



CASE STORY: BEMIIT

RECRUITMENT OF A SENIOR .NET DEVELOPER

HOW BEMIIT FOUND A SENIOR DEVELOPER WITH THE RIGHT QUALIFICATIONS



BEMIIT APS

BEMIIT is a Danish company that develops the software Shareworks.

Shareworks is an order and handling system which started several years ago as an online portal for ordering print materials, warehousing products and merchandise for the graphic industry.

Shareworks handles all data provided by the companies' own systems or via user input. Thus, there is a link throughout the production process, which can be used across systems and software.

The engine of Shareworks is built in a way that gives the user the least opportunity to make mistakes. The individual user logs into the area which he/she has access to, enters the required data, generates a file, and Shareworks makes sure to send out to the right suppliers according to agreement.

BEMIIT

WEB:

WWW.BEMIIT.DK

TEL:

+45 2398 8545

MAIL:

MV@BEMIIT.DK

ADRESSE:

ENERGIVEJ 45, 8963 AUNING

NO QUALIFIED APPLICANTS FOR THE SOFTWARE DEVELOPER POSITION

LACK OF DEVELOPERS

It's estimated that by 2030, Denmark will be lacking approximately 19.000 IT specialists.

When the hunt for the new software developer started, it was the goal of BEMIIT to find the right candidate in the traditional way.

As everyone in the IT business knows, the struggle to attract the qualified developers is tough!

There simply aren't enough candidates in Denmark, and BEMIIT's location far from the largest cities in Denmark also affected their efforts to recruit the right developers.

Universities in Denmark have heightened the admissions to IT educations to meet the raising demands - this did, however, not help BEMIIT in their challenge: They needed a qualified software developer instantaneously.

HOW BEMIIT FOUND A SENIOR DEVELOPER WITH THE RIGHT QUALIFICATIONS

GREAT CHEMISTRY

” One of the reasons why we chose Warda was that the chemistry was good between us. We have lots of good laughs together and he’s simply a great match for our team.”

- Miki Vester , BEMIIT

Someone in BEMIIT’s network recommended that they contact Crossworkers, as their hunt for a .NET developer had been unsuccessful.

The recruitment process was like it would have been, had the candidates been locals - With a few differences.

Through continued conversations with a CrossWorkers advisor, BEMIIT made a description of the candidates they wished to interview. CrossWorkers provided 3 possible aspirants.

The interview process was realized through online video interviews. All the candidates had the professional qualifications, had proficient English skills and could be a possible match.

THE FINANCIALS

The costs of employing a Danish senior developer is approx. DKK 60.000/month, not including ATP, holiday bonus and the costs of an office space.

In Cairo the costs are only approx. DKK 25.000/month.

A calculation of the ROI shows that BEMIIT is saving:

DKK 551.845 the first year

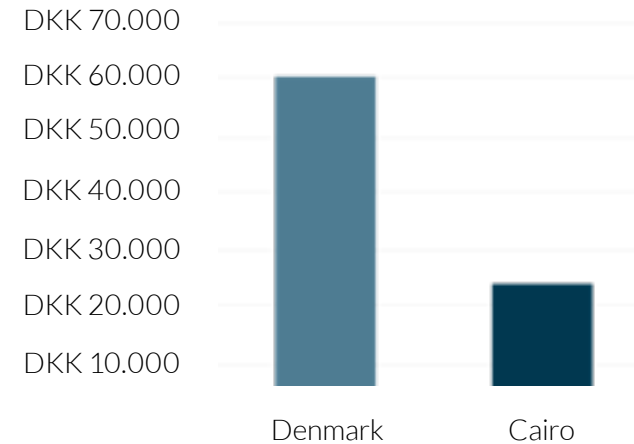
DKK 577.282 the second year

(This includes three trips between Denmark and Cairo).

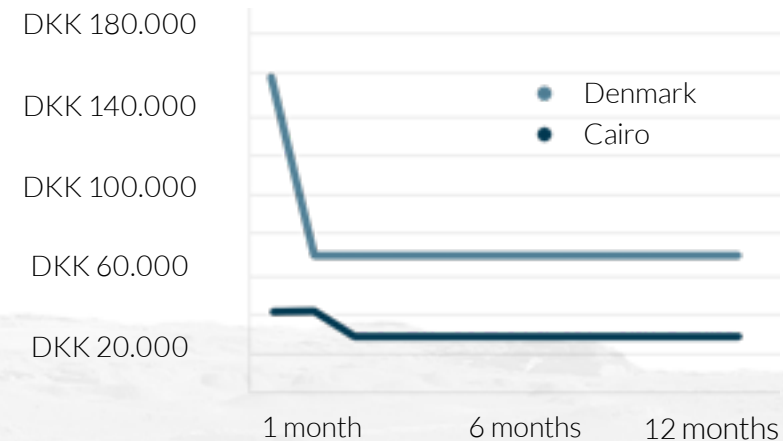
Learn more about ROI-calculations and calculate your own here

CALCULATE ROI

LABOR COSTS ARE 60% LOWER



THE SAVINGS THE FIRST YEAR ARE DKK 551.845



WHY CAIRO?



HIGH ENGAGEMENT

The Egyptians take pride in performing their best and showing respect for their fellow human beings. They are hardworking and express their opinions if they think there is something that can be done better.



GREAT TALENT POOL

The IT talent pool in Cairo is huge, with 50,000 newly educated IT graduates annually, and a general IT education level that is higher than in Western Europe.



CULTURAL READINESS

Well-educated Egyptians have a positive openness to other cultures and thoughts. They speak and write English at a high level and very willing to cooperate with Europeans.

CAIRO IN ROUND FIGURES

25

MILLION INHABITANTS IN CAIRO

27

UNIVERSITIES

130

EDUCATION INSTITUTIONS

50.000

IT CANDIDATES PER YEAR



SPECIALIZED IN HR AND IT OUTSOURCING

We have a solid ballast within HR, both in terms of recruitment and human resource management, and many years of experience with IT outsourcing to destinations like Pakistan, India, Vietnam, Eastern Europe and, last but not least, Cairo.

At the same time, we know the challenges facing European businesses in their struggle to make their IT development function well and create a scalable business.

Altogether, this experience has given us the prerequisites for creating what we consider to be the best IT outsourcing concept for European companies.

IT-OUTSOURCING WITH NORDIC GUARANTEE

Our longstanding international HR experience, intercultural insight and our deep knowledge of the Egyptian IT labor pool – and Egyptian culture overall – enable us to find the right candidates for any European company.

Simultaneously, we can ensure your company a close and well-functioning collaboration with the Egyptian IT developers - whom we employ according to your selection - to become a natural, integrated part of your development team.

CONTACT

PHONE:

(+45) 70 27 20 40

E-MAIL:

info@crossworkers.com

WEBSITE:

www.crossworkers.com