Why On-Demand Development Can Be Such a Mess

For small start-ups to multinational organizations, securing the best talents onboard is no doubt, a challenging task. Tech companies often seek to outsource their development projects to get an immediate provision of services. This trend is getting globally accepted, building trust and transparency between companies and their outsourcing partners.

However, does outsourcing give you what your business has set and expected to achieve from this collaboration? Not Always! In fact, there are many things which can go wrong. There are multiple risks involved such as quality-hazards, breaching deadlines, insufficient infrastructure, scalability, vital information leakage etc.

Let's learn how it works!

Understanding the 'On-Demand' Economy

Think it like an extended team member/s hired by you to get a certain job done. This external stakeholder goes by different names across the world: Freelancer/self-employed/Vendor etc. These extended team members usually have a well-configured personal system, knowledge and experience in respective fields. In this case, the *'On-Demand' software developer should ideally have a suitable infrastructure required to complete the project, enough potential and hands-on experience to give his best to accomplish the given task*.

In today's digital world, no doubt that Tech firms are inclining strongly towards outsourcing fair share of projects. Let's see what these key factors which are driving them towards outsourcing are.

Why are Tech Industries prone to choose on-demand developers?

Hiring experts based on everchanging IT Trends and requirement is not always been easy for Tech companies. The business requirements are variables which tend to keep on changing. There are other potential advantages as well, which drives these corporations to hire external resources:

- **Reducing business cost**: It's a most immediate and an ultimate benefit the Tech Firm can get. Getting external workers on board means you are only paying them for services we want them to provide. Indirectly, it saves you from spending money on expenses like pay-leaves, training, contributing to Employees Provident Fund(EPF), Mediclaim and other eligible policies &benefits etc.
  Even shortlisting such potential profiles has proved much easier than interviewing stages and time spent on the process. There are multiple online portals which have turned the talent-hunt process into 'ready-to-pick online shopping' with nominal charges or even cost-free.

- **A stringent timeline**: The software devolvement has a lifecycle which needs to be followed. However, such situations happen to get nasty. Isn't it appealing for companies to have a helping hand outside the firm to handle such situations carefully without hampering a development process? It even helps organizations to reduce internal workload and direct their employees in a new direction to explore.

- **To Bring expertise:** Fulfilling ever-evolving expectations by hiring certain expertise is not something always goes well with their expected pay scales, immediate collaborations and support, training period to make them fit into the team and workload. Outsourcing such development projects not only bring expertise to the company, but it also avails them to have fresh eyes and skills.

  This can be useful for the company to take the business and overall operations to the next level provided the heathy relations you practice with your outsourcing partners

based on mutual benefits and growth. You can check out other potential factors [here](#).

Tech people interested in outsourcing IT requirements

Technologies keep on evolving, and hence one should always keep tabs on new trends in coming up in the tech market, try to bring new talents and expertise to obtain them. As a software company, there is a wide range of requirements and assistances they need. Starting from simple logo designs to developing a website, automation tools for internal use etc.

These each development projects can make software developers, Designers, Business Service providers interested in taking outside the organization assistance. However, there are likely to have challenges when it comes to getting an external member on board.

Common Challenges with on-demand development

As a freelancer, they work with their timelines; we can't always take them granted to have a certain system setup and infrastructure based on project requirements. Sometimes an early assessment of an external resource doesn't prove to the level of expectation you expect them to contribute. Let's understand the issues you may face as a software firm while dealing with the on-demand developer:

- **Basic Training**: No matter how experts and well experienced the developer is, as a hiring party, the company always seek to avail them the primary information and best practices followed internally within the team, which can take a considerable amount of time. Yet, you cannot say that the on-demand developer will abide by all those measures to complete the given tasks.

- **Unvetted Developers**: The developer teams usually tend to follow internal guidelines and standard procedure to achieve desirable output from their work. However, we cannot guarantee similar approach from the hired external developer.

- **Insufficient internal processes to keep freelancers on track:** Managing multiple on-demand developers at a time can sometimes prove challenging, specifically, if handles with poor administration and follow-up practices. Unfortunately, the Hiring party (in this case, Tech Organizations) not always consider following standard protocols and tracking methods to get real time deliveries per schedule from the freelancers.

- **Poor fit with the existing team**: Hiring an external developer can be a bit straight forward process for the company. However, you can't altogether be sure how the relevant person will get along with the internal team members, which are a part of the project. Lack of mutual understanding, collaboration and support can jeopardize the overall work quality.

- **Security risks**: There are multiple risk factors to consider when it comes to calculating security measures like confidentiality, following strict timelines, required infrastructure. Most often, external developers prefer to work in their own pace to complete the given task and be quite unmindful when it comes to following certain work commitments. If go unchecked, it can be proved quite harmful for the development Lifecycle and apparently for the project output.

All these concerns are nothing major issues that one can come across dealing with. However, these are nothing but consequences of primary reasons and actions which often go unattended.

Root causes for these problems

Even though there are multiple challenges, risk factors to consider, it is tempting for Tech companies to opt for outsourcing. You would like to know what triggers these issues:

- **Poor pre-assessment on outsourcing the project**: Tech organizations often seek to get helping hands to complete a certain part of the project. Immediate concerns that usually push them to go for it are time constrain and cost-cutting.
  However, these primary reasons can overshadow other important factors to consider like, whether this is something that can be managed externally, would you be able to find the suitable developer for it and other risk factors.

- **Lack of interactions**: Sometimes, the internal team members don't consider it to coordinate with the external recourses like it is expected and required, which creates a communication gap.

- **Different time zones**: Imagine you have an external developer with a different time zone that your internal team members. Its not always possible for them to connect and work/interact, solve their immediate concerns, queries. In such cases, they heavily rely on mails which tend to get sometimes a late response.

How to handle common challenges of on-demand development?

"Every company needs to perform VRA for all its vendors to ensure smooth business operations and assess potential partner's credibility, security, and privacy protocols, data, and disaster recovery plans", says [Salma Suzie Fakhri](#), author of [Supplier Selection Criteria: Pre Qualify Manufacturers, Suppliers and Vendors and Improve Your Sourcing Practices](#).

As a hiring party, software corporations should follow certain standard protocols and consider a basic pre-evaluation of potential candidates. You can think it as a simple survey dedicated to

gathering all the required information about your future outsourcing partner, which can be used to calculate average risk factors and reliability.

Let's check what different approaches Tech companies can consider securing safe on-demand development hiring are:

Best Practices to adhere to hiring external on-demand developers

Understanding your external work partner through an extensive Vendor Risk Assessment (VRA) is a key to learn and anticipate the potential risks and safety measures which need to be taken before an external collaboration. VRA helps you to identify and mitigate the potentials risks the external collaboration can bring to the project and overall business.

- Consider the task you are planning to outsource carefully. Accordingly, set your standards and eligibility criteria to get the list of potential candidates.
- Consider checking candidate's profiles and public reviews they have secured for their different achievements.
- Take a reasonable time to share your vision and expectations. Often a descriptive explanation along with simple example helps them to understand your needs clearly.
- Drive an internal test to access their unique ways and potential.
- Apart from emails and chat, allocate some quality time to interact with candidates face to face. In the current pandemic situation, one would like to go for video conferencing.

An outsourcing software development has gained a pace over the past few years, and it's an everchanging collaboration since then. XYZ Technologies provides managed app development services from vetted experts. We are professionals when it comes to on-demand development services.

Apart from all the risk factors and challenges it carries, the long term or permanent partnership with the 'on-Demand' development has certainly proved to be quite effective if handled carefully. Hence it can give your business a new direction to grow and be successful!