How do I find great developers?

What are my options for developers…

Overseas Individual

PROS:
Cheap rate <u>PER HOUR</u>

CONS:
<u>IT'S TEMPORARY</u>

<u>IT'S SLOW ADD 40%</u>

<u>BRING YOUR OWN SKILLS</u>

Overseas Firm

PROS: Cheap rate <u>PER HOUR</u>

CONS: <u>IT'S A DILUTION OF TALENT</u>

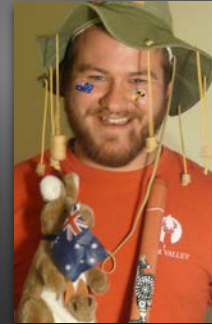LACK KEY STAFF TO DELIVER HIGH QUALITY DEVELOPMENT QUICKLY

QUALITY OF CODE (TRAINING OR LANGUAGE BARRIERS)

Local Front to Overseas Firm

PROS: Someone <u>may</u> know Australian Laws a little better

CONS: QUALITY & SPEED OF <u>DEVELOPMENT DOESN'T CHANGE</u>

LOCAL

CONTRACTOR

STAFF (YOU HIRE)

LOCAL

DESIGN AGENCY

LOCAL

SOFTWARE FIRM WHO "CARES FOR THE SUCCESS OF THE PROJECT LONG TERM"

QUALITY = STAFF AND PROCESS

LOCAL

SOFTWARE FIRM WHO "RENTS YOU DEVELOPERS"

QUALITY = STAFF GIVEN (TEMPORARY)

Slide 1
LOCAL

SOFTWARE FIRM
BIG SOFTWARE FIRMS
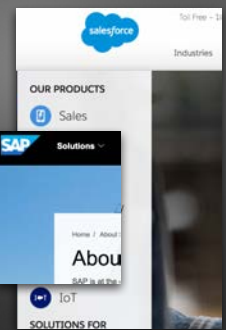
$500K +

(IBM, Australia Development Laboratory — "ware development ... social, security, mobility, big data ... our team and you'll find unmatched expertise in ... e, design, development and testing for a range of ... ux and open source development.")

Slide 2
LOCAL

PRODUCT SELLERS
CONFIGURATION SPECIALISTS

(salesforce — Toll Free; Industries; OUR PRODUCTS; Sales; SAP Solutions; Home / About; About; IoT; SOLUTIONS FOR)
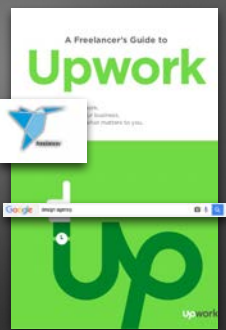
Slide 3
Where do I find these folks?

OS Developers

Agencies

Configuration Specialists

Local Custom Software developers

(A Freelancer's Guide to Upwork; Google snap-agency)

Slide 4
What's the end result I need?

Focus on the result and choose the developer fit the purpose.

Slide 5
End Topic

Slide 6
What do I need to know about working with offshore developers?

Slide 7
Temporary client

Good developers have day jobs

No testing

Don't focus on ideas

Language Gaps

Skills & Time from you.

Slide 8
The numbers

	OS	Domestic
Quoted Development cost	$22,500	$83,600
Missed specs	$4,000	$500
Total	$26,500	$84,100

Slide 9
The numbers

$40 per hour

	OS	Domestic		Hours
Quoted Development cost	$22,500	$83,600		
Missed specs	$4,000	$500		
Your time as PM	$6,688	inc		167
Your time as BA/ Wireframing	$6,688	inc		167
Your time as TESTER	$6,688	inc		167
	$46,564	$84,100		

Slide 1: The numbers

Savings/ profit	$4,000	$4,000
Time to deliver	24.5 weeks	17. 5 weeks
Developer hours		
	OS	Domestic
Quoted Development cost	$22,500	$83,600
Missed specs	$4,000	$500
Your time as PM	$6,688	inc
Your time as BA/ Wireframing	$6,688	inc
Your time as TESTER	$6,688	inc
Late delivery (40%)	$28,000	
	$74,564	$84,100

Slide 2: The numbers

	$74,564	$84,100
Client input time	120	70
Cost of your time @$40 per hour	$4,800	$2,800
Total Time	622	70
Hours per week	25	4
Gross costs	$79,364	$86,900
Risks	Quality, no automated testing, security of the product and your IP	

Slide 3: How do I assess the quality of my developer?

Know thyself - what do you actually want to pay for?

Referees

Small Tasks

Slide 4: How do I assess the quality of my developer?

Regular demonstrations

Look for 'signals'
· Code review process
· Automated testing

Do they think about your users?

Slide 5: The seven hard questions developers don't want you to ask?

· How do you handle IP?

· Can you give me three references of comparable budgets (how many of your clients have you worked with for over three years)?

· How many of each type of staff does your firm have?

Slide 6: The seven hard questions developers don't want you to ask?

· What's the ongoing maintenance fees/structure?

· Is automated testing an option on my project? (or even do you run continuous integration)?

· Talk me through your process for delivering projects?

· How will you protect me from the risk of staff turnover?

Slide 7

End Session 1