

# When to Hire on Usage-based Hiring Model

You should use this model for hiring short term resources. Here are some situation you can go for usage-based hiring

1. You have hired a dedicated developer but you need help from other experts on an SOS basis - for example, from a designer's service, testing services, etc.
2. Availing ongoing help from the scrum master for a project where you do not need a dedicated scrum master
3. Ongoing support works that include routine or simple development tasks. Like web master's services

## Usage-Based Hiring - How does it work?

Usage based hiring is recommended only with other hiring models. Say you have hired one or more dedicated / part dedicated developers but suddenly you need help from a creative designers (or say load tester). It is quite that a developer will not be able to help you much, even they do, it will be a compromise. So to adhere to quality you should hire a creative designer ( or load tester ) in short ter, get the job done and leave him. We will bill you for the actual hours only. Maximum quality without hitting your budget.

## How does it cost?

The rates vary from resource to resource. It normally depends on the type of resources, experience, and skill level. Here is an approximate picture.

## 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

## Why hire an Offshore Developer?

- 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.
- 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.
- 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.
- 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.

## Why not Hire a Freelancer?

Freelancer hiring often looks lucrative. But you may have to spend a lot of time getting reliability from a freelancer because of some inherent problems. Here are those.

- Uncertain** - Most freelancer works fulltime somewhere and you do not know when he will be suddenly off to save his permanent job. You do not know when he/she will leave. If you hire him/her even dedicated, there is every chance he will have to continue to support other clients. You do not know when he will get a better deal and leave you.
- Unsafe** - Your codes, data privacy, and IP rights may not be in a safe hand. There is a possibility that your code / IP rights are being re-used in other projects, particularly when a

freelancer leaves. You can never catch a freelancer. An ethical company never does it who thinks long term. Employees working for a company do not dare to do it because of legal action.

3. **Limited Talent** - Software development is teamwork. Building a professional application that will provide value to its customers requires many experts. An architect, analyst, server admin, designer, developer, test analyst, etc. It is never possible to get someone with the skills required to play all these roles. So other than developer skill you will have to compromise. With a company like us, you can hire them on an SOS basis and pay only for limited hours. In fact, for the smaller issue, the help comes absolutely free.
4. **Dead End** - With a freelancer, your growth option is a dead end. Initially, you may start with something small a developer might be apparently sufficient for you, but soon your application may become bigger and more complex. You may need help from experts or new resources. A freelancer will pull you back.
5. **No Organisational Tracking** - We have an organizational tracking system. We will do the activity tracking, work tracking on your behalf, and rectify in the background to yield greater output. If you hire a freelancer you might have to hire another manager (or spend a lot of time of yours) to track him.
6. **No Organisational Knowledgebase** - We are in web application development since 1999. We have several people who are in the organization for more than 14 years. We know more than a freelancer what works and what does not work. You will lack it when you hire a freelancer.
7. **Knowledge Transfer Crisis** - A developer may leave. Whether you hire from us or hire a freelancer. And the worst situation normally comes when he/she leaves. When a freelancer leaves you to have to manage the knowledge transfer yourself. It may not be possible for you. But we will easily manage it. The scrum master will have a high-level knowledge of the system. Plus we have a standard documentation process to transfer it to a new developer.