SHORE
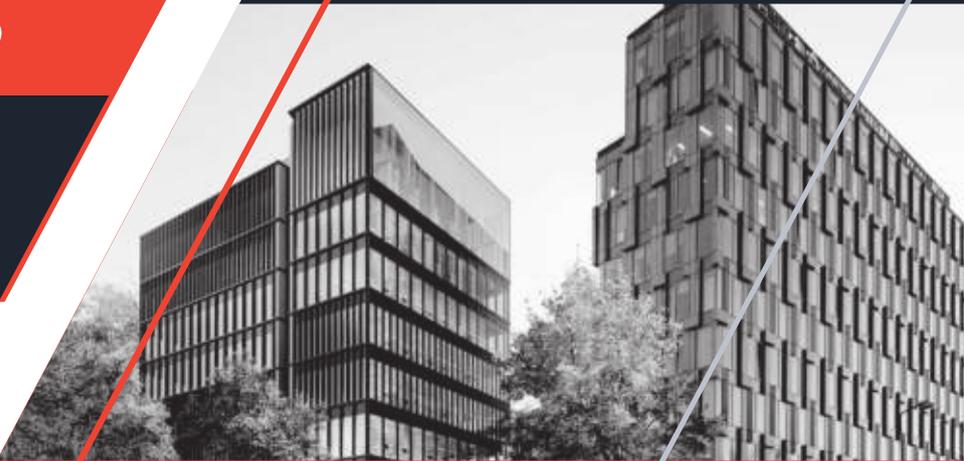## *teams*

2022

Get IT done **better**
Get IT done **faster**
Get IT done **cheaper**

EMPOWERING COMPANIES TO CREATE
A BETTER FUTURE

SHORE teams helps companies on a daily basis to
boost their business growth by IT development.
So these companies can create a legacy.

CONTENT

Within this company profile we'd like to explain SHORE teams' services, how we work and how we can help you take your business further. Please go to the specific section for further information. If you have any questions or would like to know more, our contact details are at the back of this document.

ABOUT

While running a software development agency in the Netherlands, Sander Dales (CEO) and Eelke Broersma (CCO) found there was a lack of local talent. They looked to new markets, such as Romania & India, to hire the necessary skills - and found these individuals to be just as talented as those in the Netherlands.

Doing this with great success (and learning from mistakes), more and more people within their network reached out to get help in this field. In 2017 this turned out to be an entirely new business, **SHORE teams.**

In the past years SHORE teams has grown to:
- +-150 pre-vetted and high end development partners (from 20+ countries). Partners are located mostly in Central & Eastern Europe and Asia.
- A nearly 20,000 big talent pool
- Clients in 15+ countries. Predominantly from Western Europe, UK, the USA and Canada. However, we are absolutely not limited to a certain region, since our solutions are found globally.
- SHORE teams has also worked for clients such as BASF, Greenpeace, De Postcode Lotterij (the Dutch Lottery), ATG Tickets, and many many more.

■ Clients   ■ Partners

90+ clients

20000+ developers

150+ development partners

20+ verticals including FinTech, Healthcare, Education & IT

VALUES & OBJECTIVES

What are your values? If you boil your company down to its foundational principles, they are the things that define who you are. Your values are the aspects of your business which contribute to what you do. For us, they are the essence of the company and the key to your success as a client.

Focus

We are committed to providing the best possible solutions for our clients and business partners. As a team, we have established high standards, which are the main motivational force for everything we do. How do we do that? By working with excellent developers to build platforms aligned with your business goals.

Improvement

We have an effective system of continuous improvement. We thrive to build relationships in the IT world, because we'll never find the right partner without feedback from clients & partners. We're striving to create even better matches by asking for input.

Solution-oriented

We invest as much as possible in, and take care of our employees by being able to deal with any challenges they have on the inside. Rather than going in circles, we're focused on creating and executing a solution which provides the most optimal result.

COMPANY MESSAGE

We empower companies to create a better future.

OUR OBJECTIVES

1. Achieving easier growth in our clients' IT developments
2. Providing accessible and affordably IT resources through our IT partners.
3. Creating lasting collaborations.

OVERVIEW

Knowing that the IT needs in a company can grow exponentially in a very short period, the essential "matter" needed to sustain this growth is people. So far, it is already a fact that the Western markets need more and more developers each day. In such a competitive environment, the person responsible for the IT processes is left with only a few options. That's where our services come into play. Our goal is to keep maintaining and boosting your company's growth. Usually, there are 2 ways to achieve this: outsourcing and outstaffing. We're specifically focused on the latter.

OUTSTAFFING

You hire a team of highly skilled professionals which remotely work on your project under your supervision with full dedication. You have total control and access to the team. In most cases, the team collaborates with your internal developers to strengthen your project. These developers will become part of your team, despite the fact they'll be on the payroll of the development partner.

As an independent organisation, we **help our clients build nearshore and/or offshore IT development teams** with development partners worldwide. We believe that **outstaffing** is the best solution for any new development because of several reasons. The most important of them are the high level of control and flexibility that the client has over outsourcing or in-house hiring. Another important reason are the low costs, which are lower than any other IT expansion model.

SHORE TEAMS

"Your company requires to run like an Olympic runner. Lean and Fast."

EXTERNAL REASONS

Apart from the internal reasons that a company has for hiring remote developers, there are 3 strong external reasons which show the need for getting the potential talent not just from their operating area, but also from the entire world.

LOW NUMBER OF AVAILABLE DEVELOPERS

In recent years, both in Western Europe and in the US, the number of developers who are available is quite low. This is mainly due to the amount of new projects opened by companies, who need more and more programmers every day. It is expected that this deficit will continue to run much further. Up to 70,000 FTE in 2022.

HIGH COSTS FOR HIRING IN-HOUSE IT TEAMS

Due to the low supply, the price of the available developers rises. There has been a significant increase of the wages of developers in Western Europe and North America, with salaries averaging $100.000+ for developers in the US. Around the world, the costs are significantly lower, while the quality standard is consistent. In general clients can save 25% up to 75% on their development costs, in comparison with local agencies or in-house staffing.

LOW AVAILABILITY OF DEVELOPERS WITH SPECIFIC EXPERTISE

If a project requires mastery in a specific programming language or technology, developers become even harder to reach. That's why many companies with such projects do not even think of hiring in-house teams, but rather work with remote teams in achieving their goal.

NEARSHORE & OFFSHORE

Basically, the 'shore' term in the phrases above relates to outsourcing software, web or mobile development to developers abroad. Knowing that there are markets with skilled and affordable talent, a lot of companies decided to go this path and "outstaff" their developments to developers from abroad. So what about the "near" and "off" terms.

A   NEARSHORE

Nearshore IT development agencies are basically located in countries with similar time zones or ones with minimal cultural differences. Technically, nearshoring works just like offshoring with a single difference being the location. We consider nearshore as everything within a 3 to 4 hour flight. In Western Europe, Central and Eastern Europe is considered to be nearshore. This not only puts the communication on a higher level – it also adds up the major cost savings and pretty much makes everything a breeze.

B   OFFSHORE

Offshore IT development means hiring a team from abroad to do the work remotely. It is an option that supports your project needs – however, from further away compared to nearshore. India, Vietnam and the Philippines and the Americas are some of the most popular countries for offshore development. Their cost can hardly be beaten compared to the onshore option which is normally far more expensive for many companies. Offshore IT development is also almost always cheaper than its Nearshore equivalent.

TEAMS

Having access to other talent pools and scale up/down at any time are very important for businesses. If you want to innovate, You need them! Even if you have a clear project roadmap and a strong core team, you're bound to benefit from an extra pair of hands around. Extra development capabilities will help you reach your milestones faster.

More and more organisations and companies are moving away from the traditional employment model to nearshore or offshore dedicated development teams. And for different reasons. It can be either because of scalability, flexibility or cost efficiency. Besides that, it can be beneficial not to be disturbed in daily activities and therefore choose for a team to work on another project externally.
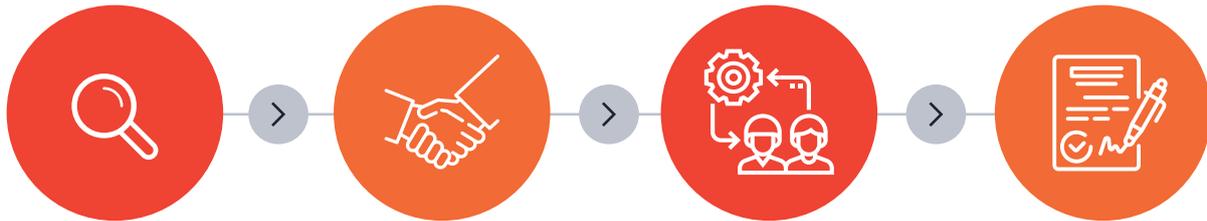
SHORE teams helps you find, select, hire and build dedicated development teams. These are team(s) of smart, talented, highly qualified IT specialists dedicated to working for you. Together with the customer we decide upon the best mix of vertical knowledge, technical and and soft-skills of the team. And also take into consideration aspects like travel distance, time differences, cultural difference and your company's working methods and culture.

HOW DO WE WORK?

Instead of working with a specific technology that other development agencies have, we found a way to achieve your goals with the technology you need. With that goal, we match you with the finest selection out of the more than 150 development partners we have worldwide. Do you have (a) potential partner(s) yourself? We'll screen them for you, using our extensive screening method.

To ensure the best possible solution for you, we follow these steps:

Intake and Selection
We will start with an inquiry of your needs, requirements and wishes. Afterwards we match your inquiry upon to 3 to 4 perfectly matching IT development partners who have the right developers for you.

Get Aquainted
After finding the matching IT development partners, we"ll introduce you to them. You get to talk to them one-on-one, schedule meetings, discuss all kinds of details etcetera. We believe that you need to have the right synergy for a lasting collaboration.

Select & Negotiate
We select the best possible IT partner based on your needs. We can advise you on the partner selection if needed. You do your own negotiations regarding terms, rates, etcetera (if desired we can assist you)

Deal & Next steps
You come to an agreement with one or more development partners, close the deal and start with your first developer(s). Next, we will help you scale the team over time if required.

OUR IT DEVELOPMENT PARTNERS

We have nearly 150 development partners, who have gone through an extensive onboarding process

SHORE teams has close to 150 development partners worldwide, working for organisations, companies and multinationals from all over the world. They work with professional development processes & state of the art technologies. Many can be recognised amongst the top development agencies in the world.

All our development partners have gone through an extensive onboarding process. References are pre checked, as well as (online) reviews. We've checked upon certifications. Furthermore SHORE teams has an ultimate amount of information. Not only technology wise, but we know about the size of their company, amount and type of clients, experience in your vertical, annual turnover and are directly in contact with CxO-level.

Do you have a potential IT development partner you would like us to check? Do not hesitate to ask us. Good chance that they are already among our highly qualified partners. And if not, we'll screen them extensively for you.

We do everything to create the best match for you. *And to take care you stay happy as soon as you've started with your development team*. Remember: we're there to help you move forward!

OUR CLIENTS

Bernhard Reiterer
CEO & FOUNDER

From the stand point of a start up, it has an incredible value to minimize risk. By means of thoroughly knowing your contacts, SHORE teams matches needs and preferences with what is being offered by dev studios. In the background and as a backbone, you provide confidence through recommending reliable matches. Besides that you gave us a pool of recommendations. For that reason we chose the partner you recommended to us and we could not have been happier. In the end, I believe that we have learned our lesson not to ever think of going for any dev before first checking with you :-). It is the best decision to consult with SHORE teams before deciding in a rush on your own with your limited view; it will save you headaches and transform them into a rewarding experience. We give SHORE teams 10 out of 10.

https://www.youtube.com/watch?v=Lxxo64mOr1I

Marko Jakic
CTO & CO-FOUNDER

We needed a number of software engineers on a very short notice. SHORE teams managed to help us. We were very happy with this and your deep understanding of our company and needs. Besides that we were surprised by the high quality of the offered solutions. We were able to speak face to face (video meeting), it felt like a close business relationship from the beginning. I would look forward to work with you again.

Adrian von Mühlenen
CO-FOUNDER OF SUSTRAGIL
(PART OF BASF)

Your service was really tremendous. When we told you our problems you said: "that's something I can handle and I'm gonna solve that for you." And although we had a very tight time window of 4 to 8 weeks, you held your promise. Now we have a successful dev team in place. You really delivered what you promised, and that's absolutely great!

https://www.youtube.com/watch?v=tqJDVofgJbg&t

"Outstaffing, with the right strategy, is a great way to grow your company and achieve amazing results within a shorter time frame. Unlike outsourcing, outstaffing also gives you a better control over your new hires and enables them to easily integrate within your existing team."

TECHNOLOGIES

...and many more

Technologies

As SHORE teams works with over 150 development partners, we can nearly cover any technology stack possible. As long as it is software, web or mobile development.

Our partners are experienced in common technologies as: JAVA, Javascript (including ReactJS, AngularJS, NodeJS), .NET, PHP, Python, Ruby, C#, C++, React Native, Angular 2.0, GoLang, HTML5/CSS3, SAP, Solidity, Unity, Webservices and many more.

Technical Experts

Our development partners can offer the whole package. You can hire product owners, scrum masters, data engineers, graphic designers, Q&A testers, UX specialistst, Ops engineers, Tech leads and ofcourse (backend, frontend, full stack) developers.

The composition of your ideal team depends on your development needs. It depends on the expertise you have in your internal team and the type of company. SHORE teams and our partners can advise you on what is best for you and what you exactly need.

Verticals

Our partners work for: fintech-companies (including banking, insurances, blockchain), companies in health care, travel and leisure and education. Next to that they have experience in: Agriculture, Automotive / Logistics / Transportation, Chemicals & Petrochemicals, Energy, Engineering, Food, Gaming, Government & Public Sector, Manufacture, Media & publishing, Real Estate, Retail & Ecommerce, Social, Sports and

SHORE *teams*

2022

CONTACT US

SHORE teams is a global company with representatives all over Europe, US and South-America. If you would like to get in touch, use the following details:

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