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**Offshore AWFs**

This document is meant as a basic overview so please be sure to reach out to your AWF Coordinator for current information.

Offshore AWFs are provided by vendors with resources outside the typical regions and usually at a lower rate. Each vendor has their own processing and business model setup, so having an understanding of your business goals is helpful in determining the best fits. This document will provide a few vendors and rates to give you a better understanding if an offshore AWF may be a good fit.

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# **Offshore breakdown**

Depending on the vendor, different regional locations may be available. Some of these regions include a set infrastructure such as China and India. These allow for a two-week AWF onboarding timeline. Other locations such as Pakistan, Argentina, Brazil, and Eastern Europe will need to clear customs, so AWF onboarding timelines will vary. Please account for this when choosing the offshore option.

# **Vendors**

Below is a list of the current offshore suppliers. This is not an exhaustive list of the regions they serve. Additional regions can be requested of most but pricing can fluctuate. Additionally, all rates are current estimates and job titles with years of experience will factor into the cost. Please provide the Job Description and your AWF coordinator will work with these vendors to find candidates.

***All rates in USD***

| **Vendor** | **Regions** | **Rates** |
| --- | --- | --- |
| Accenture/ CoreCompete | TBD | TBD |
| Andela | Africa  Latin America  Eastern Europe  Some Asian territories. e.g. Pakistan and UAE. | 3-6 year experience: $30-$50/hour.  7+ years experience: $50-$85/hour.  Developer and Administrator roles cost more. |
| AtosZdata | India  Mexico | Rates range from $45- $97/hour |
| Avenue Code | Brazil | Costs for junior roles approx. $60-$65/hour. |
| Brillio | India  Mexico  Romania | Rates range from $27-$74/hour. |
| Persistent | India  Sri Lanka  Canada  Mexico  UK  Europe | Different rates depending on region. They require one onsite AWF to unlock offshores.  Example:  1 US Core Python developer (4-7 years experience) at $95/hour. Additional offshores (4-6 years experience) at $29/hour. |
| Quantiphi | India | Junior roles: $45-$55/hour.  Senior & more experienced candidates: $60-$90/hour.  Example: GPC roles $39/hour for 5-8 years of experience & $45/hour for 1-12 years experience. |
| Southern Science (Lamansys) | Argentina | Junior Engineers: $20-$25/hour  Senior Engineers: $25-$45/hour  Senior Phd Speciality: 40+/Hour |

# **Onboarding a vendor**

If you encounter a vendor that you think should be onboarded, please contact your AWF Coordinator. Onboarding an AWF vendor is a time-consuming process, so having the AWF coordinator take over the work helps managers focus on other priorities. Here is a brief overview of the process.

1. You will initiate a new supplier request in SpendSmart where a link to Aravo, the Vendor Management Compliance (VMC) risk evaluation tool, will be provided.
2. Aravo will collect supplier details from the requester and/or supplier to determine the level of risk for each engagement.
3. After completing the Vendor Management Compliance risk evaluation, the supplier completes the Ariba Network registration process (ANID).
4. The supplier then completes the Supplier Registration form (onboarding questionnaire) and submits the required documentation via Ariba SLP.
5. Supplier Support reviews the supplier information and documentation submitted for approval.
6. Supplier Support works with the supplier directly in most instances to resolve issues.
7. Supplier is issued a Vendor ID.

Depending on the level of access a vendor is given, the process can take 3 to 6 months to complete.

# **Shipping Laptops to Offshores (WIP)**

Shipping laptops to offshore AWFs has several different layers and can be complex. This section will attempt to demystify some of the processes involved.

Vendors are classified into two categories, Fieldglass vendors and Ariba vendors. Both have different processes and each process can have multiple steps.

Fieldglass Vendors:

If the vendor is in the Fieldglass system, after they complete the background check, they will attach the new AWF to the Requ. This will allow the Procurement team to create a profile in Fieldglass which will automatically prompt PeopleX to create the employee profile. When the PeopleX profile is created, the Procurement team does a data dump of new AWF onboarding that is distributed to several teams including IT laptop delivery team, and the IT systems onboarding team. The latter is the team that provides passwords, onboarding set up, etc.

Araba Vendors

These vendors

Vendor relationships  
We have special arrangements with several of our vending partners.

Important Contacts

# **Appendix**

**Accenture/CoreCompete:**

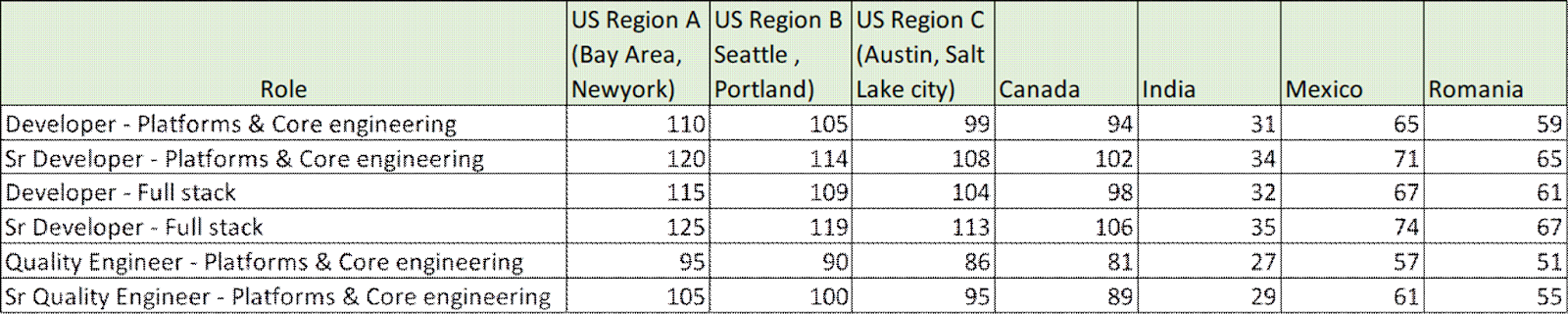
TBA

**Andela:**

| Type | 3-6 Years Exp ($/hr) | 7+ Years Exp ($/hr) |
| --- | --- | --- |
| Design (UX, Product etc.) | 30-50 | 50-85 |
| Engineers (Fullstack, mobile, data etc.) | 30-50 | 50-90 |
| Data (architects, scientists etc.) | 35-50 | 50-100 |
| Devops/QE/Security | 30-50 | 50-85 |
| SalesForce (administrator, developer) | 40-65 | 65-100 |

**AtosZdata:**

| **Location** | **Role** | **Rate/hr** |
| --- | --- | --- |
| Mexico | ML /Data Eng | 125-145 |
| US | ML Eng | 200-350 |
| India | Cloud Eng | 45-65 |
| India | ML/AI Eng | 68-98 |
| India | IT Architect | 63-97 |

**Brillio:**  


**Quantiphi:**

| **Domain** | **Role** | **US (USD/HR)** | **Canada (CAD/HR)** | **India (USD/HR)** |
| --- | --- | --- | --- | --- |
| **Application Dev, Modernization** | Principal - Application Development | $200 | $265 | $80 |
|  | Sr. App Dev Consultant/ Architect | $175 | $235 | $60 |
|  | App Dev Consultant/ Engineer | $150 | $200 | $50 |
| **DW Modernization** | Principal - Solution Data Architect | $200 | $265 | $75 |
|  | Sr. Data Engineer | $150 | $200 | $55 |
|  | Data Analyst/ Junior. Data Engineer/ BI Engineer | $135 | $180 | $45 |
| **General** | Project Manager | $180 | $240 | $75 |
| **Infrastructure, Cloud Migration** | Principal - Infra and Cloud Migration | $200 | $265 | $80 |
|  | Sr. Infrastructure Consultant /Architect | $175 | $235 | $60 |
|  | Infrastructure Consultant/ Engineer | $150 | $200 | $50 |
| **ML, AI** | Sr. ML Consultant/ Architect | $220 | $295 | $90 |
|  | Sr. ML Engineer | $175 | $235 | $60 |
|  | ML Engineer | $150 | $200 | $55 |

**Southern Science (Lamansys):**

| **Location** | **Role** | **Rate/hr** |  |
| --- | --- | --- | --- |
| Argentina | Jr Engineer | 20-25 | 1-2 yrs exp |
| Argentina | Sr Engineer 1 | 25-35 | 3-5 yrs exp |
| Argentina | Sr Engineer 2 | 33-45 | 5+ yrs exp |
| Argentina | Sr/Phd speciality | 40+ |  |