



How ProdPerfect Scaled to **35** ‘**Ridiculously Talented**’ Engineers

ProdPerfect, as you might guess from the company’s name, has a lofty goal: to perfect software products through machine learning-driven automated testing. The company’s software catches more bugs, in less time, for less cost than any other technology available.

The scope of ProdPerfect’s goal is enormous. “We’re solving a ridiculously huge problem—teaching software how to write its own code to automatically test web apps,” said COO Erik Fogg. “It’s ridiculous in part because every customer’s software is different, and that means we launch a new, gnarly project with each new customer.”

The Challenge

Finding 15-30 **ridiculously talented** software engineers

ProdPerfect was ready to scale the engineering team and time was of the essence. They were looking for test and automation experts to write scripts to build end-to-end JavaScript testing frameworks using Node.js, Vanilla JS, Angular JS, and TypeScript.

This wasn’t just about getting coders. It was about getting problem solvers who could help build something that had never been attempted before. In addition to developing the product infrastructure, ProdPerfect needed engineers that could help tailor its software for each new customer. Recruiting, qualifying, and hiring 15-30 engineers with the talent level ProdPerfect needed was a huge challenge.

PROD PERFECT

“Mindboggingly complex” software that writes its own code to automatically test web apps.

Challenge

Recruiting, qualifying, and hiring 15-30 highperforming engineers needed to scale the product—fast

Solution

35 test and automation experts to build end-to-end JavaScript testing frameworks using Node.js, Vanilla JS, Angular JS, and TypeScript

Result

Fully embedded teammates with “the training, talent and the motivation to go kick some ass together”

The Solution

A new kind of outsourcing

When originally approached by Andela, ProdPerfect wasn't interested. The team associated outsourcing with poor quality and inconsistent performance, and not up to their needs for highly motivated, creative problem-solvers. But the scaling challenge was urgent enough to get Erik and Dan Widing, CEO and head of product, to listen.

"Initially I told Andela to buzz off because, like many, we are skeptical about traditional outsourcing. It just doesn't give us the quality we need. We are building a mind-bogglingly complex technical product full of all these unsolved problems. But Andela has a very dialed-in staff augmentation model. I was struck by the clarity and thoroughness of its methodology, the very consistent level of training, the skill sets that we could access, and the detailed expectations that they manage really well."

"Our plan was to get a small team and test them," Erik said, "and then to scale if things went well."

Andela passed the test with flying colors.

The Andela engineers stepped in and became an integral component of ProdPerfect's development environment. **The results were so exceptional** that Erik soon scaled up to 35 Andela engineers.

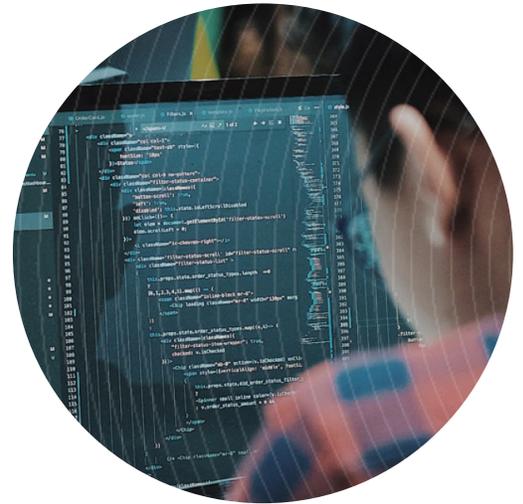
"It's been a perfect fit for us—beyond just their skills, the Andela engineers are fully integrated into our team working at our speed. It's not just the speed of creating the code, it's the speed of solving the problem. And that level of engagement, the creativity, the feedback allows us to solve these problems faster than if we just had a body of people who wrote code."

Andela maintains a network of high-performing developers with a wide variety of skill sets to enable partners to add the right resources at the right time. The model is built for long-term partnership more than for short-term projects. That is exactly what ProdPerfect needed—fast access to superstar developers that could take ownership of its roadmap and hit the ground running.

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Erik Fogg
COO, ProdPerfect



The Results

Ridiculously Great Teammates

ProdPerfect needed dedicated employees that would embrace the company's processes and products and keep pace in a fast-moving, constantly changing environment. Skeptical about any outsourcing model's ability to deliver this kind of talent but chomping at the bit to move faster, the ProdPerfect team started by testing a few engineers.

“It's such a rare thing in software engineering to know that you can just pick up the phone and expand your engineering team with folks that have the training, the talent, and the motivation to go kick some ass together. That's just unheard of anywhere else.”