

# A GUIDE TO SCALE IT TEAMS

The monthly newsletter of GOITRISE



## Introduction

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*According to the Gartner survey, businesses believe a shortage of talent to be the biggest obstacle standing in the way of 64% of new tech they'd like to adopt. Although in 75% of cases, the issue is associated with IT automation technologies, a similar predicament is developing across computer infrastructure, platform services, networking, security, storage and database—to name a few.*

*To add insult to injury, the huge rise in demand for tech employees comes at a time when there's already a major talent shortage. Companies that don't find a way to secure the right talent will soon find themselves unable to compete against businesses that can deploy new technologies more rapidly.*

# How to Scale Tech Teams

## Delivery Models

### Dedicated Software Team

The dedicated team model is based on the composition of software teams capable of executing specific projects or tasks. The third party company designs, executes and is responsible for all stages of the development process. This model works well when the client's requirements, needs and objectives are clear, transparent and well defined. Generally, this model is the best cost-benefit ratio.

### Staff Augmentation

Staff augmentation is the process by which software professionals scale the client's team. They are provided with the tools and everything necessary to carry out tasks, meet objectives and achieve rapid adaptation to external work teams. They will be directed under the structures and parameters of the client's chief engineer. This model works correctly when it is necessary to hire specific professionals to carry out a software project in a timely manner.

### Hybrid Model

The hybrid model is the combination of the two previous models. Its characteristics will be defined according to the client's needs. Basically, this model works when it is necessary to adapt a type of outsourcing to complex and different environments.

## Definitions

- **Nearshore** refers to outsourcing to countries located in close proximity with similar time zones. A nearshore location for the United States would be Argentina.
- **Offshore** refers to outsourcing to far-away countries with considerable time zone differences. An offshore location for the United States would be India.
- **Onshore** refers to outsourcing to service providers located in the same country.

# Process

## **Discovery**

Contact with the client to understand the scope, needs, objectives and characteristics of the project.

## **Planning**

Plan the necessary resources for their correct execution.

## **Selection**

Process by which the third party company searches, analyzes and selects the appropriate profile under the client's premises and parameters.

## **Execution**

The delivery model is executed with fluid communication with the client, guaranteeing compliance with the defined conditions and objectives.

## Roles & Salaries

To develop this analysis, we have selected the following roles to compare salaries in the US, EU and LATAM.

- .Net Developer
- Angular Developer
- Application Developer
- BackEnd Developer
- C++ Developer
- Java Developer
- Javascript Developer
- Node.js Developer
- PHP Developer
- Python Developer
- React Developer
- Web Developer

*The GOITRISE team gathered and compiled the following data. These numbers are an average.*

\$= American dollar

€= Euro

JOBS	USA		EU		LATAM	
	MID LEVEL	SENIOR LEVEL	MID LEVEL	SENIOR LEVEL	MID LEVEL	SENIOR LEVEL
.Net Developer	\$ 98.562,00	\$127.011,50	€ 75.000,00	€ 110.000,00	\$ 27.200,00	\$ 40.000,00
Angular Developer	\$ 99.774,50	\$120.988,50	€ 70.000,00	€ 100.000,00	\$ 25.600,00	\$ 38.400,00
Application Developer	\$ 93.472,50	\$127.246,00	€ 75.000,00	€ 100.000,00	\$ 37.700,00	\$ 55.250,00
BackEnd Developer	\$120.178,00	\$155.595,00	€ 70.000,00	€ 110.000,00	\$ 36.400,00	\$ 55.250,00
C++ Developer	\$110.186,50	\$150.303,50	€ 75.000,00	€ 111.000,00	\$ 28.800,00	\$ 41.600,00
Java Developer	\$114.480,00	\$140.172,50	€ 75.000,00	€ 110.000,00	\$ 24.000,00	\$ 33.600,00
Javascript Developer	\$103.407,00	\$133.702,50	€ 75.000,00	€ 100.000,00	\$ 20.800,00	\$ 32.000,00
Node.js Developer	\$109.298,00	\$144.909,00	€ 75.000,00	€ 110.000,00	\$ 20.800,00	\$ 33.600,00
PHP Developer	\$ 98.178,00	\$129.295,00	€ 50.000,00	€ 70.000,00	\$ 24.000,00	\$ 34.400,00
Python Developer	\$105.183,00	\$143.983,00	€ 75.000,00	€ 125.000,00	\$ 28.800,00	\$ 44.800,00
React Developer	\$109.515,00	\$138.314,00	€ 80.000,00	€ 120.000,00	\$ 23.200,00	\$ 37.600,00
Web Developer	\$101.436,00	\$138.797,00	€ 60.000,00	€ 90.000,00	\$ 16.800,00	\$ 21.600,00

## GOITRISE Rates

The following average rates are sample estimates for individual roles. (\$Rate/hour)

A real quote requires specific attention from our team.

.Net Developer	\$ 28,00
Angular Developer	\$ 26,67
Application Developer	\$ 38,73
BackEnd Developer	\$ 38,19
C++ Developer	\$ 29,33
Java Developer	\$ 24,00
Javascript Developer	\$ 22,00
Node.js Developer	\$ 22,67
PHP Developer	\$ 24,33
Python Developer	\$ 30,67
React Developer	\$ 25,33
Web Developer	\$ 20,00

The following average rates are sample estimates for individual roles. (\$Rate/year)

A real quote requires specific attention from our team.

.Net Developer	\$ 53.760,00
Angular Developer	\$ 51.200,00
Application Developer	\$ 74.360,00
BackEnd Developer	\$ 73.320,00
C++ Developer	\$ 56.320,00
Java Developer	\$ 46.080,00
Javascript Developer	\$ 42.240,00
Node.js Developer	\$ 43.520,00
PHP Developer	\$ 46.720,00
Python Developer	\$ 58.880,00
React Developer	\$ 48.640,00
Web Developer	\$ 38.400,00



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A photograph of two hands shaking in a firm grip, with a blurred background showing the Goitrise logo and a person in a blue sweater. The image has a pinkish-red overlay on the right side.

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