

# Virtual Dedicated Hiring

In Virtual Dedicated Hiring you hire 160 hours of several types of resources for developing your project. Someone is always working on your project on a dedicated basis. You can contact him anytime. Unlike fixed cost hiring, you have the full control on the project manager, developer, tester when they work on your project.

It is the **Ideal Hiring Model** for developing a **New Custom Web Application**. Here is why?

## Why Virtual Dedicated Hiring?

Developing a new custom, concept based web application requires many experts. You need at least an analyst cum PM, a developer, a web designer and a tester. Here is the contribution table.

## Who Contributes How Much?

Sl.	Roles /skill types	Contribution to Total Work (Approx)	Experience level (Years)
1	System Analyst / Project Design / Solutions Provider / Project Mgt	30% to 35%	5-15 years
2	Graphics Template Designer (to design the main templates)	5% to 8%	3-8 years
3	HTML designer / Programmer / Unit Tester / Bug Fixer / tester	60% to 65%	2-5 years

To save cost, many people hires just a developer and compromises with the quality of the system.

The best solution is to hire all dedicated resources. But 40% to 70% of your resources may go unused. You may not afford it for a small project.

Of course, you could go for a fixed cost quotation method. But you will need to define your project before estimation is done and you may not be allowed to make changes in the core logic. But for concept based project your requirement doc will evolve over time in the early phase of development, you never know it unless you have moved ahead. So if you go for fixed cost basis, 90% chance is that you will end up with a wrong system. And simply all your money will go in waste.

Virtual Dedicated Hiring is a solution. You get all the experts when you need and you have control on your project requirement. And at the same time you do not hire all these experts on a dedicated

basis.

## When to Hire a Virtual Dedicated Developer?

Followings are the situations when you should hire a virtual dedicated developer

1. When you are developing a new concept based web application
2. When your custom website is going to be different than others.
3. When you want to full control on the developers to yeild high quality output

## How a Virtual Dedicated Developer Works?

1. We have a set of intelligent, well qualified and experienced PHP/MySQL developers who have worked in different PHP/MySQL projects. They are full time employee of RP and work from our Kolkata office normally works during: 10 AM to 7-30 PM.
2. You hire a Virtual Dedicated Developer resource from us. Basically you are hiring 160 hours a month of a team of resources till the project ends.
3. We will select a team for your project. You can also be part of this process. We will select the project manager and the developer. We will use the designer and tester on availability basis.
4. In the initial stage of project definition, analysis and design phase system analyst and designer will work. In the development phase the role of the developer will be more. They will work when required.
5. You will always get someone working on your project dedicatedly. But ideally in a month, they will work for 160 hours (NET) in total for your projects. These 160 hours includes any work with your project, but does not include any other works.
6. If in a month they work more than committed hours those will be adjusted next month. However, idle hours due to dependency from your side will not be carried forward to next month.
7. You will pay a fixed hiring rate of 160 hours for a month, irrespective of who has worked on your project.
8. Once the project is completed you can stop this virtual dedicated hiring and switch to part time dedicated or assignment based hiring model.
9. In this way, you use the right resource for doing the right task on a dedicated basis, again not hiring a full team on dedicated basis

## 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.

## Who to Hire: 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 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

## Virtual Dedicated Hiring Rates

Resource Type	2 Months or More	<2 months
Developer (PM + Designer + Team Developer)	\$995	\$1095
Developer (PM + Designer + Senior Developer)	\$1195	\$1295
SEO Expert (SEO Consultant + SEO Executive)	\$800	\$800

## Terms & Conditions: Virtual Dedicated Hiring

1. You can hire a virtual dedicated developer by paying an advance payment of 15 days work (50% of one month billing). This advance amount will be adjusted in the first month's billing.
2. A virtual dedicated developer will consist a team. The main developer, a project manager cum analyst and required hours of a designer. The main developer will work almost fulltime, the PM will work parttime and manage the project will full responsibility and the designer will help on required basis.
3. Total atleast 160 hours in a month will be done. This will include, developers hours, project manager's hours or designer hours if any at all. All hours spent by the developer(s) in communication, research, programming and testing will be recorded. Hours spent by project manager or other than lead developer is likely to be deducted from the lead developers monthly total hours in the same month or following months. Alternatively it can be billed in the same rate as per client preference.
4. If in a month they work more than committed hours, those will be billable or carried forward in the next month. At the end of the month we will give an hour report. We can give in the middle too on request.
5. Any idle hour (may be due to dependency from your side) will not be carried forward to next month. Idle hour of the main developer/resource will be only considered.
6. Billing cycle monthly, you will receive bill for previous month work. and payment should be made within 10 days you receive the bill.
7. Unless mutually agreed, you don't bear the cost of any hardware/software or anything else used by the developer.
8. In the first 15 days (or in the first week for weekly plan), if not satisfied, you can cancel the deal without giving any notice. We will refund the money of the unused hours. After 15 days, you can terminate any time on a 30 days' notice.