

1. Offshore Development Team Hiring

Your own offshore dedicated development team. Ideally, it should be consisting of a team leader (scrum master) and one or more developers. It can additionally contain designers, testers, and other resources depending on your requirement.

They will be working only on your projects. You have full control over their activities. They will be always available online during the scheduled work hours. We will take the pain of all day to day administrative, HR, and operational processes. We will also provide the team with full technical backup with techniques and technology support.

This hiring model is ideal when you have a large long term project that requires a team or you have a software company and would like to outsource your development processes with us.

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2. Dedicated Developer Hiring

A dedicated developer will sit at our office but will work for you just like your own employee. He/she will be working only on your projects. You will have full control of his activities and schedule. Will be always available online during the scheduled work hours. You will have access to all tasks, plans, activities, work reports, and performance reports. You will pay monthly.

We will do all the background tasks - such as daily HR activities, operational monitoring, software/hardware support, and all sort of project management and technical backup. You can focus only on your business ideas.

There will be always a ScrumMaster associated with a developer so there will be always a backup knowledgebase with him/her to provide urgent support in the absence of the developer.

Software development is teamwork. It normally contains different types of works that best be done by separate experts only. For example, the designer works can be best done by a creative designer. Similarly, we may need an architect, a server admin, a database admin, a tester, and so on. While you hire a dedicated developer, you might need them if the situation demands. You can hire them on an hourly basis.

This hiring model is ideal when you have a new custom application to be developed in the agile model or an existing application that requires ongoing support in the longer term.

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3. Part Dedicated Hiring

You hire a developer for a minimum of hours in a month. He/she will be working on your project on an agreed schedule. We will keep the developer available accordingly. Additional hours if any will be billed as per an actual basis. However additional works will be done at the convenience and

availability of the developer.

You have full control over the developer's activity during the scheduled time but you may not have it beyond that time. We will try to keep the same developer to serve you but we may change the developer over time as per our convenience which we may not do with dedicated hiring.

This hiring model is only suggested when you have a project that requires ongoing support but does not have enough monthly works for a dedicated developer.

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4. Project-Based Hiring - Agile

Project-based means we will give a ballpark estimate for a fixed set of high-level requirements. We will also give a resource plan, who will work, and when. However, the project will be done on the agile model. That means - requirements will evolve over time and so the priority. So the estimate may change and so the budget. There will not be a reasonable change in cost unless there are changes in total work. You will have access to all resources, there daily, weekly, monthly plan, and work entry. Billing will be monthly, as per actual work and milestones reached.

The good thing is that we will warn you before it goes beyond your budget. Or suggest to you how to keep it within the budget. At the same time, you will get the flexibility of agile development to improve your ideas to add more customers' values to your product. As we know without customer value a product is likely to fail in the market.

This hiring model is good for a new application where you know what you would like to develop. You know the features, you know the screens and you know the quality benchmarks. But still, you would like to keep the rooms for improvement.

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5. Project-Based Hiring - Waterfall

This is the traditional hiring method when the project will be done on the waterfall model. The budget is fixed so the requirements. And it must be documented in advance. The development will be done on the basis of the SRS (software requirements and specifications) document. Resources are planned solely by us. You may not have access to all resources, there daily, weekly, monthly plan, and work entry. You will not have control of resources. Billing will be milestone based only as agreed.

The development will be done on the waterfall model. That means: define the full project -> design the full system -> code the full system -> then test it -> launch the full system. So change after the scope is designed will be costlier and after a certain point, it may be too difficult if not impossible.

This type of hiring is suitable when requirements are defined in advance along with all screens and internal logics. Not recommended when the development will be done on an iterative basis and requirements and priority will keep on changing.

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6. Usage-Based Hiring

Work is to be done as instructed. And billing is done as per actual hours. No commitment of minimum hours in a month from the client-side but resources will be assigned as per availability basis. There can be a wait time if proper resource planning is not done in advance.

This type of hiring is suitable for hiring additional experts when you have already hired one or more developers. We will always have an idea when you may need other experts. You can also use this for less urgent small tasks and do not require the same developer.

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