

Nearshoring: A home for experienced software engineers

Introduction

In the “hunt for talent”, there is a pool of experienced software engineers with a top pedigree in a location near you. This source of experienced software engineers is often overlooked as the search is often led with the discovery of new development centres, with the usual key attributes such as a high proportion of degree educated software engineers, low cost location, good communications.

The pool of talent that this hunt seems to overlook is the experienced software engineers with years of industry knowledge who have moved out of the major cities to smaller towns or the countryside.

Who are these experienced software engineers?

The typical software engineers have worked in a large corporation and have a good depth of both business and technology skills. There is a certain point where the factors out of work take on more emphasis as a person’s career has developed and a level of financial security is reached. Driven by a wish to move out of a large city to find quality of life for themselves and their family, the move is either to another software job or often they leave the industry.

Stories of engineers

The mini-biographies illustrate the diversity of the software engineers’ background, but the common theme is the desire to find a challenging job in a nice surrounding, with a better quality of life.

Peter Allum

Peter’s previous job was in London working for Morgan Stanley but, feeling seriously disillusioned with life in the capital, he decided to re-locate to Richmond. This was a fairly seamless move in terms of actual work and Peter is now involved with similar projects to those he worked on before.

Living in a period town house in the heart of Richmond with his wife and 10-year -old son, Peter has no regrets about making the move north. He thinks he now has a much healthier lifestyle and as a self-confessed ‘foodie’ takes great delight in accessing organic deliveries and farmers’ markets. Peter also finds the local people friendly and welcoming. In London, his only social life was linked to work. Here in Richmond, he feels part of the community and is involved in the town’s music scene and amateur dramatics.

Anila Mathur

After starting her career with one of the biggest software consultancy firms in India - Tata Consultancy Services - based in Bombay, Anila went on to spend three hectic years in the fast-paced environment of Silicon Valley, California.



Her lifestyle change came about when she decided to move to the UK to be with her new husband who was already based in the North East.

In her search for suitable employment in the region, Anila was matched up to thecitysecret by a specialist recruitment firm. She now lives a short bus ride away in the town of Darlington and still marvels at her scenic journey to work and the 'green' countryside. Anila enjoys the software development work that she is currently involved in and admits to thriving on new challenges and deadlines. For her, work satisfaction is very important and the fact that she has also found her colleagues to be helpful and co-operative is an added bonus.

Andrew Clarke

Andrew had a successful career in the City working for IBM but when his wife became pregnant, the couple decided they didn't want to bring up a child in London. They re-located to the North to be near family and, after a stint of contracting work, Andrew found a permanent job at thecitysecret.

He and his family now feel very settled with no regrets about their change in lifestyle. They live in nearby Darlington and enjoy the town's facilities as well as its close proximity to the countryside. Andrew says it's great to wander around a park without seeing needles and he doesn't miss the traffic jams.

As for the work, he can continue doing the kind of things that he was doing in London and is also experimenting with different technologies. Andrew admits that the financial rewards are probably greater in the City but recognises that family life - and being able to see his children before bed each night - is the most important thing.

John Dawson

Before joining thecitysecret, John spent 13 successful years working for a big company in Leeds, but when as a cost-cutting exercise his employers started out-sourcing software development overseas, he decided to take voluntary redundancy. Following a short break travelling, John started looking for new work and was instantly attracted to an advert for the Richmond-based company.

As a keen walker in his leisure time, it was thecitysecret's Yorkshire Dales location that first appealed to John but he has also found that being in Richmond has a big psychological impact during the working day as well. He enjoys taking a breath of fresh air at lunchtime, which he admits is in stark contrast to the grim industrial or inner city landscapes that he has been used to. John is also enthusiastic about the company's general ethos - in particular its commitment to environmental issues - and values the clear and open approach to business



How does thecitysecret find and retain their staff?

By creating jobs in places which has all the elements to the quality of life, combined with challenging work and continuing investment in their careers, this attracts the talent. At thecitysecret it isn't unusual to find our engineers with more than 20 years experience in a given industry.

Interestingly once the software engineer makes the "break" and moves out of the city they tend to settle, there have been virtually none who have made the reverse journey.

The continuing investment in the software engineers takes the form of a generous training budget and a full time training manager who builds relevant course material for both groups and individual where appropriate.

Benefits of Nearshoring

Access to a pool of highly experienced software engineers on your doorstep that you would not normally be able to attract, in addition through our lower overheads this is passed on in our lower fees.

By being geographically near we work in the same time zone, can be on site at short notice, and share the same cultural values.