



# AMALGA

## Nearshore Engineering Hub for a Global Tech Consultancy

**Amalga launched a Mexican nearshore delivery hub for a New York fintech consultancy in under six months, moving from zero local footprint to a fully integrated team for major U.S. banks.**

### Challenges



The client required a nearshore presence to support U.S. operations in real time but faced significant internal obstacles:

- **Infrastructure Gap:** No existing legal, HR, or payroll entities in Mexico.
- **Recruitment Barriers:** Lack of local brand awareness and sourcing channels for niche tech talent.
- **Time Pressure:** A strict 6-month timeline to expand without sacrificing quality or compliance.
- **Alignment Needs:** Requirement for high technical skills and cultural fit to match U.S. team parity.

### Our Solution



Amalga implemented its Shared Services Model, a five-month phased approach:

- **Strategic Setup:** Managed discovery, planning, and established an Employer of Record (EOR) framework to handle all HR, legal, and compliance requirements.
- **Talent Acquisition:** Recruited and vetted a specialized team of 10 engineers covering .NET, React, UX/UI, QA, and DevOps.
- **Operational Integration:** Provided end-to-end onboarding and support, ensuring seamless collaboration with the client's leadership and technical teams.

### Results & Impact

Hiring Velocity	Cost Optimization	Delivery Alignment	Retention Rate	Productivity
10 engineers secured in 5 months.	30-40% lower costs compared to U.S. hires.	Full sprint parity achieved in less than 3 months.	100% retention during the first 6 months	+60% overlap compared to traditional offshore teams.

### Testimonials

#### Head of Global Interactive Practice

*"The EOR model let us move fast without legal or operational drag, and the talent quality exceeded expectations."*

#### VP, Delivery Operations

*"I'm genuinely shocked by the quality of talent we've secured — truly impressed to the point that I'm considering a few team members for potential promotion into Tech Lead roles in the coming months."*

#### Director of Engineering, Client

*"The nearshore hub became a true extension of our engineering culture—Amalga's execution was flawless."*