

Hire in India this quarter. No entity, no minimums.

We find the person, employ them on our payroll in India, and you direct the work. **Payroll-only platforms employ someone you have already found. We recruit them first**, then carry the contract, payroll and every Indian statutory obligation. Start with one role.

— WHERE THIS FITS

HEAD OF HR · TALENT

Backfills frozen and routed offshore

Roles arrive one at a time, not as a block. Each person gets their own contract, so the first can start alone.

CFO

India contractors paid through vendors or as 1099s

New hires join as employees on a compliant Indian payroll, with benefits and statutory cover, and no entity to open.

CTO · VP ENGINEERING

Three engineers this quarter, not after a board paper

An operating expense you can approve yourself, that flexes up or down without a restructuring.

— HOW IT WORKS

From mandate to a person at a desk in 15 to 30 days

DAY 0-3

Map

Pay benchmark, target list and talent map for the role.

DAY 3-5

Price

A fully loaded costing. On approval, that role's SOW is signed.

DAY 5-25

Search

Direct approach and technical panels, then your interviews and the offer.

DAY 15-30

Onboard

Paperwork, equipment and access on your systems.

One master agreement, then one statement of work per person: the individual, the rate, the dates, the job description. Each SOW runs six or twelve months. The twelfth person can join eighteen months after the first with nothing renegotiated.

THE TERMS

Built so you can start small

- **No minimum** headcount, no minimum spend, no setup fee.
- **Thirty days' notice** to end any SOW, with no early-termination fee.
- **Replacement** recruited at no additional search fee if someone is not working out.
- **Hire them yourself later** for 10% of their annual India package, during or after the SOW.
- **The work is yours.** IP in the deliverables vests in you on creation, assigned under the agreement.

— WHAT A ROLE COSTS

ROLE, FULLY LOADED	USD / YEAR
Senior software engineer	81,000 – 83,000
Senior BI / data engineer	58,000 – 87,000
Cloud / infrastructure engineer	47,000 – 74,000
Business intelligence analyst	34,000 – 53,000
Customer experience, Tier 2	18,000 – 30,000
Customer experience, Tier 1	10,000 – 17,000

Indicative, Bengaluru and Hyderabad, day shift, September 2026. Includes salary, statutory contributions, buyout, search, onboarding, payroll and account management. Laptop, an office seat and a US-hours shift premium are itemised. Every role is costed individually.

— WHO DOES WHAT

YOU	RECRUISE
Define the role and level	Benchmark pay, map and search
Final interviews and the decision	Screening and technical panels first
Approve the SOW	Offer, negotiation and buyout
Access, VPN and security policy	Devices and logistics
Day-to-day direction	Contract, payroll, PF, ESI, gratuity, tax
Flag concerns early	Act on them and run the replacement

Your data The work happens inside your environment: your VPN, your domain, your credentials. We supply company laptops, centrally managed, encrypted and patched monthly, with MFA. Everyone is background-screened and signs an NDA before they start. People work remotely, from a managed seat near home, or from our Bengaluru or Hyderabad offices.

2006

founded, still founder-led

2,350+

hires for global capability centres

27 days

requisition to offer

87%

of accepted offers join

<4%

early attrition

Get a costing for your role

Send the job description. We come back with the pay benchmark, the fully loaded cost and a realistic time to fill.

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