RemotePlatz

How IMPARGO hired its core team of 5 developers at 50% less cost

IMPARGO

00.

Overview

CLIENT

IMPARGO

LOCATION

Berlin, Germany

SERVICE MODEL

Core Tech Teams

REMOTE DEVELOPERS

5

"With Remoteplatz, we managed to assemble a team of developers in less than 2 weeks, bring new features to the market, and accelerate our product development faster than competitors"

Julian Labeit
Founder of IMPARGO

01.

The challenge

The B2B logistics industry disruption is increasing. There are so many young startups and entrepreneurs who are already making significant changes in the industry. When IMPARGO was founded in 2017 by Gerhard Hänel and Julian Labeit, their objective was to transform the transport logistics for industrial and transport companies.

IMPARGO develops a technology that makes the dispatcher or transport manager of freight forwarders and producing companies more efficient and increases the service level of the transport company. The process is all automated and digitized.
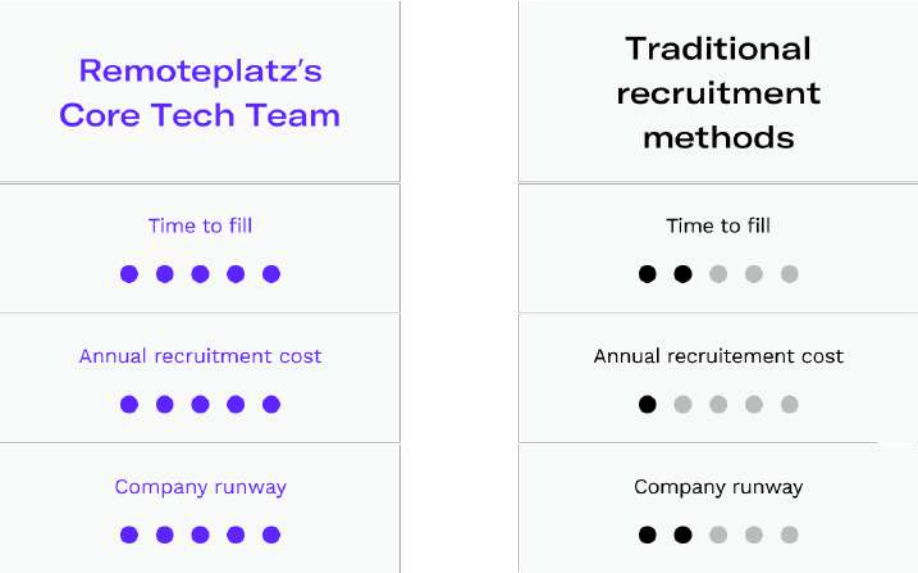
IMPARGO had a tech team already based in Berlin who were working on the early stages of the product development. The challenge began when the tech team wanted to introduce new features to the product, which required bringing in additional manpower and expertise, yet could not afford significantly increasing their budget at that point in time.

"We used to work with recruitment agencies to hire developers, which used to cost us between EUR 15K – EUR 18K per developer as recruitment fees only. Not to mention the long time we had to wait until the developer is hired. We found that the longer we wait, the more cost we had. So, going remote sounded like the perfect option to reduce expenses and the time to hire. At first we hired 3 backend developers with which we could decrease our yearly cost tremendously compared to local hiring"

Julian Labeit, Founder of IMPARGO

Results

Remoteplatz's Core Tech Team

Time to fill	● ● ● ● ●
Annual recruitment cost	● ● ● ● ●
Company runway	● ● ● ● ●

Traditional recruitment methods

Time to fill	● ● ○ ○ ○
Annual recruitement cost	● ○ ○ ○ ○
Company runway	● ● ○ ○ ○

03.

IMPARGO's best practices

01. Management

A lot of startups are skeptical to hire remote developers for their MVP/startup. The security of data is one of their biggest concerns. In addition, they have a lot of questions;

• How much will remote developers cost?
• Will the team deliver the project on time?
• Will communication and productivity suffer from this kind of work?
• How to build a culture with remote developers?

In just one year, IMPARGO was able to build a strong culture between its remote and on-site teams.

IMPARGO's CTO Julian Labeit about their successful setup of a remote team:

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Remote work can be intimidating for both developers and employers. Especially if they are coming from an office-based environment. In-office environments, developers are used to receiving feedback on a daily basis. In remote work, developers can spend days and even weeks without hearing from their employers. This can cause developers to lose track of where they stand and can even lead them to become disengaged from work.

To avoid this, there are a few things to keep in mind:

A.

Communicating more often with developers is essential. This helps our developers understand what they should improve and what's already good enough.

B.

In addition to establishing a strong communication structure, at IMPARGO, we focus on what developers create, the 9 to 5 is no longer an effective metric to evaluate employee performance. Apart from our daily check-ins and monthly performance reviews, we try to give developers time to work on projects and assigned tasks. For example, we utilize our sprint planning to assign weekly tasks, and we use our retrospective meetings to review what's been done, and what should be improved. This helps us measure the output rather than the input.

02. Communication

In the beginning, we had to build a communication structure to communicate seamlessly every day and help everyone stay on the same page. So we followed these 2 rules:

1. Over-communicate

By scheduling weekly meetings, daily stand-ups and involving the whole team in decision making. Weekly: Sprint planning, retrospective Daily: Huddles, 5 - 6 follow-ups on Slack with the whole team.
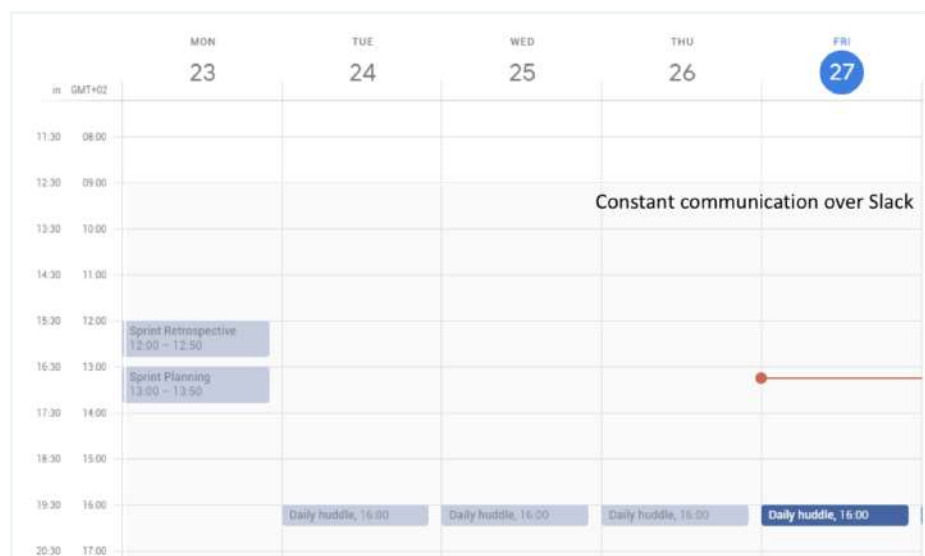
IMPARGO communication architecture

2. Document everything

Everything we discuss in meetings is documented. We use chat tools such as Slack to document important discussions and informal conversations.

IMPARGO's most used communication and project management tools

Task managemet
• Trello

• Jira

• Asana

Document collaboration
• Google Drive

• Dropbox

Team communication
• Slack

• Hangouts

• Meet

• Skype

• Zoom

Data Security
• FileVault

• FlowCrypt

• SkyFlok

• 1password

03. GDPR Compliance

We undertake regular security measurements to ensure GDPR compliance. We use active prevention and regular security check-ups to prevent breaches. Some of the prevention steps include:

• Device encryption
• Email encryption programs
• Enabling remote finding of devices

The Remoteplatz team was also very conscious of data protection best practices and their GDPR guide allowed us to mitigate any intellectual property or data protection risks.

We have written a complete guide about securing your data in remote workplaces to ensure GDPR compliance. Check it out from here.

04. Culture

In on-site teams, culture is built through collaboration, office chats, and team activities. It's often easy for remote teams to lose their sense of accountability and belonging and end up disconnected from the company's mission. Therefore, the first step is to have transparent communication about the company's shared values and objectives.

"The ability to inspire people to work towards a common goal helps them feel connected and part of a bigger picture"

We also like to find creative ways to stay engaged and connected, for example, we organized a company retreat last year to El Gouna, Egypt, where we gathered the whole team and attended workshops.

IMPARGO's team retreat in El-Gouna Egypt

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Gerhard Hänel, Founder of IMPARGO

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