<CASE STUDY - RUNNING OUT OF SPACE AND TIME>

Background A Fortune 100 financial services firm has been growing at a rapid pace. Their application portfolio includes a large amount of legacy Java software, and they are building out new applications on a modern Java platform. This has generated a high demand for Java full stack/microservices developers to support their business objectives including an increased need for:

- Regulatory compliance across the application portfolio
- Digital transformations and improved channel capabilities
- Introduction of new technologies for managing unstructured data, managing meta data, and measuring/improving data quality
- Implementing advanced technologies utilizing artificial intelligence and machine learning

Solution The Softworld Onshore Development Center (ODC) was established to offload the interviewing, onboarding, and other administrative tasks to focus more on technical leadership and delivering the project requirements on time. This ODC solution provided our client with 128 contractors working on Agile teams comprised of Technical Leads, Software (primarily Java) Developers, Scrum Masters, and an Enterprise Architect. 80% of the team are U.S. citizens and 20% are H1b Visa holders. The high ratio of U.S. citizens is important for this client as they intend, over time, to offer employment to a select number of high-performing contractors, but do not want to incur any sponsorship responsibilities.

Problem Our client has been adding consultants to their teams at a rapid rate but is running out of office space. On top of this, their internal recruiting engine and technology leadership teams are unable to meet the rapid hiring demands needed to support the business. Recruiting is unable to find the volume of people needed quickly, and the technology managers are unable to manage existing teams, ensure quality deliverables, and conduct the requisite interviews to meet the demands.

By The Numbers

📞 Candidates Called: 5,672

💬 Candidates Screened by Recruiters: 2,160

↗ Candidates Submitted: 455

👥 Candidates Interviewed: 379

👥 Offers Made: 166

🤝 Candidates Hired: 128

⬡ Development Center Fully Staffed: 90 days

"Softworld exhibited a solid ability to execute and meet super aggressive timelines. In just six weeks after signing a contract, they built out a space that met our stringent information and site security requirements, and recruited, hired, and organized 128 consultants into our Agile team framework. This level of expertise is why we will continue to partner with them."

Results

Proximity to internal development teams provided the space relief needed while also enabling face to face project collaboration in their Agile (SAFe) environment. This has proven to be highly effective, with much better productivity/results and fewer disruptions than they experienced with their offshore teams.

The Development Center teams have common business goals but operate independently enough to be free of internal corporate distractions. The teams collaborate and identify which projects are best suited to the Development Center teams rather than adding "point staff augmentation" resources across all projects.