



**MAD  
DEVS**

COOPERATION MODELS

**MAD DEVS**

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• **50+ IMPLEMENTED  
PROJECTS**

• **98% CUSTOMER  
SATISFACTION RATE**

• **100+ EMPLOYEES  
GLOBALLY**

# ABOUT MAD DEVS

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At Mad Devs, we provide a full range of services aimed at delivering long-term value for both our customers and end users. Our delivery models are based on transparent communication, equal risk-sharing and partnership:

- Staff augmentation
- Dedicated project-based team
- Temp to hire
- Technical assessment & consulting
- Team supervision
- Project transfer

The experience we have gained from 50+ large-scale projects has allowed us to develop 360-degree expertise and suggest solutions that fit your business needs. In certain cases, we incorporate flexible approaches to changing environments and propose hybrid delivery models. The description of each is presented below.

# STAFF AUGMENTATION



*"I'm looking for individual specialists to fill missing competencies and get the job done."*

Best suited for customers with an existing team that has well-established development processes and knowledge management.

## Optimal model for:

- Organizations that need to add specialists to facilitate reaching time-to-market targets.
- Companies that need to determine the best fit for the team and identify uncertainty in the scope of work.
- Companies that cope with urgent tasks to meet release deadlines.
- Organizations that want to avoid inefficient in-house hiring processes.

## Staff augmentation interaction process

### Step 1: Define specialists' competencies

Together with project stakeholders, we define the required competencies for specialists (hard and soft skills, expertise level) by assessing the product's technological stack and collecting further information about the scope of work (tasks to be performed, product features).

## Step 2: Team composition

- We propose a team composition with a cost-effective combination of seniority levels. Our approach to team headcount is based on our 15+ years of experience in custom software development.
- Each selected candidate is available for additional interviews to ensure that the competence requirements are met.
- In cases of absence of exact criteria, our senior developers or principals can assess the current team performance and suggest optimization options.

## Step 3: Approval

- When the candidates are approved, they adopt the customer's corporate processes and fully integrate as valued team members.
- Our internal monitoring processes continuously collect feedback on augmented staff performance and develop action plans for changes if needed.

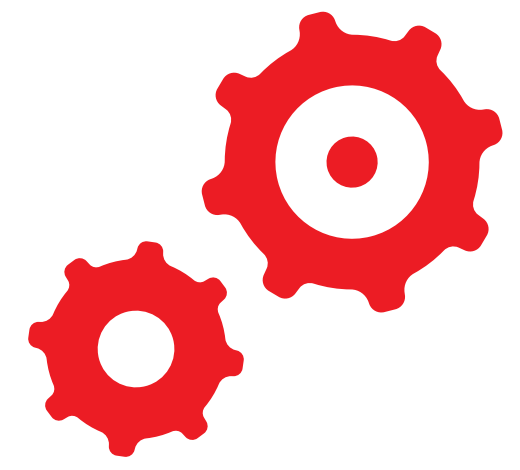
## Extras

Augmented staff motivation, training, and additional vacation and sick leave expenses are the sole responsibility of Mad Devs.



# DEDICATED PROJECT-BASED TEAM

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*"I am looking for a team of software, DevOps, quality assurance (QA) engineers, project managers, and UX/UI designers to meet all IT-related needs and bring my product idea to life."*

Best suited for customers with an existing team that has well-established development processes and knowledge management.

## Optimal model for:

- Businesses that need to raise funds and quickly move to the next stage.
- Companies that plan to reorganize their internal IT departments to optimize costs and performance.
- Existing businesses that need teams with specific expertise to develop new products.
- Companies that don't have expertise in hiring and supervising big IT teams.

# Dedicated project-based team interaction process

## Step 1: Product requirements

- Together with project stakeholders, our SWAT team prepares a product requirements document (PRD).
- We analyse the PRD and propose solutions and a team composition to deliver the project or one of its modules.

## Step 2: Planning

- Jointly, we build a product roadmap and continuously adjust the vision and priorities during the project.
- We ensure compliance with all organizational processes and value-driven development.

## Step 3: Monitoring and evaluation

- Development teams don't hide behind project managers, and we welcome customers to directly communicate with each team member.
- The entire development team communicates directly with the customer to effectively align with business goals and get actively involved in the product itself.
- Our managers internally monitor the whole team's performance and ensure that it delivers the expected results.
- We provide detailed weekly and monthly reports and arrange demo calls on the completed work.
- To improve collaboration, our team can travel to your organization.

# TEMP TO HIRE



*Due to corporate and legal regulations, I have to hire specialists directly. However, I'd like to minimize recruiting and onboarding risks and be sure that new people will fit in my team 100%*

Best suited for customers with an existing team that has well-established development processes and knowledge management.

## Optimal model for:

- Businesses whose offshore development is hindered by legal restrictions and corporate rules.
- Companies that face long and difficult employee recruitment and onboarding processes due to governmental and corporate regulations.
- Organizations that want to safely expand the hiring geography and diversify their corporate culture.

## Dedicated project-based team interaction process

### Step 1: Define specialists' competencies

Our SWAT team collects the specialist requirements (hard and soft skills, expertise level) and information about the project (tasks to be performed, product features).

## Step 2: Approval and onboarding of specialists

- After an internal check, candidates have an additional interview with the customer.
- We onboard approved specialists to fit in the team. They work under the existing organizational processes and the customer's direct supervision. At this stage, we aim to make the specialist a part of your team.
- Additionally, we offer consulting services for developing and integrating organizational and development processes.

## Step 3: Monitoring and evaluation

- Development teams don't hide behind project managers, and we welcome customers to directly communicate with each team member.
- The entire development team communicates directly with the customer to effectively align with business goals and get actively involved in the product itself.
- Our managers internally monitor the whole team's performance and ensure that it delivers the expected results.
- We provide detailed weekly and monthly reports and arrange demo calls on the completed work.
- To improve collaboration, our team can travel to your organization.

## Step 4: Transition

The customer can formally hire the specialist after 6 to 12 months if they fit in the team.

## Extras

No flat rate. We fully transfer the specialist to your team.





# TECHNICAL ASSESSMENT & CONSULTING

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*"I'm struggling with the scaling of my business."*

*"My current software team is struggling to solve technical issues and scale my business, and I can't find the best solution."*

## Optimal model for:

- Organizations looking for an unbiased expert assessment.
- Businesses that need to effectively scale up their products.
- Businesses in search of new product development directions.
- Companies dealing with overwhelming tech issues and technical debt.
- Organizations that have had several failed MVP launches.
- Business owners that doubt their current teams' competencies.
- Companies facing disappointing performance and ruined relationships with the current IT contractor or in-house team.

# Technical assessment & consulting interaction process

## Step 1: Define problems

We start the assessment with several problem interviews with all project stakeholders to better understand the issues and suggest workarounds.

## Step 2: Conduct analysis and work plan

- Based on the issues identified and the customer's requests, we decide whether our assessment should cover the complete product or only its critical components.
- Our complex assessment involves analysing bottlenecks in the product stationing, UI/UX, architecture, and code, infrastructure, and organizational processes, including communication and knowledge management.
- We onboard a team of top-notch specialists with 10+ years of experience in the IT industry.

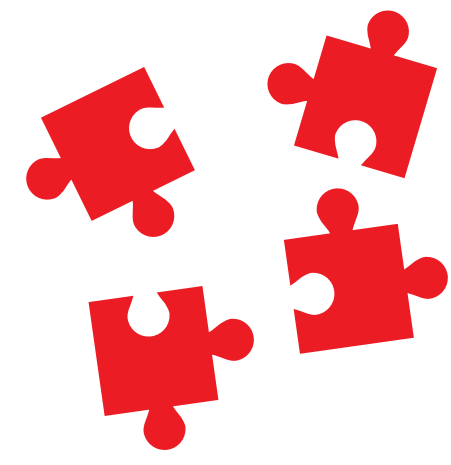
## Step 3: Offer recommendations

At the final stage, the customer receives a 360-degree report on the current project state and recommendations for improvements.

## Extras

To ensure implementation of our recommendations and superior execution, we offer additional supervision services.

# TEAM SUPERVISION



*"I am not satisfied with the current team's performance. The product is drowning in technical debt, causing slow time to market. I've tried to expand the team with new experts several times, but it didn't work. I am looking for another team to resolve these issues."*

## Optimal model for:

- Managers who don't have a technical background.
- Organizations whose current teams' competencies don't grow in proportion to their business needs.
- Businesses facing technical challenges due to rapid growth.
- Managers experiencing frustration due to a lack of transparency in teams' development processes and communication.
- Businesses whose lack of infrastructure planning and management incurs expenses.

# Team supervision interaction process

## Step 1: Define problems

A team of top-notch specialists with 10+ years of experience in the IT industry reverse engineer the way development and organizational processes are coordinated and analyse team bottlenecks.

## Step 2: Conduct analysis and prepare an action plan

- We devise and present an action plan to overcome the current issues and a detailed justification of the issue background.
- The customer receives not only a solution but also detailed guidance and best practices advice to avoid a relapse.

## Step 3: Action plan execution

- Our senior expert monitors the action plan implementation and makes necessary adjustments.
- Regular meetings between our senior expert and the customer help us adjust the project plans and vision.
- We provide monthly reports on completed work and maintain complete transparency in communication.



# PROJECT TRANSFER



*The current team doesn't bring any value to my company or to end users. Deadlines are ignored, communication is poor, and the product is drowning in bugs. I want to change my IT partner, but I'm afraid that they'll steal intellectual property.*

## Optimal model for:


- Companies facing disappointing performance and ruined relationships with the current IT contractor.
- Companies whose end results bring no value to their owners or to end users.
- Businesses looking to switch software development from in-house to an IT contractor model.

## Project transfer interaction process

### Step 1: Define problems

A team of top-notch specialists with 10+ years of experience in the IT industry reverse engineer the way development and organizational processes are coordinated and analyse team bottlenecks. We discuss the existing problems with the customer to be sure that they cannot be solved through supervision of the current team and that project transfer is the only solution.

## Step 2: Conduct analysis and work plan

- We make sure that the customer is the owner of the project's intellectual property. We help restore the code in the repository and revise the available technical and business documentation.
  - Together with the customer, we calculate the project transfer costs, taking into account the estimated time of project takeover by the new team.
  - We elaborate the statement of work for the new team, i.e. the main objectives to achieve.
  - We can onboard our own team, or we can help you evaluate other candidates.
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- A decorative graphic in the bottom right corner of the page. It features a large, light pink, rounded rectangular shape. Overlapping this shape is a white silhouette of a hand with the index finger pointing towards the right. The hand appears to be reaching out or pointing at the content of the page.



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