

Project Based Hiring

This is most used method of hiring for an web project. You don't hire a developer and you have no commitment for any monthly payment. Cost is fixed unless you change your requirement.

This is the right hiring model when you know your requirement and tell it us before we start developing the system. It is also ok when your requirement is similar to many general websites that people normally develop for their businesses. For example, when are going to make a custom CMS website or Store for your offline or online business or customize an already developed online application.

For these types of websites we never develop the full system from scratch. We already have the core modules developed, what we do, customize them as per your exact requirements. So quickly we can deliver you a big system at a low cost range. It does not require too much involvement from your side.

When to HIRE on Project Based?

So you should go for project based development when you can define your requirement before you ask for a quotation. For developing simple information websites, e-commerce websites this method is best. But this model is not right when your requirement will evolve with the progress of the development and developers feedback.

How does it work?

1. You simply tell your requirement, in a soft copy. In case you can't, we can help you in doing so for a cost.
2. We estimate our effort to build the system in terms of hours to be spent by an analyst, PM, developer, designer, tester and data entry operator and convert to a cost. The cost is fixed for the final requirement document. We submit the proposal to you along with payment and other terms.
3. Once the price is agreed, you pay the first installment to start the project. Normally it is 30% of the project cost if we have not agreed to a separate payment terms.
4. We start developing the system. As a first step we clarify the requirement, do the basic analysis, create the graphic templates of the main page types including homepage. This is just to show you how will your website look and give an option to change the requirement. In case you provide the graphic templates, we just define the project both externally and internally.
5. You agree with the final specification and templates. The system analyst constune the analysis works and finalizes the system design, database tables and makes instructions to the developers. He also plans the project schedule, milestones and updates you.
6. The developers convert the templates into HTMLs, setup it with our own MVC framework and one by one develop each module. The PM will show you progress from time to time.
7. During the development if any confusion arises the project manager will contact you. You can see the website and give your opinion

8. Once the basic coding is done, it goes to quality testing team. Our quality tester tests it as per quality benchmark and the developers fix those issues.
9. We upload the system in our server for UAT (User Acceptance Testing) to verify from your end. You test with real contents in all types of pages. You test it and report any issues without making too much delay. We fix those issues. You pay 2nd installment. 40% of total project if we have not agreed to a separate payment terms.
10. When you are satisfied, you say OK. We will delete all the test contents and records and move it to your server but do not make it live. You start adding live contents to the website. We will be available to make changes within project scope. We can help you in doing so but at a separate cost.
11. Once the all contents/products are added, you ask us to make the site live. We will bill you the last installment after the site is live or after one month of site move to your server.
12. We provide further 60 days warranty. The team will fix any programming error at no extra cost if reported within 60 days.
13. After 60 days, paid maintenance starts. We are available for support (any sorts of fixing, changes or new feature addition) as long as you need us. Change cost with custom website will be much lower compared to opensource frameworks.
14. We will love to provide you a hassle free hosting cum maintenance service. Will host your website, take regular backups, monitor on a periodic interval and change the script with the change of the server configuration change & execute small change requests on your website on a priority basis for a nominal cost.

Hourly Rates to Estimate a Fixed Cost Project

Resource Type	Exp	Hourly Rate in \$			
		<10	10 to 20	20 to 50	50 or More
Team Developer	2-3 yrs	12	11	10	9
Senior Team Developer	3-4.5 yrs	13	12	11	10
Senior Developer	4-6 Yrs	14	13	11	11
Senior Application Developer	4-6 Yrs	15	14	12	12
Project Manager / Analyst	5-10 yrs	14	14	14	14
Biz Consultant	>12 years	16	16	16	16
Server Administrator	>8 yrs	16	16	16	16
Web Designer	>3 yrs	12	10	10	10

SEO Expert	>5 yrs	16	12	12	12
Data entry operator	>2 yrs	6	4	4	4

Note: Minimum billing/quotation hours for a fixed cost hiring is 4 only. The minimum log hour for all types of hiring is 1 only. Higher is the volume lower is the rate. Reason, leakage for executing a smaller task is more than a bigger one.

When not to Hire On Project Based?

However, this hiring model is not suitable in the following situations

1. for a project where the basic concept may change with the progress of the development. The developer will always give you estimation for a fixed requirement, but if is going to change every time, it is not practical for him to come out with a new price everytime. You should rather go for dedicated or atleast virtual dedicated hiring.
2. for making day to day urgent change works of a live website that requires same person to work over time. But the original developer may have been assigned to another important task so you may have to wait. If he is hired on dedicated basis, you will never get him. So you must go for dedicated or atleast part dedicated hiring.
3. for making major changes of a 3rd party system where we have never worked. It takes some days to understand the code logic written by another developer. It may take months when it is developed on an unknown framework. You should try usage based hiring.

How does it cost to build a website?

Type of Websites	Description	Approx-Cost-Range	Working-Days
General Informative site - simple	1. Common features 2. Single unique template design 3. Slide show - single 4. Approx 10 pages	\$350 to \$450	10 to 12

General Informative site - dynamic	<ol style="list-style-type: none"> 1. Common features 2. One main template and up to 2 add-on template design 3. Slide shows - multiple 4. Dynamic module that allows to create unlimited number of pages through admin. This may include image gallery, articles, services etc 	\$500 to \$700	15 to 20
E Com - Basic	<ol style="list-style-type: none"> 1. Common features 2. Single unique template design 3. Slide show - multiple 4. Custom Product gallery 5. Shopping cart 6. Voucher codes 7. Payment Integration 	\$800 to \$1200	25 to 30

E Com - Large	<ol style="list-style-type: none"> 1. Common features 2. Multiple page templates 3. Multiple slide shows 4. Custom Product gallery 5. Shopping cart 6. Multiple product types 7. Multiple attributes 8. Discount / Sales 9. Custom shipping calculation 10. Additional custom feature 11. Voucher codes 12. Payment Integration 	\$1500 to \$3000	30 to 40
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Membership site	<ol style="list-style-type: none"> 1. Common features 2. Page templates - multiple 3. Slide shows - multiple 4. Dynamic Page Module - multiple 5. Member Registration, subscription and basic membership features 6. Membership renewals with recurring payments 7. Forum Module 8. Blog Module 9. Podcast Module 	\$3000 or More	10 to 12
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Note: All above costs are based on RP framework development. The cost may change with the change in framework decisions.

Terms & Conditions: Project Based Hiring

1. Project cost is likely to change with the project scope changes. The cost of the same change request likely to increase in the later stage of the SDLC (Software Development Life Cycle). Such changes may lead to lower quality codes too.
2. It may not be possible to accommodate the basic logic changes in the project scope at some later stage of the SDLC.
3. Additional cost will be calculated on the basis of estimated hours for additional work. New work + cost to redo plus cost of the IDLE hours caused from the spec change
4. All new UAT issues should be submitted within 20 days of the submission of the project for UAT. Any new change request after 20 days will be billed as per standard rate.
5. As per our policy we do not provide support or execute any change on any 3rd party paid/free logic code. It includes third party modules, plugins, WP themes, JS codes etc. However changes in text, color & font do not fall in this category. We may not be in a possible to give any estimate on any 3rd party code. However, on customer request we can work on any third party

code, but it will be billed as per actual hours even that does not help the customers.

6. Unless we have agreed on a different schedule, the site must be made live within 30 days of the closing of all UAT issues. If it is delayed, client will make proper arrangement to move the site to the live server and pay all the project payments. Of course RP will take care of the transfer process. The client can keep the site in RP server for some more time but at an additional cost. The cost will be the standard monthly maintenance/hosting charges for a similar live site.
7. The minimum billing hour for is an assignment task is 4. In other words, we will bill at least 4 hours work for any tasks even it takes less than 30 minutes to execute. Reason, it always takes 2-3 hours to manage a task (get started, organize, make the pre and post execution communication & bill) in this process. One should opt for part dedicated hiring to avoid this hour leakage.
8. Project based work will be scheduled on the availability of the developer. We cannot guarantee that it will be started immediately or on the next day.
9. We cannot guarantee that the same developer who worked on the project on last occasion will execute a task again. He may be hired by another client or may be simply busy with a important project. One should opt for part dedicated hiring to get it done by the same developer on a priority basis.
10. Delivery period are to be calculated after approval of final spec and design template. The delivery schedule may be delayed if a developer has to wait more than scheduled time for an action from your side. In case you delay too much, we will be compelled to reallocate the developer in another project that may delay further and we will not be responsible for it.

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.

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- **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.