

Why Hire a Team for Software Development?

Software development is team work. To develop a good software system, you need help from many experts. It includes at least a developer, a product owner, a software architect, a creative designer, a web designer, a test analyst, a tester, a scrum master, server admin, a data entry operator .. a single developer can't be expert in all.

At minimum you need a dedicated senior developer and other resources. Other experts can be hired dedicated or SOS basis. But if you only become dependant on a single developer, quality has to be compromised.

Hire a team. The dedicated developers will work only on your projects, the shared resources will be involved on schedule. You really do not need a physical office setup with computers for your developers. You can simply concentrate on sales and project management and leave everything to the remote team.

Why Hire a Software Development Team from India?

If you are from a country where cost of labour is significantly higher than in India, with us, you are likley to get better developer at 1/5th (or even less) price.

You will have full control on your developers' activities. When they come, when they leave & what they do. You can directly talk/chat with anytime you want.

Your outsourced web team with us will be more productive than your in-house one. Why? Reason is simple. You have to spend a lot of time with an in-house team for recruitment, training, replacement, payroll and office maintenance. Here you don't. You can concentrate only on marketing and project management.

It will be as reliable as your own team if not better. We guarantee long term support. It will be a paid service but we will not flee away, unlike most of our competitors. We will be available for support, even for a small fix, when you do not have a dedicated team with us.

Who will Hire a Remote Software Development Team?

1. You own an IT Development company (or a freelancer) and you have web projects to do.
2. You are running a large website / MIS system and that requires a responsible team to maintain in the longer term.

Different Options for Remote Software Development

Team Hiring

You have two options to hire depending on your workload and budget.

1. Dedicated - They will work only for your project. At no cost they will work on other project.
2. Part Dedicated - You can book certain hours of a developer every month depending on your expected workload. More the committed hours lesser are the hiring rates.

How a Remote Software Development Team 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 project manager (full time or part time) and one or more full time or part time developers. Full time developers will work only on your projects and will be always available on skype/chat during the working hours. You can contact them any time.
2. We provide all web development amenities to the developers. 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. Project manager communicates with you, finalise the SRS before it goes to developers. Developers will communicate with you or your client only on specific issues during development or testing phase. This is to save your time.
4. A developer does all coding works including PSD to HTML conversion. If he is stuck or need some expert help, he has option to consult other expert developers who you have not hired.
5. You get the non development works (template design, data entry etc) done by other resources on assignment basis. Your dedicated developer can manage it on your behalf.
6. He manage a daily log and enter what hours have been spent on what tasks. You can check his works any time.
7. 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.
8. We will be available for future support, after years, even for a 1 hour job.

In short, it is just like your own in-house team. Except you do not take technical and HR hassles.

FullTime Dedicated Hiring Rates

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.

Part Dedicated Hiring Rates

Resource Type	Experience	Rate in \$	
		First 60 Hrs	60 to More (per hr)
Monthly Hours->		First 60 Hrs	60 to More (per hr)
Team Developer	2-3 yrs	480	7
Sr Team Developer	3-4 Yrs	540	8
Senior Web Developer	4-6 yrs	660	9
Sr Application developer	>4-7 yrs	720	10
Project Manager / Analyst	8-10 yrs	900	15
Web Designer	>3 yrs	540	9
SEO Expert	>3 yrs	720	12
Data entry operator	>2 yrs	250	4

Please Note:

- Hours must be purchased/booked for a month in advance. Minimum commitment hrs is 10 only.
- Unused hours will not carry forward to next month.

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	<ol style="list-style-type: none"> Will work as per project manager's instruction / SRS Will do all required coding works for developing a typical website/web application (CMS, gallery, shopping cart, membership websites) as per well defined SRS May not be able to manage a live site independently 	<ol style="list-style-type: none"> Will work with more responsibility and less supervision Will do all required coding works for developing a typical website/web application (CMS, gallery, shopping cart, membership websites) as per well defined SRS Will manage a small / medium sized live site by his own 	<ol style="list-style-type: none"> Can play the role of a senior developer when required Will manage a team of developers working on multiple projects or on a large project 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	<ol style="list-style-type: none"> PHP / JavaScript / HTML / XML / JQUERY / AJAX / CSS wherever required MySQL/SQL 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 independently	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 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 involvement 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.

Terms & Conditions: Part Dedicated Hiring

- You can hire a part time developer by just making an advance payment of 15 days work. This amount will be adjusted with the last month bill.
- You must book/purchase monthly contracted hours beforehand. A part dedicated developer will schedule the tasks accordingly such that it can be done with priority. The minimum hours that needs to be booked in a month is 60 hours.
- In the first 15 days, if not satisfied, you can cancel the deal without giving any notice. We will refund the money of the un used hours. After 15 days, you can terminate the deal with a 15 days' notice.

- You can communicate with the developer through skype with prior schedule. Communication hours will be billed as usual.
- The developer will report all worked hours through a project management system and submit on month end. If you want you can request him to submit report on any day of the month. The reporting hours are subject to billing.
- Unused hours, if any, will not carry forward next month. Any excess usage will be billed in the same slab rate.
- Billing cycle monthly. We will always bill in the first week of next month of earlier months work. The advance amount will be adjusted with the last month 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.
- 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.
- The 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.
- You don't bear the cost of any hardware/software or anything else used by the developer.
- You can not make any direct deal or offer any incentive directly with the developer
- 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 or a replacement developer (and if replacement process is initiated by RP) for a 2 months or higher contract . The cost will be adjusted in the 2nd month bill. This is not applicable for any temporary replacement.

Why Hire From Us?

- **We add Lean & DevOps values to your application**

Toyota became world leader in car manufacturing by practicing Lean. Leading businesses today do DevOps (the successor of Lean) automation to minimize the waste. We too can help you in this regard.

- **TDD checklists to ensure Built-in-Quality**

Quality not defined is quality denied. There are some core qualities those must be introduced in the design phase, can never be added after QC process. We add these built-in-quality through TDD checkpoints.

- **Agile platform covering both product and project life cycle**

Most of the project management software takes care of the project life cycle only. Our project cum product management system automates the CMMI processes in agile perspective throughout the product life cycle (PLC).

- **Integrated Requirement Management System**

Our system includes a built in agile requirement development and management system. It helps both you and the developer to extract the software requirements easily in the format that a developer actually needs.

- **Integrated Change Management System**

Change is a must to stay in business. A change can be a bug, an missed out requirement, an improvement or simply a new addition. To report, manage and document a change is important. Our system process takes care of it.

- **Integrated Test Management Platform**

Without a proper testing (verification and validation), there is a little chance that all the functional and non functional requirements will be there in the delivery. We have a built-in system and process to take care of it.

- **System Documentation in the background**

Project execution is one time job, but the delivered product requires future maintenance. It can be too painful if the system logics, flow diagrams, use cases, changes are not documented. We do it in the background.

- **No unpleasant surprises - Estimate Change History**

The fact is, most software projects run in late. There can be many reasons but only one solution. Know the reasons at earliest and act accordingly. We provide anytime estimate change report to act before it surprises you.

- Full team support lead by 15+ years exp experts

We have several 15+ years experienced experts who guide the developers in defining the product, processes and design the architecture as required. You get the standards set by the experts but implemented by developers.

- Defined quality delivery at low India price

This has been possible because of the availability of high quality skills at India price together with agile practices, process automation, integrated test management with TDD checklists, 5S verification and finally ethical practices.

- Web Development since 1999

We are on web since 1999. In 2004, we developed our own MVC framework in PHP. We work with stable frameworks like Yii/Laravel/Phalcon (PHP), d-jango (Python), Express/Node.js and React.js / React Native (Javascript).

- Future Support Ensured - by default

We provide future support. Even if you come back with a small change. **Client stay with for years.** Most of our clients are with us for more than 5 years. The main reason we would like to grow with our clients.