

Accelerating Innovation: Dexian Powers Offshore Capability for a Leading Global HR Tech SaaS Platform

TECHNOLOGY AND TALENT IN HARMONY:

Building Scalable, World-Class Enterprise Software Solutions

For today's digital-first enterprises, rapid innovation and scalable technology are key to market leadership—especially in the HR technology sector, where client demands and user experience expectations grow more complex by the day. A leading global HR Tech SaaS platform recognized this imperative and set out to establish a world-class offshore capability in India, seeking greater agility, cost efficiency, and accelerated time-to-market for its suite of enterprise software products.

But even visionary ambitions come with formidable challenges: sourcing highly skilled talent, maintaining consistent quality across continents, and integrating offshore teams into the heart of the company's innovation engine.

Dexian India partnered with the client to help turn this vision into operational reality—delivering the expertise, flexibility, and process rigor required to thrive in a fast-paced SaaS environment.

CLIENT CHALLENGES

Despite its established global presence, the client encountered persistent hurdles:

- **Specialized Talent Needs:** Sourcing top-tier engineers, QA specialists, and DevOps experts for highly customized SaaS development and support roles.
- **Seamless Integration:** Achieving tight alignment between onshore product teams and the newly established India offshore unit, ensuring knowledge transfer and collaboration.
- **Quality at Scale:** Rapidly expanding offshore capacity while maintaining stringent quality and security standards critical to a global HR Tech platform.
- **Efficiency Pressures:** Delivering high-quality releases faster, while optimizing costs and supporting 24x7 operations.

DEXIAN'S SOLUTION: OFFSHORE TALENT + ENTERPRISE SOFTWARE EXPERTISE

Dexian India's approach blended deep industry knowledge with proven delivery frameworks, enabling the client to scale offshore operations and accelerate innovation:

- **Strategic Talent Acquisition:** Leveraged advanced sourcing methodologies to recruit and onboard a high-performing team of engineers, software architects, QA, and DevOps professionals—each matched for both technical acumen and culture fit.
- **Integrated Delivery Model:** Established agile teams embedded within the client's global product organization, fostering real-time collaboration, transparent communication, and continuous improvement.
- **Focus on Quality & Security:** Implemented best-practice DevOps, QA automation, and security protocols to meet the rigorous requirements of a leading SaaS platform.
- **Agility & Flexibility:** Enabled the client to rapidly flex team size and skill mix in response to evolving project needs and market demands—without sacrificing quality or speed.

THE IMPACT: BUILDING A FUTURE-READY OFFSHORE ENGINE

Dexian's partnership transformed the client's India operation into a true innovation powerhouse—delivering clear business outcomes that extend beyond resource augmentation.

Quantitative Results

- **Rapid Team Growth:** Built a scalable offshore team supporting multiple enterprise SaaS product lines within months.
- **Accelerated Time-to-Market:** Increased release velocity by integrating offshore agile teams, reducing development cycle times.
- **Operational Efficiency:** Optimized delivery costs and enabled true 24x7 support, ensuring global client coverage.

Qualitative Results

- **Enhanced Innovation:** Offshore teams now contribute directly to core product innovation, enabling the client to respond quickly to new market trends and customer feedback.
- **Seamless Global Collaboration:** Close alignment between onshore and offshore teams has fostered a culture of shared ownership and continuous improvement.
- **Sustained Competitive Advantage:** The India center is now a strategic hub, enabling the client to outpace competitors in both product development and client service.

DEXIAN: ADVANCING POSSIBILITY THROUGH TALENT AND TECHNOLOGY

At Dexian, we deliver more than just skilled teams—we empower organizations to turn ambitious strategies into transformative results. Our unique blend of Talent + Technology Solutions enables clients to build agile, high-performing operations that drive sustained growth and innovation in an ever-evolving digital world.