

Building Offshore **Teams in Bengaluru**



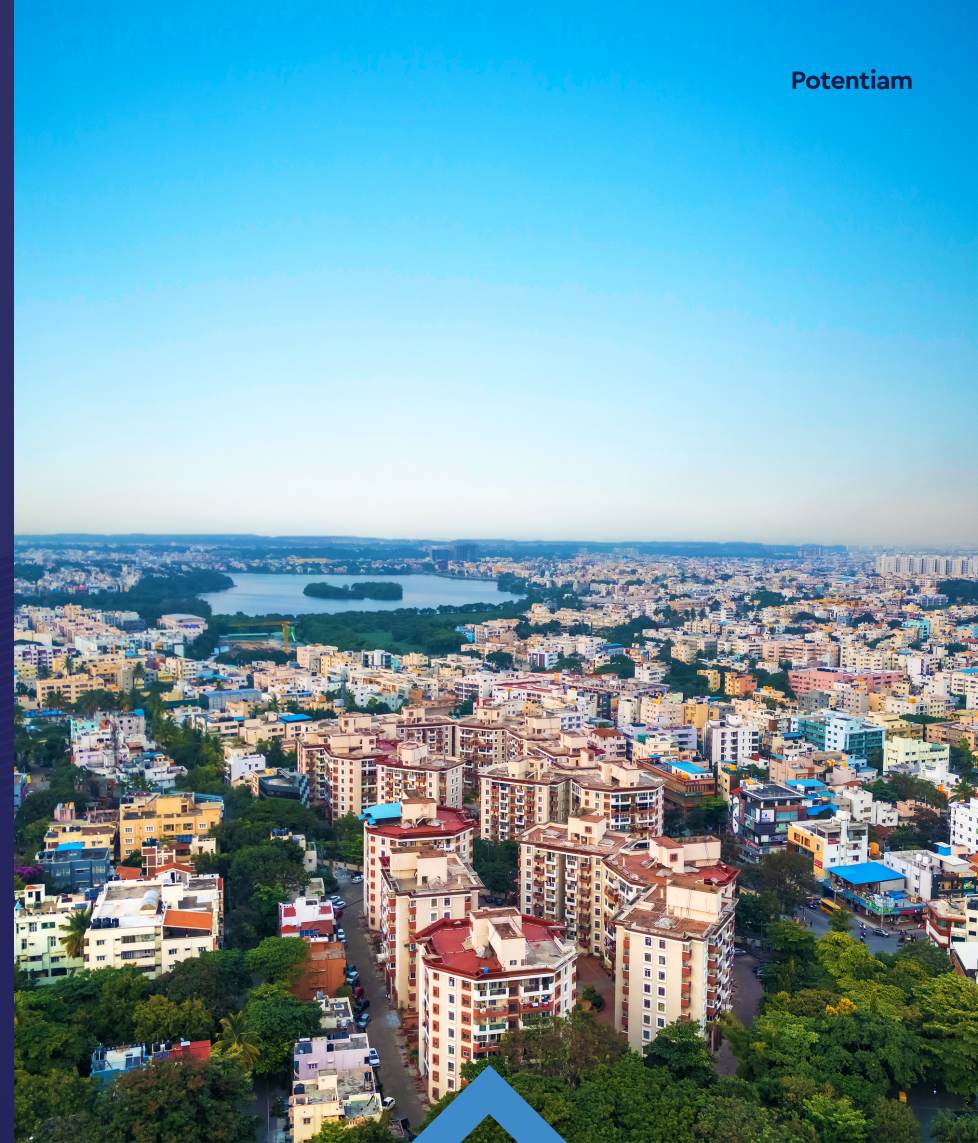
Build High-Performing Teams in Bengaluru

Bengaluru is India's premier technology hub, known for its depth of engineering, IT, and business services talent.

Dubbed the "Silicon Valley of Asia," it combines cost efficiency with world-class expertise, making it a top destination for scaling global teams.

With a strong academic ecosystem, diverse professional community, and English as a primary business language, Bengaluru offers seamless integration with international markets.

At Potentiam, we help you build and embed dedicated teams in Bengaluru that deliver scale, innovation, and long-term value.






The Bengaluru Advantage

 **Location:** Bengaluru, India

 **Time Zone:** GMT+5:30

 **Language:** English (primary business language), Hindi

- 4.5–5.5 hours ahead of the UK, enabling strong overlap with UK and European working hours for real-time collaboration.
- Strong pipeline of graduates from leading universities and technical institutes, ensuring continuous access to skilled talent.

Why choose Bengaluru?

- Highly competitive salary levels compared to the UK and Western Europe while maintaining world-class technical standards.
- Bengaluru professionals are recognised for their technical expertise, innovation, and adaptability to client workflows.
- Deep talent pools in IT, software engineering, data analytics, digital marketing, and business services.
- High English proficiency as the primary business language, ensuring seamless communication with global teams.
- A mature offshoring and technology ecosystem, supported by global enterprises and innovative startups.

Bengaluru: A Strategic Gateway for Global Business

- Established global reputation as the “Silicon Valley of Asia,” making it a trusted hub for long-term offshore partnerships.
- The city has a thriving startup and innovation ecosystem, with accelerators, incubators, and a growing number of SaaS, fintech, and AI ventures.
- Bengaluru’s tech and business service teams are experienced in global compliance standards, data security, and enterprise processes, including EU GDPR for international clients.
- Excellent digital connectivity and experience working with international clients enable seamless collaboration with UK and European teams despite the time zone difference.
- Bengaluru offers strong access to top talent across IT, engineering, and business services, supporting long-term retention and team scalability.

Potentiam's Offices In Bengaluru

Potentiam's Bengaluru office is in the heart of Koramangala, one of the city's most vibrant business and technology districts. Just steps away from leading universities such as Christ University and St. Joseph's, and surrounded by major tech parks and innovation hubs, the area is a magnet for India's brightest talent.

Koramangala's blend of start-up energy and established multinational presence makes it a hotspot for collaboration, growth, and innovation. From this base, Potentiam connects clients to South Asia's largest pool of digital, engineering, and business specialists, while Bengaluru's Kempegowda International Airport provides seamless links to Europe, the Middle East, and beyond. It is a modern, collaborative space designed for performance, scalability, and global integration.





Technology Leadership in Bengaluru: Driving Innovation, Expertise, and Team Excellence

Shafeequr Rahman, the Global **Chief Digital Information Officer**, Co-founder, Director, and Country Manager of **Potentiam Bengaluru**, leads our technology development in India.

With extensive experience at **Accenture and Microsoft, amongst others**, Shafeequr brings deep expertise in technology strategy, AI, and scalable team design.

At Potentiam, he focuses on:

- **Technology leadership** – guiding projects and ensuring teams deliver innovative, high-quality solutions.
- **Mentorship & skill transfer** – upskilling our teams and embedding best practices across technology functions.
- **AI & future-ready capabilities** – driving adoption of cutting-edge technologies to strengthen client outcomes.
- **Building efficient teams** – structuring teams for collaboration, productivity, and long-term success.



“Our goal is to combine world-class tech expertise with practical, scalable team structures so clients can grow faster and smarter.”



Shafeequr Rahman
CDIO & Country Manager, Bengaluru

Case Study:

From Challenge to Impact: Client Case Studies

In the following case studies, you'll see how **Notora & Open Energy Market** tackled key growth challenges by partnering with Potential in Iasi to build high-performing offshore teams:

Case Study:

Notora-Expanding Development Capacity in Bengaluru

Notora, a Danish ERP consultancy specialising in the food sector, faced a shortage of senior developers in the local market. With rising client demand and limited access to experienced talent, growth was becoming constrained.

Partnering with Potentiam, Notora turned to Bengaluru for its deep pool of skilled software engineers and ability to scale flexibly.

Working together, Potentiam:

- Built and onboarded a dedicated offshore development team in Bengaluru.
- Integrated the team into Notora's workflows and culture.
- Provided HR, IT, and operational support for long-term alignment.

The result:

Notora quickly gained the development capacity it needed to deliver projects faster and reduce reliance on contractors, while ensuring their offshore staff became an embedded part of the organisation.





Case Study:

Open Energy Market – Accelerating Growth through Offshore Development in Bengaluru

Open Energy Market, a UK-based leader in energy procurement and sustainability solutions, faced challenges in scaling their development capabilities due to increasing project demand and a long working capital cycle.

To support growth, they partnered with Potentiam to establish an offshore team in Bengaluru, India.

Working together, Potentiam:

- Built and onboarded a dedicated offshore development team.
- Integrated the team into Open Energy Market's workflows and culture.
- Provided HR, IT, and operational support to ensure seamless alignment and long-term performance.

The result:

Open Energy Market gained the extra development capacity needed to accelerate project delivery, enhance technical capabilities, and scale efficiently. The Bengaluru team became an embedded part of the organisation, enabling growth while maintaining quality and operational standards.

How Bengaluru Solves the Scale, Speed, and Skills Gap

Rising costs and pressure to deliver more put strain on UK teams. Bengaluru offers a way to scale output without inflating headcount. The location combines lower costs, strong skills, and daily overlap with the UK.

1

Access to deep technical and professional talent

- Bengaluru is India's technology capital, home to more than 1.5 million IT professionals and a broad base of finance, analytics, and customer operations talent.
- Experienced engineers, analysts, and commercial staff are readily available, reducing hiring friction for roles that are difficult to fill in the UK.
- Strong retention driven by career-path roles, not short-term contracts.

2

Scale teams rapidly without inflating UK headcount

- Large, established talent pools across IT, finance, operations, and customer success make it viable to build multi-function teams in one location.
- Teams can be scaled from pilot groups to full functions, while maintaining quality.
- Keeps HQ lean while increasing capability across markets.

3

Accelerate delivery through time zone alignment

- Operating on IST (GMT+5:30), Bengaluru provides a practical "follow-the-sun" model. Work continues after the UK day ends, enabling overnight progress and faster turnaround.
- Near 4 - 5 hours of daily overlap ensures live collaboration where needed.

4

Enable strategic projects to move from plan to execution

- Skilled project managers, QA engineers, data scientists, and research analysts add the execution layer that often stalls initiatives.
- Teams in Bengaluru ensure momentum is sustained from strategy through to delivery.

5

Lower cost-to-serve without lowering standards

- Salaries for mid-to-senior roles are typically 40 - 60% lower than UK equivalents.
- Creates space to invest in new capabilities, functions, and growth initiatives that would otherwise be cost-prohibitive.
- A strong professional services culture ensures quality and compliance are maintained.

6

Build resilience and broaden reach

- Bengaluru's global ecosystem of technology and service providers means your offshore team sits within a mature, innovation-driven environment.
- Companies benefit from access to cutting-edge expertise and a workforce accustomed to working with UK, US, and European clients.



Capability You Can Build Bengaluru

Bengaluru is India's technology and services hub, offering one of the world's deepest talent markets across IT, engineering, finance, analytics, and commercial operations. IT is where Bengaluru really shines.

With over 1.5 million IT professionals in the city and a steady flow of new graduates each year, it is a proven base for scaling high-performance teams that integrate directly into UK business operations.

Technology & Engineering

- Software Developers (Java, .NET, Python, React, Angular)
- Data Engineers & System Architects
- QA Engineers (Manual & Automation)
- Project Managers & Business Analysts

Senior developers bring international experience, while younger talent comes from India's top engineering universities. The ecosystem provides the maturity, depth, and scalability needed for product development, system integration, and enterprise IT.

Data & Analytics

- Data Analysts / BI Developers
- Research & Market Intelligence Analysts
- Data Cleansing & Enrichment Specialists

The city has a strong academic base in statistics, computer science, and applied mathematics, supported by global analytics centres already established here. Teams are skilled in BI platforms, SQL, and cloud data services, making Bengaluru an ideal base for scaling analytics, reporting, and insight functions.

Service Desk & Infrastructure

- L1 & L2 Service Desk Analysts
- Network Engineers & Site Reliability Engineers
- Application Support Analysts
- Systems Administrators

Bengaluru is one of the world's largest IT services hubs, with mature ITIL-aligned processes and a workforce experienced in global enterprise environments. Teams provide reliable, round-the-clock coverage with strong English proficiency, supporting follow-the-sun service models for UK clients.

Finance & Admin

- AP / AR Clerks
- Management Accountants
- Financial Analysts & FP&A Specialists
- Procurement & Project Finance

Bengaluru's finance talent pool combines professional qualifications (CIMA, ACCA, CPA) with practical experience in multinational shared service centres. Roles are delivered with accuracy and compliance, giving UK companies confidence in quality while achieving significant cost savings.

Marketing & Sales Support

- CRM Managers
- Lead Generation Specialists
- Marketing Operations Managers
- Marketing Analysts

Marketing ops is a fast-growing discipline in Bengaluru, where skilled professionals support campaign execution, content operations, and CRM management. Combined with pre-sales research and admin support, these roles help UK teams increase commercial activity without inflating headcount.

Meet Our Subject Matter Experts

Our Potentiam subject matter experts combine hands-on experience in offshoring, talent strategy, and team integration.

With backgrounds across data, IT, software, operations, and commercial functions, they help you build high-performing teams that make an impact from day one.

“



James Gardner
Data Analytics Expert

"Offshoring tech talent isn't just about cost efficiency; it's also about unlocking specialists to accelerate digital transformation."

“



Andrew Fawcett
IT Technology Expert

"Bengaluru's tech ecosystem offers a deep pool of experienced developers, helping teams scale rapidly without sacrificing quality."

“



Callum Flynn
ITIL Certified ITSM advisor & Process Consultant

"Bengaluru provides access to world-class software talent and a vibrant tech community, making offshoring seamless for global teams."





Local HR Partnership - Designed to Keep Your Team Aligned and Engaged

Led by **Saini Martina in Bengaluru**, Potentiam's HR team ensures offshore teams stay aligned, engaged, and part of your culture. We provide local HR support, fostering integration and development, and creating an environment where people thrive and perform.

The HRBP function focuses on:

- **On-the-ground HR support** – delivering practical guidance for policies, processes, and resolving day-to-day HR matters.
- **Cultural integration** – ensuring your offshore team shares your company values, work expectations, and communication practices.
- **Team development** – fostering growth through coaching, career planning, workshops, and skills-building programs.
- **Retention and stability** – creating an environment where your people can thrive, stay engaged, and consistently perform.

Your team in Bengaluru stays fully under your direction, supported on the ground by a local partner who keeps everything running seamlessly.

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“We're the local link that keeps your offshore operations running smoothly.”



Saini Martina

Senior HR Business Partner

Your Bengaluru Account Managers: From Setup to Scale

Potentiam's Account Managers in Bengaluru oversee the entire process from setup to scaling. They ensure your team is not only integrated but also able to operate confidently across the UK and pan-European markets. We work with you to:

We work with you to:

- **Turn scope into action** – confirming role profiles, timelines, and alignment with your operating model.
- **Manage onboarding** – ensuring your team has the right tools, access, training, and communication routines from day one.
- **Embed your ways of working** – aligning systems, reporting, and stakeholder management.
- **Monitor performance** – reviewing delivery quality and productivity regularly.
- **Address challenges proactively** – identifying challenges early and taking swift action to keep things on track.
- **Support growth and evolution** – advising on structure, additional roles, or process improvements as your needs evolve.

Potentiam's Bengaluru account managers act as long-term partners, helping you build teams that are structured, supported, and designed to perform seamlessly within your global operations.



"Every team we build in Bengaluru is set up to integrate into the client's workflow. Our role is to ensure the right structures, expectations, and support are in place so the team can deliver from day one."



Laurika Du Preez
Account Manager, Potentiam



"In Bengaluru, we see teams thrive when they feel aligned to both culture and capability. We stay close to make sure delivery, development, and client priorities are always in step."



Jill Hendricks
Account Manager, Potentiam



Potentiam Talent & Acquisition - Led by Saranya Gopalakrishnan

Saranya leads the team responsible for sourcing and selecting talent for Potentiam's clients in Bengaluru, focusing on building high-quality pipelines across **finance, software, IT engineering, and multilingual operational roles**.

Her team focuses on:

- **Context-first hiring** – every search starts with a clear understanding of the client's culture, working style, and technical environment.
- **Selective sourcing** – combining targeted headhunting with active market mapping to reach the right talent, not just the available talent.
- **Structured evaluation** – candidates undergo multi-stage screening focused on capability, problem-solving, and communication skills.
- **Seamless handover** – once the right hire is confirmed, the team works closely with Account Managers to ensure a smooth transition into setup.

Saranya and her team ensure the people brought into the Bengaluru pipeline are ready to operate as fully embedded team members – capable, aligned, and able to contribute from day one.

“

“Our goal in Bengaluru is to bring in talent that's not only technically strong but also ready to integrate seamlessly into the client's team from day one.”



Saranya Gopalakrishnan

Head of Talent Acquisition, Potentiam Bengaluru

Working at Potentiam's Office in Bengaluru

Your visit to Potentiam's Bengaluru office combines collaboration with a taste of one of India's most vibrant tech and cultural hubs. Meet your team in a modern, collaborative workspace, then explore the city's energy and character.

From the historic Bangalore Palace and colourful Koramangala streets, to bustling markets, innovative cafés, and lush parks, Bengaluru offers a dynamic mix of tradition, innovation, and city life that makes every visit memorable.



Engagement That Feels Local, Even When It's Offshore

Embedded teams work best when they feel connected. At Potentiam, we don't just provide the infrastructure; we create the conditions for meaningful engagement.

Beyond the day-to-day, we help you build the kind of connection that drives long-term performance and integration.

What Engagement Looks Like

- **Real-time collaboration**

Daily stand-ups, planning sessions, and check-ins. Your offshore team works in sync with your onshore team.

- **In-person visits**

Many clients visit Cape Town for onboarding, planning, or face time with their team. We make those visits easy and productive.

- **Team-building and connection**

From dinners and celebrations to social events. We create space for your team to connect and recharge.

- **Recognition and growth**

You define the path. We support it with local infrastructure that enables progression, recognition, and development.



How Bengaluru Scores

Bengaluru stands out for the depth of its technical and professional talent, its ability to scale teams quickly, and the cost advantage it brings. While travel time and day-to-day independence require some planning, the location remains one of the most proven hubs for building long-term, high-performing teams that integrate with UK operations.



How Bengaluru Scores

Dimension	Why It Matters
Cost	Operating costs are significantly lower than in the UK, especially for mid-to-senior roles, where salaries are often 40 to 70 percent lower. Office, HR, and IT support also price in favour of Bengaluru, which compounds savings at the team level. The headroom created can be redirected into growth and capability.
Flexibility	The market supports both small pilots and rapid scale to full functions. You can add specialist pods or broaden into multi-function teams without changing location. Capacity can be increased with predictable timelines and minimal disruption to UK workflows.
Language	English proficiency is strong across professional roles, with clear business communication. Accent and written style can vary by team and should be aligned through onboarding templates and review rhythms. With consistent standards, client-facing quality is reliable.
Independence	Senior professionals are used to global structures and can operate with limited oversight. Junior teams benefit from a clear local lead, documented standards, and regular coaching to reach full autonomy. With that support in place, continuity and ownership are strong.
Cultural Fit	Bengaluru teams work daily with UK and European companies and adopt client processes and cadence readily. Expectations on quality, pace, and reporting are well understood. This reduces integration friction and shortens time to value.
Recruit Speed	Large, established pools allow most roles to be hired in four to six weeks, faster than typical UK timelines. Scarce skills may take longer, but market depth keeps the search predictable. Structured evaluation and clear profiles further de-risk timelines.
Availability	Bengaluru offers depth across engineering, data, finance, service desk, and commercial operations. The city produces a steady flow of graduates and attracts experienced talent from across India. This supports long-term team growth and succession planning.
Time Zone	GMT plus five and a half hours gives four to five hours of UK overlap for live collaboration. Work continues after the UK workday ends, which shortens the cycle time on many tasks. The model supports blended delivery without over-reliance on late UK hours.
Proximity	Travel from London is around ten hours with established routes. Trips require more planning than nearshore locations, and visa steps add admin. On-site visits remain straightforward but are less frequent than within Europe.

About Potentiam:

With a dedicated local HR partner in each region, Potentiam supports expanding talent pools in Bengaluru, India. Our expert advisors plan, structure, build, integrate, and manage international teams, allowing businesses to grow confidently.

Potentiam connects you to top-tier talent at lower costs, backed by comprehensive in-country support. With a proven track record across sectors like professional services, IT, data analysis, energy, cybersecurity, research, and more, Potentiam is a trusted partner for offshore success.

Potentiam's HR business partnership means companies can manage their own teams whilst Potentiam takes on the risk of local employment, HR, and office support.



