



Outstaffing

Outstaffing will assist the company to optimize business processes, reduce tax and personnel costs, and solve the problem of attracting qualified specialists for short-term and long-term projects.



Outstaffing is a type of outsourcing model where a dedicated team of IT professionals is provided as a remote resource to the main customer for its IT project.

The customer assembles the remote team according to the required technologies and manages the remote developers.

The remote team strengthens the customer's team for the agreed time and scope of the project.

The customer company is supposed to carry out structuring of the development process and assignment of tasks to remote developers.

The company providing outstaffing services undertakes to resolve all personnel issues that arise.

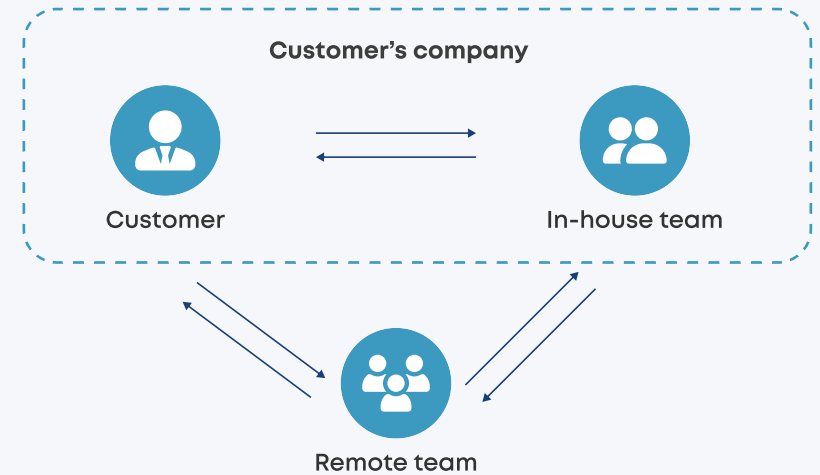
Telesens provides a dedicated team that works focused on the customer's project over the entire period of the contract.

The hiring customer will have full control over the team or the individual hired for their project for the duration of the contract.

The customer can hold discussions, updates, phone calls and any other interaction with the resources of the dedicated development team for the successful completion of the project.



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In our team, this remote hiring model consists of the following three steps:

01

The personnel selection process consists of

- the initial formation of a search mask based on the declared personnel resource, the formation of hunting platform where it will be implemented;
- the script is created containing a description of the position, stated requirements and desired competencies of the future specialist, the search is carried out according to the above-mentioned indicators;

- In the format of conducting a technical pre-screen interview for the formed funnel of candidates, there is selection for their further technical processing, there is a profile interview (due to some requests or due to a test task) and there is a job proposal for possible further cooperation.

02

Registration process consists of

- workspace allocation;
- setting up of development environment;
- communication provision, tracking and monitoring tools.

Ongoing Process includes:

- regular discussions;
- project tracking;
- problem solving;
- meeting contractual obligations;
- completing tasks.

Remote hiring is an integral part of the HR departments of almost all companies around the world. At Telesens, we use the following recruitment methods, because they are the most effective for us and for our customers

Hiring freelancers (unsupervised hiring)

Freelancers became a very powerful remote hiring model over the past decade. Hiring freelancers is about 40% faster than other remote hiring procedures.

Typically, such employment depends on two main types of agreements, such as the hourly rate and the number of hours of workload (within the desired range for the customer) and probable number (for the contractor). This is the most cost-effective way of hiring.

Our customers benefit from our long-term experience as an IT service provider. When it comes to coordinating processes between internal and external teams, we agree our communication tools with our customers' tools.

Advantages of using Outstaffing:

Offers greater control over employees;



Much cheaper resources compared to full-time employees;



Flexible team for easily expanding and reducing your teams;



High efficiency and productivity;



Lower project costs.

We work with modern applications such as Google Chat, Google Meet (including various other Google products), JIRA, Gitlab and other joint software that make it easy to collaborate regardless of location.


**Let's examine the comparative table of Outsourcing and Outstaffing**

	Outsourcing	Outstaffing
Technical skills required	Requirements and tasks are needed to formulate them correctly. Your hired team will take care of the rest.	Taking into account that you will need to manage a team, good technical skills will be necessary
Price	It is more expensive because the full scope of work, including distribution and control, is performed by a hired team.	It is cheaper because the customer performs many processes that are personally related to the project.
Responsibilities	The customer has practically no responsibilities, while all responsibilities are on the side of the outsourcing company. At the same time, all participants must be involved in the project process to ensure its success.	The customer is responsible for many aspects of the project. He manages the work of IT specialists, plans the project, and distributes tasks.
Team management	Usually, the team is managed by a Project Manager.	The customer manages the team personally.

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