

Managed BI Nearshoring

REBTECH

This is a guide for how to staff BI projects with the right consultant at the right time and at the right price by utilizing Managed BI Nearshoring



Find out how you can gain greater access to BI skills that better suit your requirements for knowledge, experience, and price.

It is time to challenge traditional methods and explore the possibilities of Rebtechs "Managed BI Nearshoring". Improve and scale up your BI-Team but on the same time cut costs.

Read about how to

- find BI-talents and build your BI team with consultants from nearshore
- use virtual teams for BI development
- reduce your costs of external BI-consultants

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1 Executive summary

The purpose of this guide is that we want to show you how to access a large talent market of BI in Sweden's immediate area with considerably lower hourly rates than in Sweden. How to do it yourself or if you want Rebtech as a partner or support in the process of building up your own team or to just find individual BI consultants to strengthen your existing team.

Introduction to BI-Nearshoring

- What is Nearshoring?
- How to build your own nearshore team
- How to find a supplier of BI-services in nearshore countries
- Legal agreements
- About Rebtech and Managed BI Nearshoring
- Why Nearshoring?
- Nearshoring versus Offshoring
- Run BI projects with virtual Teams
- What does it mean to cooperate with Rebtech?

1.1 What is nearshoring?

What is happening right now is that many companies are supplementing their local BI teams with development resources from countries in our immediate area such as Poland, Ukraine, Czech Republic, Romania, and the Baltic countries etc. a.k.a. "nearshore countries". Swedish banks are examples of companies that build their own BI teams within nearshore. What is driving these companies to involve resources from nearshore countries?

Above all, there are three reasons:

- Next to impossible to find local talents to hire who accept reasonable employment conditions.
- Difficult and time-consuming to find BI consultants who are sufficiently qualified. Compromise on competence requirements and experience is a frequent occurrence.
- High demand combined with low supply creates a poor negotiating position with unreasonably high hourly rates for locally hiring consultants.

1.2 How to build your own nearshore team

With the above in mind, nearshoring with BI resources stands out as a very good option. Large companies such as banks with strong financial resources build nearshore teams in-house with both employee and contracted resources. For those who instead choose to partner with a nearshore provider, there are several challenges and pitfalls that need to be kept in mind.

1.2.1 How to find a supplier of BI-services in nearshore countries

The number of it-companies in the nearshore area is large. The challenge of evaluating and determining which of these are credible as partners in BI development is not an easy task. You need to spend a lot of time in meetings, screening CVs, going through references and, not least, agreeing on how both parties envision a collaboration and how quality can be ensured in both deliveries and agreements.

1.2.2 Legal agreements

There are large variations in the terms of the contract in different countries due to differences in legislation for employment and practices for consulting contracts. It is a lot of different arrangements for how to contract resources and what responsibilities the parties have got.

1.3 A better solution – Contact Rebtech

We have already scouted out a vast network of hand-picked it-companies with a solid focus on BI/DW and Analytics in the nearshore area. We have our own employees with extensive experience of BI. We can help you find individual resources or entire teams and manage your team if you wish. We call this service Managed BI Nearshoring.

1.4 About Rebtech and Managed BI Nearshoring

Rebtech is a BI Consulting and Staffing company. We originate from, among others, Cap Gemini, Accenture, Avanade, and other consulting companies where our employees have always focused on BI. Both as consultants and entrepreneurs.

In addition to the traditional way of offering BI services to the market with our local resources, we also offer staffing services of BI-consultants from the nearshore area. We give you the flexibility to quickly scale up or down teams completely based on the needs of the project. You get direct access to more BI talent than is available only in Sweden - at unbeatable hourly rates. Rebtech ensures the deliveries by taking care of both the recruitment process, on-boarding. We also offer team management services in those cases where it is requested by the customer.

This also means that we help customers with the entire process of building their own BI nearshoring as a complement to their existing team. We have suppliers, agreements, and processes in place, which benefits the customer and speeds up the process.

1.5 Why nearshoring?

Look beyond Sweden's borders, and by that we don't mean all the way to India or China, which are often referred to as "offshore countries", but to countries such as Poland, Ukraine, the Baltics, etc., which are generally referred to as "nearshore". Many of the nearshore countries are culturally like Sweden and the level of education and knowledge of the English language is generally very high. The competence within BI and loyalty to customers is very high. In short, we are very close to a large market of BI competence which also fits the needs of Swedish customers very well.

In addition to this, there is a talent market in several places that is growing to the breaking point. Universities are packed with students learning the latest technology in Business Intelligence and Data Warehousing. Another decisive advantage in the comparison with offshoring is that most of the countries are located within the same time zone as Sweden. The capacity and experience versus cost for competence has a very beneficial ratio.

1.6 Nearshoring versus Offshoring

For the uninitiated, it is difficult to distinguish between these concepts. In this context, you usually talk about outsourcing in general, but it just means that you outsourced something you previously did yourself.

Area	Nearshore	Offshore
Culture & Communication	Similar to Swedish culture with a lot of initiatives of its own	Big difference requires more control and detailed specifications
Time difference	0-1 h	Up to 10 h
Travel time	2-4 h	24 h
Language	English	English
Delivery Quality	Very good	Varying
Staff turnover	Low	High
Data security & legislation	In the EU - GDPR	Outside the EU
Availability	High	Huge
Cost compared to Swedish resources	30-40% lower	50—75 % lower

Offshoring is common in many companies and involves using resources from distant countries, usually from Asia. Nearshoring refers to resources from our immediate area within Europe.

The table above shows a concise summary of the differences between offshoring and nearshoring as we see it when it comes to BI development. In summary, we believe that general software development suits offshoring very well when you work with clear requirements specifications, while nearshoring is better suited for BI development, which is agile in nature and where you work close to the requirements setters.

1.7 Run BI projects with virtual Teams

What applies to physical teams also often applies to virtual teams. These are the same factors that determine whether a project is successful - smart goals, a clear agenda and transparency.

However, there are some areas that should be given extra thought when working in virtual teams.

- Spend some extra time getting to know your team. Consider the different personalities that exist and make sure that each employee's strengths are used in the best way.
- Clarify common goals. Ensure that every employee knows what they need to do to deliver and can influence their goals rather than just being delegated a task.
- Create a culture of frequent feedback and attention to the progress made.
- Consider which meetings and gatherings need to be held online or on site. Agree in the team on which meetings can be taken by phone or by video.

2 What does it mean to cooperate with Rebtech?

In short, a partnership with Rebtech gives you:

- An entrance and access to a large market of competent BI consultants with significantly greater breadth and competence than is available if one only limits oneself to Sweden.
- A partner who knows and breathes BI. We have many years in the industry and have a large network also within Sweden. We can take partial or total responsibility for your BI projects or just help you with the BI consultants that you have difficulty getting hold of.
- Help to navigate within the nearshore area, which for the uninitiated can be experienced as tricky. We at Rebtech have already made that journey and have a ready-made network of signed nearshore partners that we know well.
- A partner with own BI architects who can lead BI nearshore teams if you yourself do not have the staff or the will to do this.
- A staffing partner who really knows BI, who can interview and evaluate and assess the candidates proposed by our nearshore partners. All this so that you get the best and most suitable candidates for your projects or in your administration

The goal for us is to become a collaboration partner that enables you to provide better support to your users of the BI applications with higher quality and reliability but at a significantly lower cost.

Many BI departments have difficulty finding competent staff to hire and are largely dependent on external consultants. The cost of consultants within BI has increased significantly in recent years. The problem is not only the hourly rates, but also that the contracts often lack the flexibility necessary for agile development.

The challenge can be summed up as the availability of skills is less than the demand. At the same time, the flexibility that is demanded does not exist, which also increases costs. Employing your own BI staff is of course an option, but today the salary requirements from those seeking employment in the BI departments are generally very high. In addition, recruitment is both a time-consuming and costly process.

We can help you get the balance between the demand and the availability of resources as well as the rampant costs for personnel and consultants within BI.

3 Quality assurance

Quality is always important, especially when trying new solutions. We know that there is uncertainty and prejudice against using staff from other countries, and that this often leads to choosing the easy but more expensive option, local consultants. This is something we want to change!

The developers we have access to within nearshore hold at least the same, and sometimes even higher technical level than Swedish consultants. They also possess the industry knowledge that is often required in the projects.

Rebtech places high demands both on our own employees as well as on the developers we engage from our nearshore partners.

Below we briefly describe the process we use to ensure quality when involving nearshore resources.

- Onboarding - Introduction, organization, development environment, complete schedule for the first two weeks.
- Bridging gaps - Responsible for minimizing any gaps in the form of language, time difference, and remote work so that deliveries are not delayed.
- Quality Assurance - Ensure technical quality, manageability, and application testing. Control of delivery quality continuously and upon handover.

4 Next step

Irrespective if your needs are single resources or if you want to build a completely new team or if you want a partner for a new BI-project give us a call or drop a mail.

5 References

Rebtech works today with several global Swedish customers. Contact us for more information.

6 Contact information

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