

# CASE

Case Study: Nearshore Service Offering - Brazil

## Dexian Successfully Provides Mature Agile Teams through Nearshore Service Offering

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### Challenge

**Need for Cost-Effective, Integrated Support:**

Client sought a more affordable IT model that integrates with their teams (similar time zones).

**US Talent Shortage:** Difficulty finding qualified application development and QA talent in the USA.

**Current Nearshore Issues:** Existing nearshore vendors (IBM, DXC, TCS, Atos) presented skill gaps, communication problems, and challenges building Agile teams, impacting quality and delivery.

**High Recruitment Costs:** Hiring managers spent excessive time interviewing for suitable candidates.

**Limited Nearshore Expertise:** Client lacked experience managing a nearshore IT team.

**Skills:**

- Java
- Spring Bot
- Microservices
- .NET
- QA
- Front-end development
- React
- Dev OPS
- Project Management
- Android Kotlin
- GCP
- Azure

### Solution

**Agile Nearshore Teams:** Dexian's solution involved establishing Agile pods of engineers and testers in Brazil. These integrated teams would function as full partners, not just support staff, contributing thought leadership and expertise while optimizing costs.

**Streamlined Recruitment:** Dexian implemented a customized screening process incorporating Agile, technical, and coding assessments to expedite the hiring process and reduce time-to-market.

**Diverse Skillsets:** Dexian focused on recruiting talent with a wide range of in-demand skills, including Java, Spring Boot, Microservices, .NET, QA, front-end development (React), DevOps, technical project management, Android Kotlin development, Google Cloud Platform (GCP), and Azure expertise.

### Outcome

**Cost Optimization:** Achieved a significant cost reduction of approximately 25% compared to US-based delivery.

**Enhanced Productivity and Quality:** Leveraging a large pool of skilled Brazilian consultants accelerated the delivery of high-quality software products.

**Improved Communication and Satisfaction:** The proximity and time zone alignment of the nearshore team in Brazil led to smoother communication and increased client satisfaction.

**Streamlined Recruitment:** The customized screening process reduced the average interview time to 45 minutes, freeing up valuable time for managers and team leads to focus on project delivery.

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# STUDY