

Making Harver's growth possible

Harver is one of the world's fastest growing HR-tech companies. They developed software to predict candidates' future performance. They figured at an early stage it would become very hard to support the large amount of incoming clients with a local engineering department. The reason being they simply would not be able to find enough well-trained developers in the cramped Dutch labor market. That's where we came in!

Business Trends



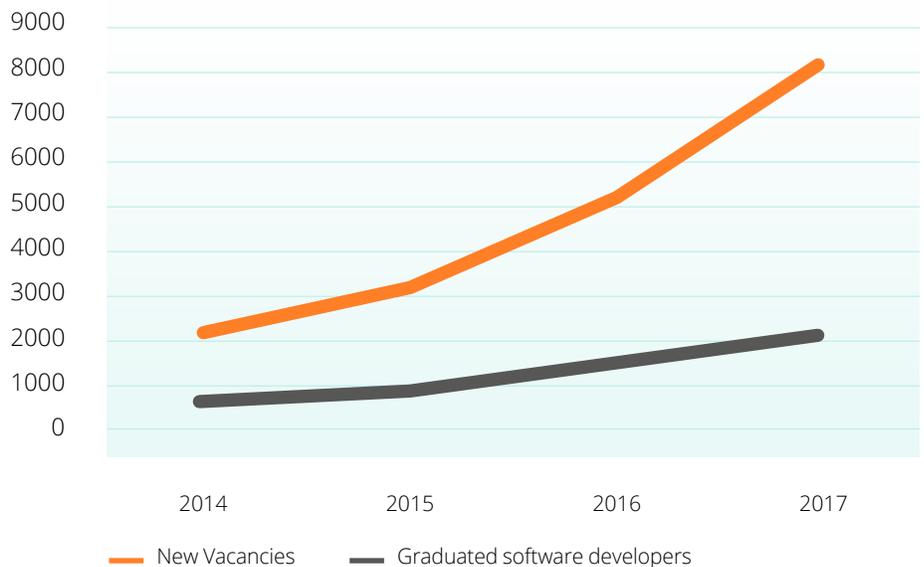
Shorten time-to-market

The digital economy is expanding rapidly and more and more large companies understand the importance of working with fast-paced start-and scale-ups with smart solutions. To grow your clientbase and remain competitive its all about building scalable software with a short time to market. This makes clients happy and gives you an edge over competitors. To make that happen tomorrow, software companies need well-structured development teams today.

Shortage of great tech talent

The main problem every software company in the Netherlands faces is the shortage of great developers. Currently we need 2000 well-trained software developers per year more than we actually get. In 2016 there were 34,000 vacancies in the IT-sector, while the number of youngsters graduating in the subject was only in the hundreds. Companies with a technical core, like Harver, all have a hard time building up their team.

Lack of Software Developers in the Netherlands



Business Trends



Exorbitant software developers' salaries

Back to our mini economics lesson. When supply can't meet the much higher demand, prices go up. As a result of the exponential growth in the need for developers, costs are on the rise. We have seen steep salary increases in the last few years and hiring good developers is rapidly becoming way too expensive. Who's really to blame? Most people would "keep an open mind" when they can earn 20% more next year in a new company.

Recruiters hunting down software developers

To make matters worse, recruitment cowboys charge hefty commissions if they supply you with the much needed talent. It's not uncommon for recruiters to charge at 20 percent or more of a yearly salary for senior positions. That means for senior talent, including recruitment fee, one might end paying up to €70.000 in the first year alone.

Cost structure



Challenges and business value

	Executive IT	Management Team	Organisation
Challenge	<ul style="list-style-type: none"> • Reduce Time-to-market TalentPitch solution • Gain strategic capacity for building true SaaS solution • Keep IT costs under control 	<ul style="list-style-type: none"> • Clients demanding rapid deployment time • Proactively identify performance issues before business impact • Translate upsell opportunities in real solutions 	<ul style="list-style-type: none"> • Make clients happy: Customer success • Grow in a sustainable way and keep organisational culture in check
Value	<ul style="list-style-type: none"> • Faster implementation of clients • Open new markets as SaaS rolls out • Keeping the CFO happy 	<ul style="list-style-type: none"> • Teams aligned and working on the right things at the right time • Increase revenue 	<ul style="list-style-type: none"> • Improved NPS and service level • Retain employees and attract great talent to continue growth

Our solution

Executive IT	Management Team	Organisation
<p>Restructured Engineering department</p> <p>Well-structured onshore / offshore Product & Technology organisation:</p> <ul style="list-style-type: none"> ✓ Netherlands: Automation; Data; SaaS teams. ✓ Sri Lanka: Implementations; Integrations; mobile and QA teams. <p>Advantages</p> <ul style="list-style-type: none"> ✓ Highly efficient implementation team ✓ Focus on product development in Netherlands ✓ 50% cost-reduction 	<p>Resource flexibility</p> <p>With an office in the Gapstars community, Harver enjoys higher flexibility in upscaling and their team</p> <p>Management now has the infrastructure it need to service clients in a better way and satisfy stakeholder demands.</p> <p>Advantages</p> <ul style="list-style-type: none"> ✓ Happy stakeholders: from clients to investors ✓ Ability to focus on continuous growth 	<p>Sustainable growth</p> <p>Because the teams in Sri Lanka is are a dedicated extension of the Harver organisation in the Netherlands, developers understand the companies' product roadmap, specific client cases and experience personal growth together with the teammembers in other countries.</p> <p>Advantages</p> <ul style="list-style-type: none"> ✓ Happy clients ✓ Happy employees ✓ Keep organisational culture in check ✓ Build-up knowledge



Business Impact

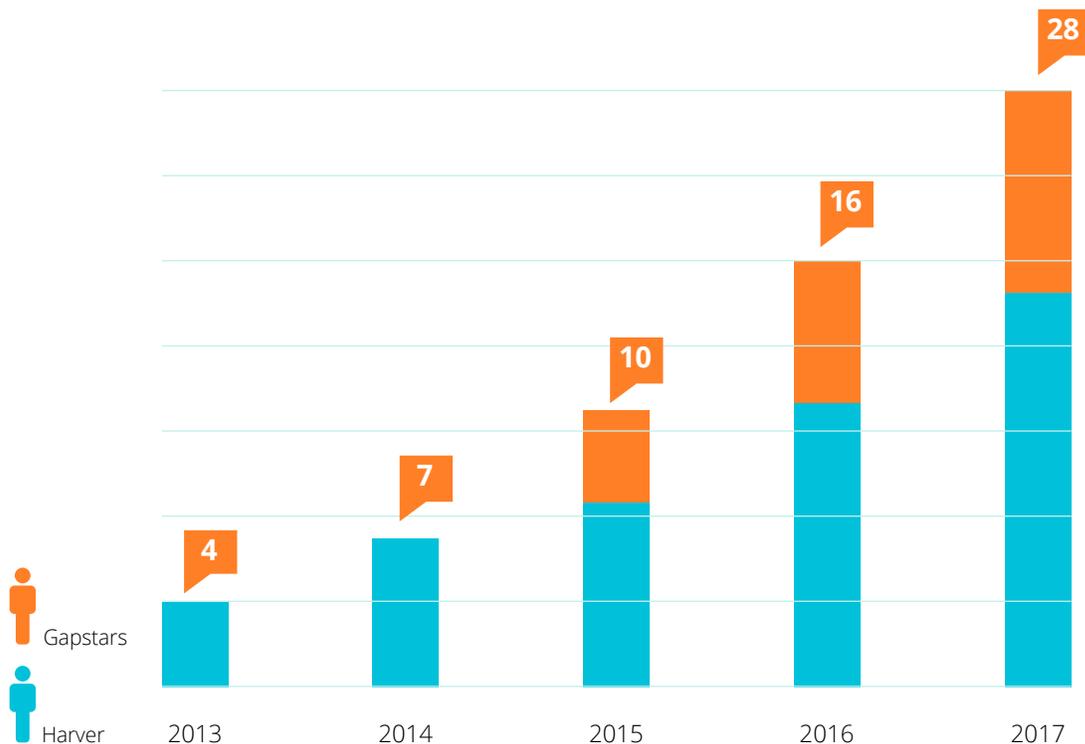


How it all started. During our connect workshop we zoomed into the Harver DNA, the structure of its engineering department and their product roadmap. With our new found knowledge we reached out to our community in Sri Lanka to find the right people to build Harver’s first offshore development team. Soon we found the first three tech-heroes that would form the core of the Harver office in Sri Lanka.

By flying developers and managers back-and-forth between Amsterdam and Colombo on a regular basis, we quickly managed to make the Sri Lanka team an integral part of the Harver organisation.

As the Harver journey continuous and investments keep coming in, the team in Sri Lanka is expanding rapidly. Currently Harver has 18 developers divided into four teams: Implementation; Integrations; Mobile and QA.

Harver growth



Our help



- Recruitment Process. Finding the right people is crucial for setting up a your remote development teams. We support our clients in finding the best talent with customized tech assessments and personality tests.
- Skills Development. We use trainers and e-learning tools to get our clients up to speed in order to have a better to understanding of their products and the platform.
- Agile Methods. Working with different cultures and remote teams requires special attention. We have the methods that will give your organization the pole position.
- Working environment. Our office in Sri Lanka contains high-end workspaces and a stimulating working environment including: daily lunch, team activities, knowledge sessions and a health program.

We have done our research and found that Sri Lanka is an excellent location to establish your dedicated offshore engineering department - as a complement to your IT team in the Netherlands – Europe. Our clients are fast growing companies that realize they need to go abroad to fuel their growth. In their hunt for top tech talent we assist them across the border. We make sure there is a cultural fit between the offshore teams and our clients' business. We always build in proper training periods make sure teammembers understand their business and work in an agile way. Together with our clients we build plans to anticipate future growth to make sure scaling conditions are ideal.

References



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Thanks to the Sri Lanka team we had fast access and scale to senior engineering, enabling us to deliver on our SaaS and data challenges.”

Yehuda Hofri – CTO Harver



“

Thanks to Gapstars we are able to focus on product development and making clients happy at the same time”

Barend Raaff – CEO Harver

Harver works for clients such as:
Booking.com, Agoda, Swisscom, Zappos, Arvato Bertelsmann

