

THE DEFINITIVE GUIDE ON

HOW TO HIRE DEVELOPERS?

BY INFINIJITH



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The recent statistics list provided by Truelist declares that the world has 26.9 million software developers.

And Asia has the highest number of app developers at 32.9%.

In addition, the US Bureau of Labor Statistics stated soon the demand for developers will grow by 22% in 2029.

From these statistics, it is quite evident that an enormous number of developers are found everywhere in the world but connecting with the right developer is an essential factor for every business person.

 **Are you a startup or an entrepreneur planning to hire developers to build your website?**

 **Are you a B2B or B2C organization and want to hire mobile app developers for your business?**

 **Are you an IT recruiter looking forward to hiring developers for new or ongoing projects?**

You are on the right page. It is a state-of-the-art guide instrumental in hiring the best developer with the best hiring strategy.

WHAT ARE YOUR HIRING REQUIREMENTS?

Before plunging directly into the hiring process, initially know who your developer is.

It might sound crazy, but it is crucial to know your hiring needs.

- ✓ Answer these questions to find the developer you want.

These questions will help you to identify your developer.

- What is your project? Are you going to develop software, web app, mobile app, or others?
- What support do you need from the developer?
- What skills are you expecting from the developer?
- How many developers do you want to hire?
- Do you need a developer for a short period or a long term?
- Do you need an in-house developer or a remote developer?
- What is your budget for hiring a developer?
- What time zone should the developer have to do the work?

If you are stuck with identifying the answers, check the steps below to get a clear picture.

9 TYPES OF DEVELOPERS

What type of developer do you need for your project? There are some developer categories that you can check to know what developer you want.

1. Software Developer:

If you have an idea of developing new software for your business, hire a software developer.



What Do Software Developers Do?

We all use some software in our daily lives.

All apps that help us take notes, play games, edit videos, and they are programmed software.

Software developers will plan, design, program, and build the software with different tools.

Software Developer Skills:

Here are some of the technical skills listed out to check when hiring a software developer:

- Comprehensive programming languages like JavaScript, Java, .NET, NodeJS or others (depending on your project needs)
- Data structure and algorithms
- Integrated Development Environment (IDEs)
- Operating System and Text Editors
- Databases
- SDLC (Software Development Lifecycle) from gathering requirements to design, code implementation, testing, and maintenance, the developer should be aware of all stages of SDLC
- Testing Basics

2. Web Developer:

Are you are planning to open a startup agency, want to do business, or turn your social media followers into customers, you need a website.

You must develop a customized website for your business (products/ services). Thereby, you need to hire a website developer.



Why Web App?

Are you planning to create a web app like Instagram or LinkedIn? Even though these apps are available as mobile apps, the web app is the best and most affordable way to start your app business.

Website vs Web App:

Do not confuse a website with a web app.

A website is a static platform including one or more web pages that explain your business.

A web app is a dynamic webpage where users can do some actions such as login their accounts and so on.

(Similar to mobile apps, but it runs on browsers.)

You can decide whether to develop a website or a web app.

What Do Web Developers Do?

Whether it is a website or a web app, web developers build and manage it. They are responsible for developing, running, and maintaining websites or web apps and take care of technical aspects like performance, speed, loading time, and others.

Many programming languages and technologies are available for developing websites/ web apps.

Therefore you can discuss with the web developer to find the best technology.

Web Developer Skills:

Here are some of the technical skills to check when hiring a web developer:

- **Profound knowledge of HTML, CSS, and JavaScript**
- **JS frameworks and libraries**
- **Git**
- **Responsive web designing**
- **Know SEO basics**
- **Testing, Debugging**
- **Frontend and backend technologies** – there are many popular front-end and back-end languages available. Again, to say, hire developers are based on your project requirement. If you are new to this, discuss it with front-end and back-end developers to choose the best one.

3. Mobile App Developer

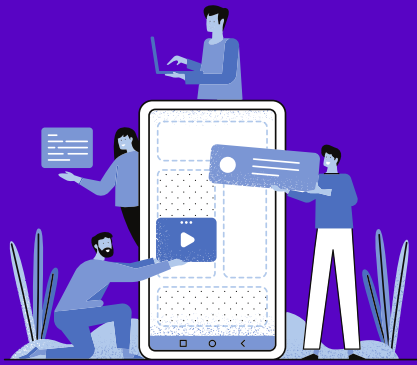
Why Mobile App?

If you are already running a business, and have a website/ web app, create a mobile app to extend your business reach. Having a customized mobile app for the brand helps you in more ways.

We have two articles explaining the importance of mobile apps for a business. Check here:

[How Does Mobile App Help Your Business?](#)

[Why is that Mobile App Must be included in this Modern Business Environment?](#)



What Do Mobile App Developers Do?

With the help of programming languages, technologies, and tools, mobile app developers develop applications for mobile devices. They focus on both Android and iOS platform apps.

Mobile App Developer Skills

Here are some of the technical skills to check when hiring a mobile app developer:

- Complete programming skills for both Android and iOS platforms
- Usage of development tools
- Cross-platform development
- Responsive design
- UI and UX design & development
- Back-end development skill
- Agile development and some creativity

4. Front-end Developer

Front-end is the client side of the webpage, where the users interact. Front-end developer uses languages like HTML, CSS, and JavaScript to code the visual designs of the webpage.

All the design elements that appear on the web pages are taken care of by the front-end developer.

Front-end development has many technologies like ReactJS, Angular, and more. To find the best front-end technology, talk to front-end developers. They will suggest a suitable one for your project.



Front-end Developer Skills:

Here are some of the technical skills to check when hiring a front-end developer:

- HTML, CSS, and JavaScript

- **Front-end development technologies like Angular, ReactJS, VueJS, or others. (It depends on your project needs)**
- **Some knowledge about backend technology (like Nodejs) and databases (like MySQL)**
- **Git**
- **JSON, AJAX**
- **DOM manipulation**
- **Responsive design skill**
- **Knowledge about UI, UX design**

5. Back-end Developer:

The back end is the server side of the webpage that carries all the backend processes of a website. The back-end developer develops, tests, and manages the server-side (back end).

There is an example in the web page example. You must have seen forms on a website. Front-end developer programs the form UX design. After submitting the form details, data go to the database (which happens on the server side and it is not visible to the users.) Back-end developers are working on this backend process.

Like front-end and back-end development has many technologies, further you can discuss with the back-end developer to choose the best one.



Back-end Developer Skills:

Here are some of the technical skills to check when hiring a back-end developer:

- Back-end development technologies like NodeJS, PHP, Python, or others. (It depends on project needs)
- Learn the front-end technologies (like Angular/ ReactJS)
- Databases like SQL-Server, PostgreSQL, MySQL, MongoDB, Dynamo DB etc.
- Git, code review and code management
- API development
- Cloud services like AWS, Azure, Google cloud services etc.

6. Full stack Developer:

Full-stack developers develop both the front-end and back-end of a website.

They are responsible for end-to-end development processes from front-end to back-end and database.



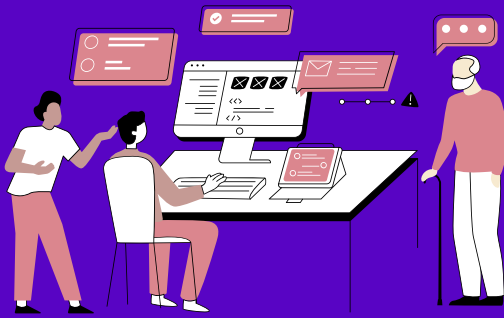
Full stack Developer Skills:

Here are some of the technical skills to check when hiring a full-stack developer:

- **HTML, CSS, and JavaScript**
- **Front-end technologies like Angular, ReactJS, VueJS, or others.**
- **Back-end technologies like NodeJS, PHP, Python, or others.**
- **Databases like SQL-Server, PostgreSQL, MySQL, MongoDB, Dynamo DB etc.**
- **Git & GitHub**
- **DOM manipulation**
- **Cloud services like AWS, Azure, Google cloud services etc.**
- **Knowledge of UI/UX design**
- **Web hosting**
- **Web architecture**
- **HTTP and REST**
- **Packages and modules**

7.Desktop Developer

Desktop developers create the programming for software apps that run on OS like Mac, Linux, or Windows and are available from the desktop.



Desktop Developer Skills:

Here are some of the technical skills to check when hiring a desktop developer:

- JavaScript, Electron, .NET, Java or others
- Logical thinking
- Testing and Debugging
- Technical skills related to the skills mentioned above in the full-stack developer skills are found.

8. DevOps Team

[DevOps – Development Operations]

From coding and deployment to updating new codes, the DevOps engineer or the team is responsible for balancing the needs of the development process with the help of tools like GitHub. Hire a DevOps engineer for your team to balance your app development needs.

DevOps Engineer Skills:

Here are some of the technical skills to check when hiring a DevOps engineer:

- Coding skills like Python, NodeJS, Java, JS, Ruby, or others
- Communication skill
- Cloud services skill
- Automation through scripts
- Testing
- Based on customer satisfaction

9. Game Developer

A game developer (or video game developer) develops games for PC, mobile applications, and consoles. By collaborating with the design team, they do coding from the base engine and take care of all designs like characters, animation, and so on.

Are you a gamer or do you have a unique game idea? You can hire a game developer.

Game Developer Skills

Here are some of the technical skills to check when hiring a game developer:



- **Passion for video games**
- **Creativity**
- **IT skills like coding, video graphics**
- **Knowledge of the latest development trends**
- **Analytics skill**
- **2D and 3D modeling software**
- **Understanding of the game production process**

[**Note:** Here is the overview of all technical skills for each developer type. Technical skills vary for different types of developers based on the project. Hence test the skills based on that and choose the skilled person.]

PERSONAL/ SOFT SKILLS OF A DEVELOPER



Here are some of the personal skills of a developer to check:

> Communication skills:

Communication is the key factor to every successful project. Clear communication helps the developer to convey his work process to his clients.

> Listening skills:

Listening is more important; a developer must listen to his client's needs to deliver the work as expected.

> Decision Making & Problem-Solving Skill:

Developers want to make quick decisions throughout the project. Taking immediate decisions helps to complete the work on time.

If a problem happens during the process, the developer must take action to troubleshoot quickly and solve the issue.

> Individual and Team Player:

Developers should be both individual and team players.

As an individual, the developer should keep the project on the right track and not depend too much on others for support.

Since every app development project includes many teams like IT, Testing, Marketing, Designing, and more, every developer should be able to connect with their team members and create and manage a good relationship with each other.

>Time Management

Time is an essential factor in a project. Delivering the work on time is much more crucial.

A developer should always be productive with effective time management. He should use some productivity tools as he wants to work on a professional project.

Along with technical skills, you can analyze these soft skills of a developer.

SHORT-TERM OR LONG-TERM DEVELOPER

Do you need developers for a long-term or for a short-term?

If you want developers for a long-term project, hire a developer on a temp-perm basis.

Is the term 'temp-perm' new to you?

Temp-Perm (Temporary to Permanent) or temp-to-hire is a job/ work period where the developers are hired temporarily for 3 to 6 months.

During this period, the developers' performance is measured based on task completion, work delivery, personal attitude, and discipline.

If his performance is good, he will be hired permanently for your long-term projects.

Want developers for short-term projects? Then hire developers on a timely basis depending on the need hourly, weekly, or monthly.

TEMP → PERM

IN-HOUSE DEVELOPER, OFFSHORE DEVELOPMENT COMPANY, OR FREELANCER

1. **In-house developers** are the ones employed in the company.
2. You can have a HR team to find a suitable job candidate for your work. You can find in-house developers from online job portals like Indeed. Besides, publish a hiring post on your website and social media to get developer profiles to find suitable ones.
3. The **offshore development company** is a registered app development company in various countries where you can hire developers or a development team on a timely contract basis for your projects.
4. You can find the best app/ software development companies on the LinkedIn, social media platforms, online directories, and online review sites like Clutch.
5. **Freelancers** are individual developers who work from their place for your project.
6. They charge based on their work. You can find freelancers on social media or freelancing websites like Fiverr.

Whom do you hire?

Hiring developers from offshore development companies or freelancers is a wise decision. Let me explain why.

(a) Hiring Process:

> Hiring an **in-house developer** includes more processes. With a dedicated HR team, you must create a job post; filter the resumes, screen, and interview for a long time to choose the best developer.

> Hiring **freelancers** is easy, as they have their work portfolios that you check to know whether they are suitable.

> Hiring developers at **offshore development companies** is better than hiring in-house employees and freelancers.

Offshore developers have done the interview process beforehand and formed a well-talented developer team. You can have a short interview and conversation to hire the best out of the best team.

(b) Additional Resources:

> You need space, equipment, electricity, and more to provide a good working environment for your employees.

> These do not happen when hiring offshore developers or freelancers.

After a short interview process and hiring the best developer, they work from their place and device, and it will save infrastructure maintenance costs.

(c)More Investment:

> Hiring employees requires more money to invest in their salaries and other employee benefits such as paid leave, insurance, company allowances, and much more.

> Offshore developers and freelancers will charge an amount only for their work.

Hence hiring an offshore developer or freelancer will save more money and time that you can invest in other forms like marketing and sales to grow your business.

Nevertheless wait, whom do you choose between the offshore developer and the freelancer?

We recommend hiring an offshore development team. Here is why?

Advantages of hiring offshore developers:

> **Trusted Source:** Offshore company development is a registered organization and has a company located somewhere else.

Suppose you want to know developers' residence, then an offshore development company will give a valid address and contact number.

> **Tools and Devices:** Offshore development companies spend more money in buying tools and devices for their development work. As reputation is also a goal of the company, they rely on safe and high-cost tools for their work.

Since freelancers do not have enough financial resources, they may use free and unsafe tools to save money.

> **Delayed Delivery:** If the freelancer falls sick, he may not be able to complete the project on time. If the offshore developer falls ill, the company will provide another expert to replace the current developer to deliver the project on time without any extra cost.

> **International Clients:** Offshore development companies have worked with many international clients, attended conferences, and have strong connections with the outside world. It may be helpful for the business.

Tip:

- 1.If you need developer support for one or two days, hire a **freelancer**.
- 2.If you need a developer for short-term or long-term projects, hire developers from an **offshore app development company**.

Check this article where we have already explained the 6 benefits of hiring a dedicated development team for your project.

[**Note:** Infinijith provides a hire developer model where you can hire full stack developers on a timely basis. **Check our work profile**]



Article Resources

If you want a guide on hiring offshore development teams, here are our articles. It explains the step-by-step process for connecting with remote developers.

Check here:

- [Steps to hire offshore developers](#)
- [How to hire an offshore development team?](#)

HOW MUCH DOES IT COST TO HIRE A DEVELOPER?

Have a budget idea to invest in a developer? The cost of hiring developers will vary based on the following factors. Hence planning a budget is essential to find the best developer.



(a) Location: The rate of hiring developers is different for different countries.

When comparing Indian and the US developers, Indian developers are affordable and skilled.

The country's economy is the reason behind the cost, and the affordable developers from any country are also skilled enough for a project.

If you have policies and restrictions, you can look out for developers from your own country.

Otherwise, choose the developer based on your budget & developer skills, and across the world.

(b) Experience: Are you hiring a fresher or experienced developer? It will be decided on the hiring cost because experienced developers charge more than juniors.

(c) Developer Type: From the list of 9 developer types listed above, the cost varies from each developer.

(d) Developer or Freelancer: Are you hiring an in-house developer, remote developer (from the reputed app development company), or freelancer?

This will result in deciding the hiring cost. The salary of the in-house developer, the hiring cost of the remote developer, and the hiring charge of the freelancer have different price ranges.

On top of aiming for an affordable developer, focus on developer skills, and hire talented developers (even though it costs more). Never compromise on quality for a successful project.

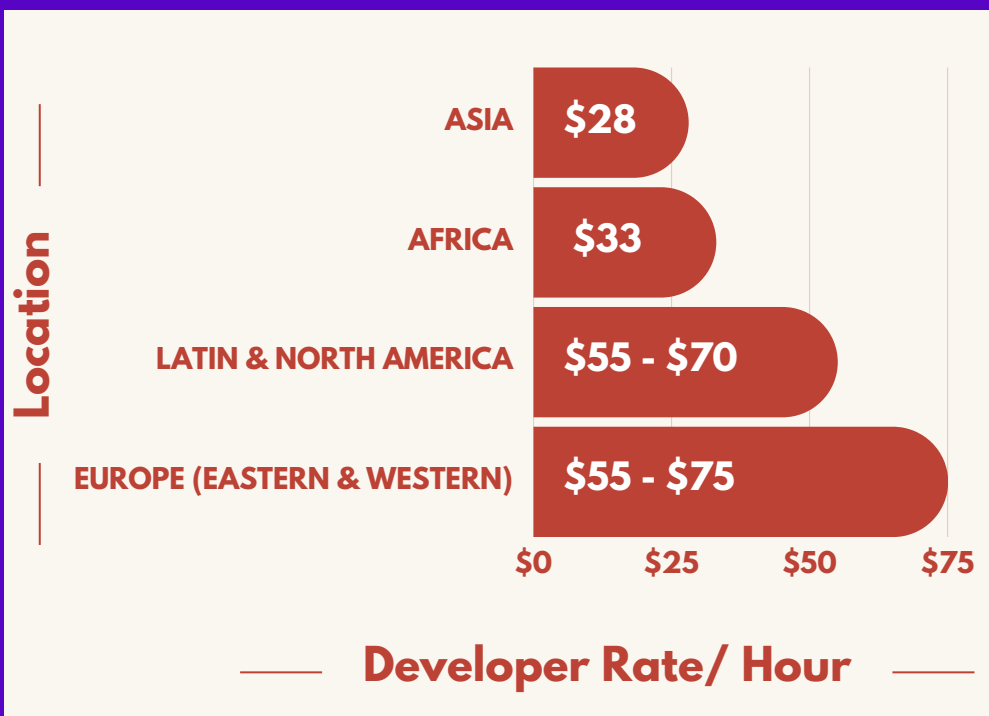
Average Cost of Hiring a Developer

Since hiring cost depends on developer type, country, work experience, and project needs, check these approximate amounts for hiring a developer.

Note:

- > Cost is mentioned in the USD and for the hourly rate.
- > It is just an approximation and it will vary.
- > Talk to the developers to know your exact project estimation cost. It is the only best way to check the cost of hiring a developer.

Based on the YouTeam list, for hiring a developer (from junior to senior developer)



[At Infinijith, you can get a free quote to talk to our developers to discuss your project needs and cost estimation.]

Get Your Quote now



MISTAKES TO AVOID WHILE HIRING A DEVELOPER



Want to hire the best and most skilled developer for your team or business?

Then avoid the following mistakes:



Delayed Hiring Process:

Finding an experienced and talented developer is a challenging process. If you slow down the hiring process, developers will look for other projects. Without taking more time for application screening, respond immediately to the resumes and interview to hire the best one.



Low to No Pay:

If you do not want to lose skilled people on your team, appreciate them financially. Offer more payment than your competitors in order to retain them. Do not forget the companies that are looking forward to the skilled experts. If you find the right one, do not lose them, change your budget and hire.



Assigning Unnecessary Tasks:

Assigning different technical tasks and testing the developers' skills is mandatory in every interview process.

However, assigning a meaningless task for a sake is not good. If you do this, experienced developers will look for other projects.

Hiring for Degree:

We are in the digital era where developers are hired only for their skills and not for their educational degrees and other criteria.

Skills are the only thing in a developer that helps you complete the project on time and make money.

Over Expectation:

As you invest money in a developer, your expectation of that developer is not wrong.

On the other hand, greater expectations of a developer will lead them to work pressure and delay project delivery.

Ignore these things while hiring a developer.

INTERVIEW TIPS FOR HIRING A DEVELOPER

- Without wasting time on the developer relocation, interview developers from their own place to save time.
- Have the best HR team to hire the best developer.



- Some of the common questions to ask while hiring a developer are as follows:
 1. Ask them to introduce themselves to test their communication skills
 2. Talk to them regarding their previous project to test their technical and working skills (If they are fresh graduates, make sure they have a technical background or interest in the tech industry.)
 3. Find out their challenges that they faced on projects to test their decision-making and problem-solving skills
- You can also refer to the technical questions online (for each developer type) to ask in an interview. It is not an issue but asks questions related to your project requirement.

TO WRAP UP

- Hiring developers is the first vital process to start a real-time project.
- From planning the project goals to deciding the budget, from choosing the developer type to interviewing a developer, get solutions for all questions with the help of this guide.
- I hope this detailed guide will help you hire the best and most skilled developer for your project.
- If you have any doubts about hiring a developer, contact us. We would be elated happy to guide you.





WHO ARE WE?

Infinijith is a full stack web & mobile app development company in India where we help our clients with customized software and app development solutions.

We also provide developer hiring models, where our clients can hire developers on a timely basis.

If you want to develop software, web app, or mobile app, or hire short-term or long-term developers for your projects, we have solutions for your needs.

**GET A FREE QUOTE AND
TALK TO OUR DEVELOPERS**

