



Outsourcing Drupal to India

A developer's experience from
Germany



Personal details

- ❑ Working in Berlin, Germany
- ❑ Worked in Canada, Italy
- ❑ University of Rostock - MSc Business Informatics
- ❑ 10 years of Drupal
- ❑ “ChristianAdamski” - drupal.org

Disclaimer

- ❑ experience from a past company ~ one year ago
- ❑ never personally been to India (before)
- ❑ developer's limited perspective - no budgeting, single company

Company setup

- ❑ ~5 pure Drupal devs in Germany
- ❑ ~6 pure Drupal devs in New-Delhi
- ❑ additional web devs, tech support, web design staff
- ❑ Java technology at both ends as well
- ❑ Indian office hooked up to German network via VPN
- ❑ Dev / stage / live servers in Germany
- ❑ Project / Technical Leads usually German
- ❑ Local management in New Delhi German

Reasons for outsourcing

90% wages

10% Capacity

Daily business

- ❑ JIRA
- ❑ Confluence
- ❑ Lync / Skype for Business
- ❑ Outlook
- ❑ PhpStorm, Eclipse, et al.
- ❑ Vagrant coming
- ❑ Tech Lead in Germany and Tech Lead in India
- ❑ Usually 1:1 communication between Tech Leads and Project Lead

Practical obstacles

- ❑ Time
- ❑ Technology / performance
- ❑ Language
- ❑ Documentation
- ❑ Client exchange
- ❑ Legal

Procedural obstacles

- ❑ Definition of 'done'
- ❑ Level of guidance
- ❑ Development standards
- ❑ Feedback
- ❑ Discussion
- ❑ Conflict & resolution

Structural obstacles

- ❑ Respect
- ❑ Money
 - ❑ Inflation
 - ❑ Pay raises
- ❑ Vacation procedures
- ❑ Career
 - ❑ Hire'n'Fire
 - ❑ Training
- ❑ Gender behavior
- ❑ Work atmosphere

Expectation management - What you can get

- ❑ Usually a chance to gain strong qualifications
- ❑ If you've proven yourself, lots of freedom
- ❑ Responsibility in the local context
- ❑ Negotiation margin for raises etc.

What you won't get (easily)

- ❑ Full equality
- ❑ Comprehensive guidance
- ❑ Extensive training
- ❑ Long introductions
- ❑ Full project responsibility
- ❑ Architectural roles

Qualifications

- ❑ self-driven
- ❑ self-learning
- ❑ efficient communication
- ❑ efficient feedback requests
- ❑ comprehensive “Definition of ‘done’”

Questions?



Thank You!

