

Financial Services client

The Challenge:

Our client had embarked on a project to drive the development of their 2 key products, from an offshore Development Centre in Shanghai. This office grew to circa 100 heads over the next decade, largely Architecture and Development with some Project Management and Business Analyst capability.

This worked well until around 2014 when the growth of the Chinese Tech market meant that salaries and fixed costs in Shanghai increased significantly. The general cost of living, not to mention competition for talent, meant that price per head was comparable to that of London and productivity much lower. Other noteworthy challenges included communication, different time zones and political risk.

They needed a Development Centre that was much closer to their HQ in London which allowed developers to work closely with their Business experts. They did not know where or how to go about building a solution, so Outsource was engaged to carry out a workshop with their Executive Leadership Team (CEO, CTO and HRD) to help them understand their problem and ultimately their requirement.

Our Solution

As a result of the workshop, Outsource conducted in-depth market research which was then presented back to their Executive Leadership Team and included detailed analysis on:

- Where the talent was located - **digital clusters**
- Socio economic analysis of these clusters
- Cost analysis of the required Talent Pools (typically Architects, Developers, QA Engineers)
- University networks
- Cost of living
- Office space – availability, cost and scalability
- Company profiles within the area – competition, sources of talent, cluster identity

Outsource provided a recommendation of 4 locations that would provide the required Talent Pools, at the right cost, with the flexibility to upscale their team as required. This provided them with the market intelligence they needed to make a decision and ultimately select Birmingham as the preferred location for their Development Centre.

By listening to their problem, Outsource was able to provide a handcrafted solution that comprised Research, Project Management and Provision of Specialist Talent in one package. This blended approach and personalised service meant we had “taken care of everything” for their Executive Leadership Team.

Key results included:

- Relevant Talent Pools built in line with budgets
- Dedicated Onsite Account Manager
- Standardised recruitment process and Service Management
- Local Tech Meetups
- Targeted hiring strategy
- Inclusion & Diversity interview workshops

Get in touch to find out more about our Workforce Solutions for your business

We're here to help you solve your hiring headaches. Contact the team for more information on our range of handcrafted Workforce Solutions including Compliance Audits for IR35, Payrolling, MSP, RPO and dedicated Direct Sourcing talent pools.