

FIVE SECRETS TO FINDING THE **BEST SOFTWARE DEVELOPERS** THROUGH **REMOTE ENGINEERING** FIRMS.

Over the last decade many nearshore staff augmentation firms have arisen to give companies access to off-site software developers with in-demand skills. Not all of these agencies are created equal, and few are well-positioned to recruit and retain top talent. If you are looking for high-performing developers, you will want to be able to identify which remote engineering firms are focused on hiring and retaining the best engineers.

One way to do this is by understanding what top engineers are looking for in their engagements and verifying that a nearshoring agency offers these benefits.

Here are five "secrets" to finding the best engineers by working with remote engineering firms that offer the opportunities great developers want.



WHAT TOP ENGINEERS WANT: CHALLENGING OPPORTUNITIES.

“At their core, great developers are problem solvers,” according to the Silicon Republic. “They relish the chance to find and create solutions.” Top engineers want the challenges and opportunities that come from working on cutting-edge projects with groundbreaking companies.

They want to solve big problems that test and develop their skills. High-performing developers are less interested in one-off or cookie-cutter projects that don't require the kind of performance that they can deliver.

WHAT TO LOOK FOR IN A REMOTE ENGINEERING FIRM:

Remote engineering firms with leading edge U.S. customers of record, large and small, that are solving big problems.



WHAT TOP ENGINEERS WANT: LONG-TERM ENGAGEMENTS.

High-performing engineers want long-term engagements for financial stability and for opportunities to see big projects through to completion. Long-term engagement gives developers the opportunity to dig into their work, and most engineers relish the opportunity to work with a series of great companies in the course of their careers without the disruption of changing jobs.

Short term roles, when developers “are brought in when companies need a little extra expertise to get the job done,” are unattractive to top talent according to Creative Artisans. “Typically, these roles have little room for advancement.”

WHAT TO LOOK FOR IN A REMOTE ENGINEERING FIRM:

Long engagements mean satisfied engineers and customers. Look for agencies that have an average engagement length of at least one year.



WHAT TOP ENGINEERS WANT: TO WORK AS EMBEDDED TEAMMATES.

Top engineers want to work on teams as full-time members. The best developers are eager to be responsible and accountable for roadmaps. “Lack of project ownership is one of the biggest downsides of outsourcing,” Stackoverflow said. If the outsourcing partner that you pick employs programmers on a part-time basis “the actual project ownership becomes dicey.”

Also, some firms have engineers working for multiple clients, which further dilutes project ownership.

WHAT TO LOOK FOR IN A REMOTE ENGINEERING FIRM:

Engineers that are “invested in providing a stellar user experience to your customers is another asset you should look for when selecting an outsourcing partner.” (Stackoverflow) Look for a firm with a model that places full-time engineers dedicated to your team.





WHAT TOP ENGINEERS WANT: PROFESSIONAL DEVELOPMENT.

The best software engineers are committed to honing their craft. Recruiting software company Triplebyte says 54 percent of engineers list growth opportunities as their top criteria for job satisfaction. Gaining new skills and expertise is a high priority and harder to do when moving from gig to gig than when working full-time building innovative products and solving big problems.

WHAT TO LOOK FOR IN A REMOTE ENGINEERING FIRM:

In addition to longer-term engagements, look for agencies with high retention rates, and that provide mentoring and coaching for their engineers.

WHAT TOP ENGINEERS WANT: A SUPPORTIVE ENVIRONMENT.

Challenging opportunities, long-term engagements, dedicated teammates, and professional development all point to a supportive organization that takes care of its employees. Providing the people and tools to support engineers means the remote engineering firm spends additional resources to sustain this environment. This means that the best engineers aren't likely working for the bare-bones, lowest-cost outsourcing businesses.

"Outsourcing is no longer about saving money, but primarily about flexibility and getting to scale," CIO Magazine said. Data that can indicate the quality of support engineers receive can be found in the acceptance rate of job offers that the agency receives, and the retention rates of developers. Both are indicative of a very desirable place to work.

WHAT TO LOOK FOR IN A REMOTE ENGINEERING FIRM:

If you shop for the lowest price, you're unlikely to get the best engineers. Look for an agency that has acceptance and retention rates in the high 90s.



GETTING THE BEST

The world's best software engineers have their pick of jobs. That's why it's been so hard for many businesses to find and keep top talent locally. High-performing engineers have tended to migrate to world-beating, budget-busting companies in tech hubs like Silicon Valley. This has priced small and mid-market companies out of the market while leaving other regions bereft of talent.

Remote engineering staff augmentation can be a smart, fast way to bridge the talent-opportunity gap. But not all staffing agencies offer the same kind of support for engineers or specialize in the same types of engagements. When looking to expand your team with highly skilled developers that are hard to find locally, knowing what the agencies offer engineers can help ensure that they are attracting and retaining the region's best.



WORKING WITH ANDELA

Andela specializes in quickly and cost-effectively building high-performance distributed engineering teams at scale, placing exceptional developers with leading companies including GitHub, Percolate, and Coursera. We recruit, onboard, manage and pay senior software engineers who seamlessly integrate with your team, operate as full-time members, and use your software development tools, SDLC, and processes.

Contact us at www.andela.com to learn more about how Andela can help you hire top developers and accelerate your product development.



