



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



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."