

Nearshore Capabilities from TalentReach

We've partnered with a nearshore organization to bring our customers even more choices when it comes to building quality, diverse teams who can help evolve your company and your technology. This unique offering builds all project teams based on your organization's specific needs. We pay attention to the level/seniority, time, and quantity of our knowledge workers needed and can put together recommendations that are extremely cost effective.

Our partner organization is female-led and focused on diversity candidates. We understand that people from diverse backgrounds are best able to understand the diverse users of a product, and can translate their experiences into powerful business products, services and platforms.

A sample of how we determine experience level for our candidates.

Experienced Level	Senior Level	Advanced - Specialist Level	Lead Level	Architect - Principal - SME Level
<ul style="list-style-type: none"> • 2-4 years of relevant experience 	<ul style="list-style-type: none"> • 3-6 years of relevant experience 	<ul style="list-style-type: none"> • >6 years of relevant experience • >2 years project leadership 	<ul style="list-style-type: none"> • >8 years of relevant experience • >2 years project leadership 	<ul style="list-style-type: none"> • >5 years at this level • >3 years project leadership • >8 years relevant experience
<ul style="list-style-type: none"> • >3 languages • Pair coding • Data structures • Agile practitioner 	<ul style="list-style-type: none"> • Mentoring • Code review • System thinking • NoSQL 	<ul style="list-style-type: none"> • Lead interactions • Standards • Project Mgmt • Design thinking algorithms 	<ul style="list-style-type: none"> • Lead multiple iterations • Policy • Retrospectives • Information design • Cloud / AI 	<ul style="list-style-type: none"> • Architecture • Reliability • Scalability • Availability • Product Mgmt • Agile coach

By having access to this wide market of experienced engineers in a nearshore arrangement, our customers get the benefits of the nearshore market including ease of communication, convenient time zones/work hour collaborations, and the unique experiences of diverse candidates that improves business outcomes. Of course, our customers have final approval over all recommended candidates, and can craft a plan that works for them, rather than getting a one-size-fits-all team-building package.

Benefits to TalentReach customer's teams includes:

- Diversity
- Opportunity
- Inclusion
- Empowerment
- Cost-effectiveness

A genuine culture of empowerment, diversity, inclusion and equality for all in a work environment allows customers to deliver exceptional consistent results. The bottom line is an experienced, diverse team will drive innovation and success - but such teams can be extremely difficult and expensive to build in today's current ultra-competitive market without access to nearshore talent.

Intrigued? Give us a call to see how we can help your technology evolve with the help of a qualified, diverse nearshore team. This is one more way that TalentReach helps clients stay ahead of the competition in a competitive tech job market.