How **Mastercard Foundry** expanded into new global product offerings

With two billion adults living without access to mainstream financial tools and services, there's an urgent need to speed up the creation of commercially viable products and services on a global scale. Founded in 2015, Mastercard Foundry, formerly known as Mastercard Labs for financial inclusion, is part of Mastercard's broader commitment to connect one billion people to the digital economy by 2025 through public-private partnerships with governments, the private sector, and non-governmental organizations.

In 2017, Mastercard Foundry sought to expand its engineering teams to help scale the products that had shown promise in the market.

10+ Andela engineers embedded over four years

10+ projects globally

2X faster time-to-hire compared to sourcing full-time employees

20+ technical skills competencies provided

Challenge

Mastercard Foundry requires flexibility to scale up or down as needed

Over the past four years, 10 Andela engineers have contributed to key projects with a focus on financial inclusion. The partnership has since expanded to include other initiatives within Mastercard.

As a team that grows and contracts rapidly based on fluctuating project needs, Mastercard Foundry learned that hiring full-time roles was not always the right answer. Interviewing and vetting engineers for full-time employment could take 8–12 weeks. The desire was to rapidly secure engineers who could embed seamlessly into the team within a shorter amount of time.

Challenge

Scale engineering teams with agility and efficiency based on the changing needs of each Mastercard Foundry project.

Solution

Andela worked with Mastercard Foundry to rapidly embed engineering teams to meet ramp up or ramp down needs in a sustainable way by providing quality talent.

Result

Successfully built and scaled agriculture, education, and small business solutions with partners to help people lead empowered lives.

Mastercard Foundry **rapidly ramps up or down** by partnering with Andela

Andela engineers were quickly sourced and placed with Mastercard Foundry within 2–4 weeks. They came with various skills and technology stack competencies to complement the team. Explicitly vetted with financial services needs in mind, such as security and stringent regulations, Andela technologists worked alongside Mastercard engineers on several projects prepared for scale.

To this day, embedded Andela engineers continue to:

✦ **Engage** relevant product managers and stakeholders in the requirements analysis and prioritization process

✦ **Design, develop, test, and deploy** software solutions as scoped in the requirements analysis process

✦ **Critically evaluate and improve** the software solutions and process to have a more effective and quality end product

Working with Andela helped us address that pain point of hiring and onboarding full time engineers. Now, we can expand the team rapidly when we need to ramp up projects."

Edwin Kaduki
Director of Software Engineering
at Mastercard Foundry

The relationship team has always been a good support for us. When we get a profile, we know that they're already vetted for the skills we're looking for."

Edwin Kaduki
Director of Software Engineering
at Mastercard Foundry

Result

Foundry is able to **mature products while maintaining a flexible structure**

The continued partnership allows Mastercard Foundry the flexibility to ramp up or down seamlessly. Andela engineers have continued to partner with their Mastercard engineering colleagues on various global initiatives, including loyalty, point-of-sale solutions, and more.

The Team

Meet some of the Andela engineers embedded at Mastercard Foundry

Some of the technical skills competencies Andela provided to Mastercard Foundry included: Mobile Development (Android and IOS), Web Development, Data Architecture, UI/ UX Design, API Development, Functional and Test Automation Quality Assurance, Cloud Architecture, and Integration Engineering.

Michael **Kamau**

"At the end of the day, we're aiming to promote financial inclusion and I'm happy to see the impact we've made. In my role, I've worked to address issues within the app and support new releases. I collaborated with designers and back-end engineers to make this all happen successfully."

Fernandes **Thuita**

"I knew that my work would matter to communities around the world. Our goal was to create a better experience for users of the Mastercard Foundry product. We were pleased to join the team in getting the app we worked on ready for scale."