrade (We)** - Technology keeps on moving at a steady pace. If you stick to a particular technology or technique and do not upgrade yourself - then you are actually moving backward at the same pace. We will take care of it. We have an organizational learning system and experts. We will guide the team to take the required actions from time to time.

10. **General Team Activity Monitoring (We)** - Running a team requires a general monitoring system. It will ensure that people are working as instructed, they get help when required, they getting training when required, they do not repeat the same error every time, and so on. We have an end to end product development cum team monitoring system that will report the anomalies. Moreover, we have a physical monitoring system and operation people to monitor their physical activities.

11. **Associated HR Management (We)** - Associated HR activities, like managing attendance, leaves, late, pay role, employee benefits, appraisal, and other pains will be carried out by us. You can concentrate only on your project and productivity.

12. **Billing & Payment** - To get started for the first time we will require just 15 days' cost of the first month as an advance deposit. The billing will be always done in the next month the 1st week for the work of the last month. You should make the payment within seven days. This can be changed as per mutual agreement.

13. **Replacement** - If you are not happy with a dedicated developer you can always get a replacement. We will try to make a replacement as soon as possible but some wait time can not be denied if a proper replacement is not available right at that moment.

14. **Termination** - You can terminate a dedicated developer from his/her duties with a 15 days notice. You can rehire again but rehiring the same resource will be subject to availability.

The Agile Team Roles

1. **Product owner** - Says the final word on any requirement issue
2. **Scrum Master** - Responsible to solve any problem that slows down the development.
3. **Team Members (Development Team)** - They actually executes the tasks. Contact product

owner on any requirement point and contact scrum master if faces any roadblock. Developers, designers, testers, etc.

4. **Stakeholders** - They actually do not belong to the team but somehow will be benefited from the system. Example: final clients, shareholders, etc.

The Product Development Life Cycle

1. **Concept building** - Define the value and value stream. Value means what unique benefits will cheer users and value stream refers to the processes associated with it. The product owner will define mainly on three points -
    1. what to build
    2. how will it work
    3. how it will benefit the stakeholders
2. **Prioritize** - As per product development dynamics 20% of features adds 80% values. So it is important to choose the top 20% features for phase-1 development. In phase-2 choose 20% of the rest 80% features and so on.
3. **Create the Task Backlog** - Once the top 20% features are decided the next step is to create a backlog of the tasks. The phase 1 product will be developed once tasks will be completed. All features may not require fresh development.
4. **Establish the development process & feedback loop**- Just plan how the will project is completed. How much to develop, how much to buy. Decide the technologies and platforms. Decide how the system will work and architect accordingly. Decide the tools and techniques for requirement development, modeling, testing, project management, and so on. Develop a closed feedback loop with the stakeholders/team members.
5. **Develop each in the agile process** - Simply pick a feature, develop/customize it, test it, deliver it for feedback, and improve the feature as per stakeholders' feedback. Mark them as done once accepted. Repeat the cycle until all features are done.
6. **Launch the PHASE-X** - Once all done launch it and monitor in production- preferably through telemetry. Fix/implement any reported error or improvement. A continuous improvement process.
7. **Next Phase Development** - Choose the next top 20% features for development. And repeat the cycle.

Team Management Workflow

We have an automated agile project management system (Agile24) to manage the team management processes. We will not mind using 3rd party software like Jira too if you prefer.

1. **Create a Team** - The administrator of the project management software will do it for you. A team must have a product owner, a scrum master, and members. Members can be added or removed when necessary.
2. **Create a Product** - The product owner creates a product that is to be built. The proposed system is considered to be a product. It will be there until the product is removed from the market. The product owner defines it in terms of features and stories (functionalities).

3. **Create Projects** - The scrum master creates one or more projects to build the proposed system when the project. One phased development can be considered a project too.
4. **Create Backlog** - Once the product concept is built and the features to be developed in a particular project are decided, the ScrumMaster and product owner jointly create the backlog of the tasks that project. All stories are converted as tasks. Apart from stories, there can be other tasks too - general tasks, test runs, test suites, test runs, defects, etc.
5. **Create Sprints** - The ScrumMaster does a rough estimation of the full project and full development time is divided into manageable chunks with a fixed duration (say, two weeks or 1 month). Tasks are moved to sprints as per priority. Many tasks may not be moved will lie in the unscheduled backlog.
6. **Assign Tasks** - Now the ScrumMaster assigns tasks to members considering the availability and capability of the developers / other resources.
7. **Sprint Meeting** - A meeting is done to convey the sprint objective and decide the gameplan to complete the tasks of the sprint.
8. **Daily Scrum** - There will be a fixed time when all members of the DEV team will meet together to discuss just 3 points. What was done yesterday? What is to be done today? What are the impediments that slow the development process? The work plan of the day is planned accordingly.
9. **Execute Tasks** - The members execute their duty as planned. The product owner must be available to remove the impediments related to the requirements. Everyday a scheduled meeting with the product owner is recommended to avoid any sort of technical debt.
10. **Day end work entry** - Everyone makes work entry - what has been done today along with time to track hours to complete each task.
11. **Test, Review, and done** - The initially done work is tested by the developer first and then reviewed by the product owners/scrum master. It may further undergo testing by testers as the situation demands. Once passed it is marked as passed.
12. **Sprint Retro Meeting**- Everything cant goes well. In the sprint end, a blameless meeting is done to review what went wrong and what right. Then ScrumMaster takes action to repeats that went right and avoid that went wrong.
13. **Analyze Reports** - An automated delivery report for a specific duration available for the team/user/project to assess the ground reality. Work reports are available for further analysis. Estimate change reports are available to determine when and how a project is delayed.

Rate Chart: Monthly Full Dedicated

Resource Type	Experience	Monthly ($)
Web Developer (For E-Com & Generic Websites using PHP)	2-6 Yrs	1000 - 1500
Web Designer (Photoshop, HTML & CSS)	4-8 Yrs	1000 - 1500
Backend API Developer (PHP/Node.js)	3-7 Yrs	1200-1500

Front End Web Developer (React/Angular/Vue)	3-7 Yrs	1200-1500
Mobile App Developer (React Native)	3-6 Yrs	1200-1500
Full-Stack Developer (React + PHP/Node.js	5-10 Yrs	1200-1800

Note ** - Cost will vary with the technology, skill level, and order volume

Rate Chart: Hourly Rates

Resource Type	Approx Experience	Hourly ($)
Web Developer (For E-Com & Generic Websites using PHP)	2-6 Yrs	7-12
Web Designer (Photoshop, HTML & CSS)	4-8 Yrs	9-12
Backend API Developer (PHP/Node.js)	3-7 Yrs	10-14
Front End Web Developer (React/Angular/Vue)	3-7 Yrs	10-14
Mobile App Developer (React Native)	3-6 Yrs	10-15
Full-Stack Developer (React + PHP/Node.js	5-10 Yrs	12-15
Routine Tester	3-8 Yrs	10-14
Load & Security Tester	3-10 Yrs	10-14
Test Analyst	7-15 Yrs	12-15
System Architect	10-15 Yrs	15
Scrum Master	10-15 Yrs	15
Server Administrator	10-15 Yrs	15
Database Administrator	10-15 Yrs	15
Data Entry Operator	4-15 Yrs	4-7

Note ** - Cost will vary with the technology, skill level, and order volume

The Team Hiring Process

1. **Tell your Requirement -** Tell more about your plan, area of your work, associated technologies, type of projects to be done, number of people to be hired initially, etc.
2. **Feasibility Check -** We will review your requirement and check the feasibility. We will check the feasibility on technical ground, on resource ground, and on daily work schedule ground. If we are convinced that we are able to provide the desired level of quality service in the long term then only we will say yes.
3. **Agree on the Terms and Cost -** Once it has passed the feasibility test, we will discuss the terms and cost aspects. Immediate costs and all future possible costs. Agree on general concerns on both ends - IP rights, privacy, termination, resource hiring, etc.
4. **Sign the Service Agreement -** Once we agree on everything we just sign a formal service agreement to remove unnecessary concern on both ends - also as proof o our professional relationship. We will not need to refer to this document until there is a dispute. We believe in a win-win trust relationship.
5. **Pay the Initial Deposit -** To get started we will need a nominal fee equivalent to just 15 days work-bill since our billing system is a post-paid basis. We always bill in the next month for prev month work.   We will also schedule a date to start at this moment.
6. **Start the Operation -** Start operation as agreed.