Andela engineers work alongside **Wellthy's** internal team to tackle short-term optimizations and long-term upgrades

In 2020, **20% of Americans identified as unpaid caregivers**, and **20 million more join this life stage each year**. Wellthy provides caregiving support for families with complex, chronic, and ongoing care needs. By unburdening families from the complicated logistical and administrative tasks related to caregiving—like finding providers, navigating insurance, sourcing in-home aides, living facilities, and much more—Wellthy is transforming family care.

After entering the growth phase following its $35 Million Series B fundraise, Wellthy was looking to move fast while growing its services and refining its existing offerings. This

necessitated the stand-up of several developer teams addressing a vast set of engineering needs, from big technical upgrades to smaller updates. This spanned the need for expertise in Python, Django, PostgreSQL, RESTful APIs, service-oriented architecture, message queues and caching, React, GraphQL, HTML, CSS, UI/UX, single-page applications, and front-end architecture.

Within a month of initial contact, **Andela sourced and embedded engineers at Wellthy across many of the company's projects.** Wellthy's engineering leadership quickly filled talent gaps while building multiple teams across the engineering organization.

Challenge

In its growth phase, Wellthy is **optimizing user experience in tandem with its shorter- and longer-term projects**, such as feature enhancements, framework and infrastructure upgrades, and bringing new products to market.

To ensure that Wellthy's engineering team addresses short-term fixes and long-term solutions, they needed to onboard new engineers quickly while growing the entire engineering organization.

During this period of growth, Wellthy wanted to mature its technology while maintaining a human-centered experience for its users. When it comes to data regulation and privacy, Andela engineers are intentionally sourced with security expertise in mind to deliver the best safety protocol. Specifically, in the healthcare sector, ensuring the security of sensitive information is critical.

Wellthy

Challenge
Balancing short-term fixes and long-term technology builds while growing the engineering organization.

Solution
Andela engineers were quickly sourced and placed with Wellthy, bringing a diverse set of skills across front- and back-end development to the company and their global perspectives.

Result
Upgrades to the user experience are consistently deployed while longer-term projects are underway simultaneously.

Learn more about how Wellthy helps employers increase productivity, improve retention, and reduce time away—all while giving employees the support they need to care for themselves and those they love.

Within a month of initial contact, Andela engineers were **sourced and onboarded** with Wellthy's specific needs.

Because Wellthy's engineering leadership needed fast support to focus on more impactful initiatives, Andela was able to meet both sides of the challenge. Our talent was prepared to hit the ground running on finding immediate solutions and contributing to projects geared towards the company's longer-term goals.

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> *By having a combination of Wellthy and Andela technologists* working together *we are able to* capitalize and deliver *on new opportunities more quickly.*

Sean McBride
Director of Engineering,
Wellthy

Meet an Andela engineer embedded at Wellthy

Some of the technical skills competencies Andela provides to Wellthy include:
Python, Django, PostgreSQL, RESTful APIs, service-oriented architecture, message queues and caching, React, GraphQL, HTML, CSS, UI/UX, single-page applications, and front-end architecture.

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"As a Wellthian, **I couldn't be more grateful for working with zealous colleagues who share the purpose of improving how caregiving is provided.** Many people will be caregivers or care recipients at one point in their lives. Knowing that I am not exempt, I check in to work, inspired to write code with the user's perspective in mind. Wellthy's inclusive culture values learning, collaboration, purpose, and transparency, fostering career growth in many aspects."

Andela engineers work alongside Wellthy engineers to **increase the team's velocity on day-to-day tasks** while **making progress on larger projects with higher business impact**.

Their aligned efforts have helped raise NPS scores, improve user experience, and increase deployment frequency with quality code. Engineers from the Andela network also bring nuanced, global perspectives on caregiving to keep the human experience at the forefront.

Access healthtech experts through the Andela Talent Network today.

Andela is the first long-term global talent network that connects companies with vetted, remote engineers in emerging markets. Hundreds of leading companies like Cloudflare, InVision, and ViacomCBS leverage Andela to scale their engineering teams quickly and cost-effectively. A distributed organization spanning four continents, Andela is backed by investors including, Generation Investment Management, SoftBank, Chan Zuckerberg Initiative, Spark Capital, and Google Ventures.

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> *"We wanted to find talent that aligned with our mission and understood the impact we're making in people's lives.* The Andela engineers we work with have been mission-driven and are willing to meet the challenges to make a change,"

Sean McBride
Director of Engineering, Wellthy

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