

Build. Operate. Transfer.

*Your dedicated offshore team in India — hired, managed,
and handed over to you.*

WHAT IS BUILD-OPERATE-TRANSFER?

The BOT model lets your business establish a fully operational team in India — without setting up a legal entity, managing HR, or navigating local compliance.

BUILD

We hire, onboard, and set up your entire offshore operation — HR, payroll, legal, workflows.

OPERATE

We manage day-to-day operations, performance, and compliance while you focus on strategy.

TRANSFER

Once stable, the full team and processes are handed over to you with zero disruption.

01

BUILD

Establishing your
offshore operation
from scratch

MONTHS 0 – 3

What We Do in the Build Phase

Talent Acquisition

Source, screen, and hire the right professionals for your roles from India's deep talent pool.

HR & Payroll Setup

Establish compliant HR policies, employment contracts, and payroll processes.

Legal & Compliance

Handle all regulatory, statutory, and administrative requirements on your behalf.

Workflow Design

Define KPIs, communication protocols, and operational workflows aligned to your goals.

02

OPERATE

Managing your team
for maximum
productivity

MONTHS 3 - 12

What We Do in the Operate Phase

Performance Tracking

Monitor KPIs, productivity metrics, and output quality with regular reporting to your leadership.

HR & Policy Management

Maintain HR policies, handle employee relations, and keep your team aligned with your culture.

Operational Oversight

Address day-to-day operational challenges, ensuring smooth delivery and team effectiveness.

Stakeholder Communication

Regular sync-ups, reporting, and transparent communication between your teams across geographies.

03

TRANSFER

Full ownership
handed to
your organization

AFTER 12 MONTHS

What Happens During Transfer

Seamless Handover

All team contracts, tools, processes, and documentation transfer to your organization's control.

Guided Transition

We provide hands-on support throughout the handover to ensure continuity and zero disruption.

Post-Transfer Support

Ongoing advisory support available after transfer to help you maintain momentum.

Full Ownership

You own the team, the IP, the processes — no long-term dependency on external management.



WHY INDIA?



Massive Talent Pool

1.5M+ engineering graduates annually. Deep expertise in IT, software, finance & operations.



40–60% Cost Savings

Significantly reduce operational costs vs. US or European equivalents — without sacrificing quality.



English Proficiency

The world's 2nd-largest English-speaking country. Seamless communication with your global teams.



Time Zone Advantage

IST enables 24/7 business continuity — your India team works while your home office rests.

KEY BENEFITS



Fast Setup

Pre-screened talent & proven processes. Your offshore team is operational in weeks, not quarters.



Zero Compliance Risk

We manage all HR, payroll, legal & statutory compliance throughout Build & Operate phases.



Scalable & Flexible

Start small, scale fast. BOT adapts seamlessly to your growth trajectory and changing needs.



Full Ownership

Unlike outsourcing, you end up owning the team — aligned to your culture, your processes, your goals.



Post-Transfer Support

We provide guidance after handover to ensure smooth continuity and long-term success.



Quality Talent

Rigorous recruitment and vetting ensures every hire meets your technical and cultural standards.

WHO IS THIS FOR?



US & Global Companies

Looking to establish an India delivery center without the complexity of setting up a legal entity.



Tech & Software Companies

Need dedicated offshore engineering, QA, or product teams with complete ownership and control.



Growing Businesses

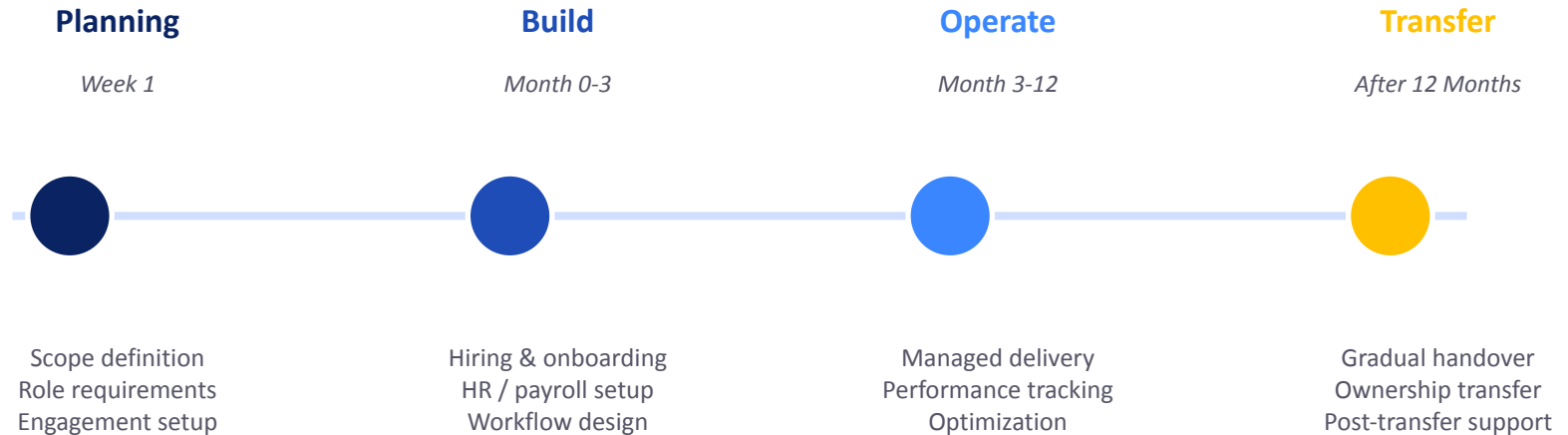
Want to scale headcount rapidly while keeping operational risk and cost under control.



Enterprises Expanding Globally

Seeking a long-term, cost-effective alternative to traditional outsourcing with a clear exit to ownership.

TYPICAL TIMELINE — 3 to 6 Months



Timeline varies based on team size, role complexity, and operational needs.

Ready to Build Your India Team?

*Let's design a BOT engagement tailored to your goals.
No entity setup. No compliance burden. Just results.*

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