

NEARSHORE TEAMS >> TECHNOLOGY

Ten Engineers Deployed in Five Months. Zero Turnover.

How Amalga built a fully operational nearshore engineering hub in Mexico from zero infrastructure. Delivering 100% six-month retention and 40–50% cost savings for a global tech consultancy serving U.S. banks.

THE CHALLENGE

No Nearshore Infrastructure And Six Months To Build One

A New York-based technology consultancy serving major U.S. banks needed to expand its digital delivery capacity into Latin America. The firm had U.S. and offshore operations but no nearshore presence: no legal entity, no HR or payroll framework, and no local recruitment pipeline in Mexico.

The timeline was aggressive: stand up a fully operational engineering hub within six months, staffed with senior-level talent across .NET, React, UX/UI, QA, and DevOps, without compromising quality, compliance, or cultural alignment with existing U.S. teams.

THE SOLUTION

A Full Engineering Hub Built From Zero In Five Months

- Established EOR compliance and legal frameworks for rapid market entry.
- Recruited a specialized 10-engineer dev hub using local talent pipelines.
- Onboarded the team to achieve full sprint parity with U.S. operations.

THE RESULTS

ZERO INFRASTRUCTURE
↓
**10 ENGINEERS
IN 5 MONTHS**
TEAM BUILD VELOCITY

NO ENTITY IN MEXICO
↓
**FULLY
OPERATIONAL HUB**
NEARSHORE
INFRASTRUCTURE

OFFSHORE-DEPENDENT
(3-4H OVERLAP)
↓
**FULL U.S. WORKDAY
ALIGNMENT**
TIME ZONE COVERAGE

AT A GLANCE

INDUSTRY
Technology solutions for financial institutions
LOCATION
New York, USA
COMPANY SIZE
Mid-sized global consulting firm ~500-1000 employees
TEAM
10 Engineers (scaling to 20+)
TECH STACK
.NET, React, UX/UI, QA, DevOps
LANGUAGES
Bilingual (EN/ES)
SERVICE MODEL
Nearshore Expansion (Managed by Amalga)

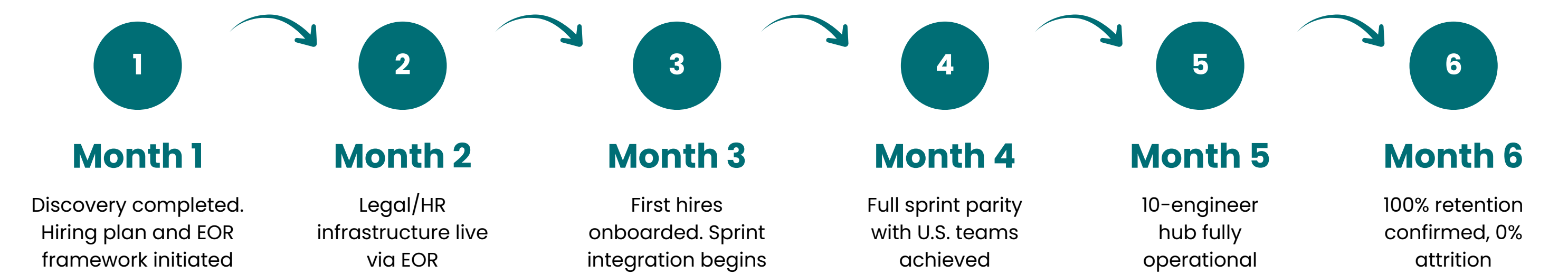
"Amalga's Mexico playbook took us from strategy to a fully functioning nearshore team in months, not years."
- Director of Engineering

"Amalga did not just fill seats — they understood our culture, our standards, and our urgency. The engineers they placed have become some of our most valuable contributors."
- VP of Technology & Project Implementations

KEY TAKEAWAYS

- ✓ 10-engineer hub built from zero in five months
- ✓ 100% retention sustained over the first six months
- ✓ Full sprint parity with U.S. teams within four months
- ✓ EOR setup eliminated the need to form a local entity

RESULTS TIMELINE



Ready to See Results Like These?

See What Your Nearshore Engineering Team Could Look Like

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