

# INVESTIGO

NEARSHORE TECHHUB SOLUTION

# OUR NEARSHORE TECH HUBS

## A SMARTER WAY TO SCALE & INNOVATE

Welcome to Investigo's Nearshore TechHub – a solution designed to help businesses scale their technology teams efficiently while maintaining high-quality delivery. We're experts in providing top talent and technology solutions across multiple European locations, at highly competitive price points.

Our solution has been helping our customers deliver projects successfully since 2016, so whether you're a start-up, FTSE 100 company, or even building a new MVP product, we have a team of technology SME's that can help.

If you'd like to learn more about our products and how we can partner with your organisation, please get in touch with myself or one of the team.



**Tom Hilkene**

Director - Specialist Technology

[Tom.Hilkene@investigo.co.uk](mailto:Tom.Hilkene@investigo.co.uk)

### SECURE TOP TALENT

Extensive network of local, specialist resources to provide capability and capacity support.

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### OPTIMISE COSTS

Transparent pricing models and maximise ROI.

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### REDUCE RISK

Fully compliant with local regulations and our model shares accountability for delivery.

# YOUR CHALLENGES.

## OUR NEARSHORE SOLUTIONS

### CHALLENGES

#### BUDGET PRESSURES

High quality resource comes at a premium across high-cost locations such as the UK.

#### HIRING TOP TALENT

The UK is a highly competitive and overly saturated market.

#### ONSHORE LEGISLATION

IR35 can lead to unnecessary Tax and compliance risks.

#### OFFSHORE CHALLENGES

Time zone, language & cultural challenges create unnecessary delays alongside Project Security & GDPR concerns.



### SOLUTIONS

#### COST SAVINGS OF BETWEEN 35-45%

Our nearshore solution provides significant project savings whilst maintaining quality of resource.

#### TOP QUALITY TALENT

An excellent STEM education system, combined with a relatively immature marketplace, provides a large talent pool of highly skilled and accessible resource.

#### DOES NOT APPLY

Our nearshore solution is not regulated to IR35 legislation - Investigo is fully compliant in each location we operate in.

#### NO RESTRICTIONS

Time-differences of 1-2 hours allows for real time collaboration and avoid unnecessary delays to projects. With shared & similar data protection laws, project security is assured.

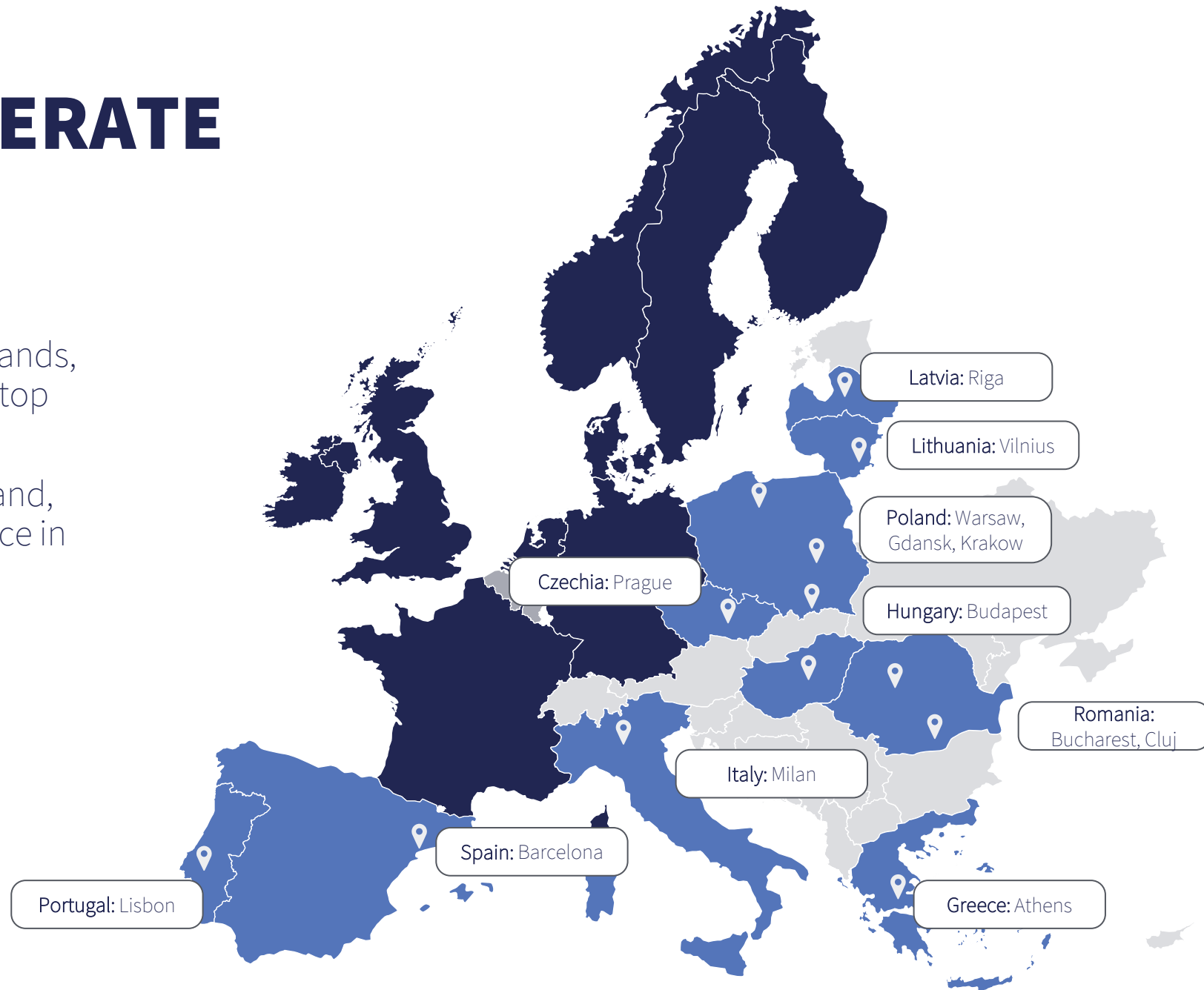
# WHERE WE OPERATE IN EUROPE

Since 2016, we've been helping companies across the UK, Netherlands, Nordics and Benelux regions with top talent across nearshore locations.

Following our initial launch in Poland, we are now able to provide resource in the following locations:

**Key:**

- Traditional 'High-Cost' locations
- Our Nearshore Tech-Hubs



# OUR FLEXIBLE DELIVERY MODELS

## T&M (STAFF AUGMENTATION)

*Tailor-made delivery engagements, aligned to your strategy and service managed throughout to enable the desired output.*

### SPEED TO DEPLOY

Our sourcing expertise and associate model means we are ready to deploy specialist resource within 1 week from initial capability briefings.

### DELIVERY FOCUSED

We've built a business on deploying specialist capability all over Europe aligned to your delivery plan

### FLEXIBLE COSTING

Our flexible T&M pricing model allows customers to build specialist teams to suit their budget & project deadlines.

### DELIVERY ACCEPTANCE

Delivery acceptance reporting triggers payments

## BLENDED PRICING

*Optimise your budgets with a blend of Onshore & Offshore resources.*

### COST OPTIMISATION

Deploy Team leads Onshore & development teams Nearshore – reducing overall spend and optimising capability.

### GEOGRAPHICAL FLEXIBILITY

With capability across over 10 nearshore locations, hire your team in a location (or multiple locations) that suits you

### EXPERTISE ON DEMAND

A scalable solution that delivers teams of proven SME's to deliver against your outcome.

### DELIVERY MANAGEMENT

Inclusive of Quality assurance, Delivery Management and full PMO Services to ensure we hit milestones

# OUR SPECIALIST

## CAPABILITIES



### CYBER

**Building trust in the digital era,  
protecting customers & suppliers**

- Security Leadership & Transformation
- Security Operations
- Security Architecture & Engineering
- Governance Risk & Compliance (GRC)
- Identity – IAM | PAM
- Penetration Testing



### DATA

**Turning your data into your most  
powerful asset**

- Data Engineering
- Data Architecture & Modelling
- MDM & Data Governance
- Data Science, Machine Learning & AI
- BI Reporting & Analytics
- Data Project Management & Business Analysis



### SOFTWARE & DEVOPS

**Accelerating Innovation with Agile  
Development and Automation**

- Software Engineering – Frontend, backend & Mobile
- Devops
- Product Management
- Platform Engineering
- QA & Testing
- Technical Business Analysis



### INFRASTRUCTURE & CLOUD

**Building a Scalable, Secure, and  
Future-Ready Digital Backbone**

- EUC
- Networks
- Cloud
- Service Management
- Infrastructure Project and Programme Management
- ServiceNow

# OUR RECENT CLIENT CASE STUDIES



## THE CHALLENGE

HelloFresh needed to accelerate their technology platforms to meet demand. The build was cost sensitive across multiple regions and was required to adhere to German employment laws.

## THE SOLUTION

- Rapidly deployed 28 nearshore consultants in 4 squads, across 15 European countries.
- Squads formed across Data Engineering, Full-stack software engineering, Business Intelligence & Product/Mobile.

## THE RESULT

1. **Successful delivery of the project(s)** –enabling HelloFresh to exceed their technology build.
2. **Cost Savings** – on average, we saved HelloFresh £225 per day, per consultant. At it's peak we enabled savings of £120,000 per month vs the contract model in Germany.
3. **Circumnavigated challenges** around German Freiberufler / employment laws.



## THE CHALLENGE

Under significant regulatory deadline challenges, combined with major M&A, LSEG needed to fill capability and capacity gaps across multiple European locations.

## THE SOLUTION

- Provided over 98 Associates across 75 SOW's, all via Staff Augmentation.
- Most resources were deployed via our Bucharest Techhub, although other European locations were utilised where required.

## THE RESULT

1. **'Unicorn' hires across the business** – LSEG had tried and failed for years to identify and hire top talent in Romania. Our TechHub was able to source, deploy and manage associates across the group.
2. **Cost Savings** – Using a blended rate card, we were able to optimise programme output whilst staying within budget.



## THE CHALLENGE

Following the acquisition of Adevinta by Blackstone & Permira in 2024, they planned to section each brand into separate entities with their own Data Platforms, Infrastructure & Software solutions required.

## THE SOLUTION

- MSA was agreed with each entity
- Direct conversations with Procurement and Program Leads per brand, to determine the priorities regarding new hires across the following 3 years.

## THE RESULT

1. **Speed to Hire** – 34 associates were hired within the first 3 months of the new proposals being drafted.
2. **Remote Workforce** – Due to the urgency of hires required, 28 of the consultants onboarded were from multiple nearshore locations (Poland, Romania & Italy).
3. **Solution Led** – The implications of the DBA Law within the Netherlands were not affected by consultants based elsewhere in Europe.



## THE CHALLENGE

Powdr went through large pre-seed funding to develop new product offerings to their customers. They needed low-cost, high quality software resource to support the build.

## THE SOLUTION

- Deployed SME resource 40% cheaper than alternative UK options.
- Allowed Powdr to also invest in UK FTE hires whilst development continued under our oversight.

## THE RESULT

1. **Speed of delivery** – following an initial discovery call, we supplied 3 SME profiles to the CEO within 48 hours. With pre-scheduled interviews, the chosen candidate was hired within 1 week.
2. **Future partnerships** – discovering our nearshore solution, we are now partnering with Powdr to develop further products that can be introduced to our own client base.

# MEET OUR

## NEARSHORE SME'S



**NICK HILL**

DATA & ANALYTICS

London, UK

[nicholas.hill@investigo.co.uk](mailto:nicholas.hill@investigo.co.uk)



**SINA FARAMARZI**

SOFTWARE & PRODUCT

London, UK

[sina.faramarzi@investigo.co.uk](mailto:sina.faramarzi@investigo.co.uk)



**MAISON SAWYER**

INFRASTRUCTURE & CLOUD

London, UK

[maison.sawyer@investigo.co.uk](mailto:maison.sawyer@investigo.co.uk)



**DAVID MANFIELD**

CYBER SECURITY

London, UK

[david.manfield@investigo.co.uk](mailto:david.manfield@investigo.co.uk)



# THE **IN** GROUP



## **Specialise in exceptional**

Expert recruitment across 20+ specialisms.



## **Success Accelerated**

Executive search and interim management to find the leaders to accelerate your business's growth and success.



## **Define. Design. Deliver**

Digital, change and managed service programmes to help transform your business.



## **Elevating People Leaders**

Talent acquisition strategies and talent advisory to help you attract and retain the best talent.



## **High potential technology consultants**

Hiring and training for high potential software, data and cloud talent.



## **Accelerating performance through exceptional talent**

Leading specialist recruitment provider with a focus on life sciences.