

Offshoring for Beginners

How to build a global team with less cost, more control, and zero compliance headaches



PENBROTHERS

Humanizing Growth

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What is Offshoring?

Offshoring is the practice of hiring full-time talent based abroad to work directly for your company. Unlike outsourcing, where work is handed off to a third-party agency, offshoring gives you more control, visibility, and integrates with your in-house team.



Fully Integrated Teams

Talent works as part of your team, not just alongside it.



Designed for Long-Term

Hires are scoped for long-term value, not just temp tasks.



Scalable Infrastructure

Supports growth with tools, onboarding, and compliance already set.



Who is Offshoring For?

Designed for Scaling Companies Across Growth Stages



Founders & C-Levels

Scaling post-Series B, need to grow fast without burning runway.

Roles Needed: Software developers, UI/UX designers, marketing teams



Chief Finance Officer

Focused on lowering cost per hire and improving financial efficiency across teams.

Roles Needed: Admin, payroll, HR ops, recruiting support



Head of Growth

Testing new regions or roles without long-term risk.

Roles Needed: Sales development, lead generation, content marketing, SEO



VP of Engineering

Limited budget but aggressive dev roadmap; needs to scale product fast.

Roles Needed: Full-stack developers, CX agents, project manager, data entry



Penbrothers' Offshoring Process

4 Easy Steps to Your Offshore Team



Discovery Call

We align on goals, roles, and timelines to drive clear outcomes.



Solution Presentation

Get a tailored plan with transparent costs and full compliance **in 30 days.**



Find & Vet

From hundreds of applicants, only the best make it through our AI, skills, and reliability checks.



Hypercare Onboarding

This is where most teams fail — **Penbrothers' 180-day Hypercare** ensures retention and success.



Offshoring vs Other Hiring Models

Feature/Criteria	Full-Service Offshoring Partner	Platform EOR	Contractors or Freelancers	Outsourcing
Dedicated, long-term team	✓	✗	✗	✗
Full operational control	✓	✗	✗	✗
Faster setup than local entity	✓	✓	✓	✓
Scalable for growth	✓	✗	✗	✗
Full legal compliance	✓	✓	✗	✓
Streamlined HR & payroll support	✓	✓	✗	✓
Low misclassification risk	✓	✓	✗	✓
Flexible for short-term projects	✗	✗	✓	✓
Cost-effective for high-value roles	✓	✗	✓	✓
Full team visibility & quality control	✓	✗	✗	✗



Common Misconceptions about Offshoring

You Say

Our Response

“Offshore talent is cheaper because it’s lower quality.”

Offshore salaries reflect lower living costs, not lower skills. Penbrothers vets every candidate for expertise, communication, and proven performance, so you get high-quality professionals without compromising on standards.

“Offshoring means I’ll lose control of my team.”

You stay in full control of priorities, workflows, and performance. Offshoring simply shifts administrative and legal burdens off your plate, not decision-making or team leadership.

“It’s just outsourcing or freelancing by another name.”

Offshoring is about building a dedicated, embedded team, not hiring gig workers. These team members work within your systems, follow your processes, and are aligned with your long-term goals.

“Cultural and communication gaps will cause problems.”

Offshore teams have strong English skills and global work experience. With structured onboarding, clear expectations, and collaboration tools like Slack or Notion, teams communicate and align effectively.



What You Get with Penbrothers

Like Offshoring — But Better!



Consultative Setup:

We help design your offshore team and define the right roles, structure, and budget.



HR & Compliance:

We manage contracts, benefits, and labor rules.



30-Day Vetting & Role Matching:

Get top talent fast with our elite headhunters, matched to your needs in 30 days.



Local Labor Expertise:

Stay compliant with expert local insights.



Hypercare Support:

Smooth integration with extra support in the first 180 days and beyond.



IT & Office Setup:

We provide laptops, tools, and workspace support.



Payroll & Legal:

We handle pay, taxes, and legal setup.



Employee Engagement:

Boost retention with check-ins and culture support.

Salamat!

(Filipino word)

[sa·lá·mat] *noun*

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1. meaning "I thank you"
 2. the act of thanking
 3. an expression of gratitude



Appendix

Offshoring for Beginners





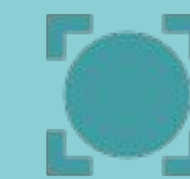
Step 1: Discovery Call

What It Is

Your first step to hiring clarity. We assess your needs across role scope, speed, budget, and readiness. No pressure, just a consultative deep dive to see if offshoring makes sense.

What You Get

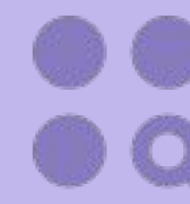
- A consultative chat with actionable offshoring insights
- Hiring advice tailored to your goals
- How offshoring aligns with your needs
- ROI clarity with costs and timelines

**70%**

Average savings on salaries

**30d**

Average time to placement

**2%**Replacement rate for
Penbrothers talent



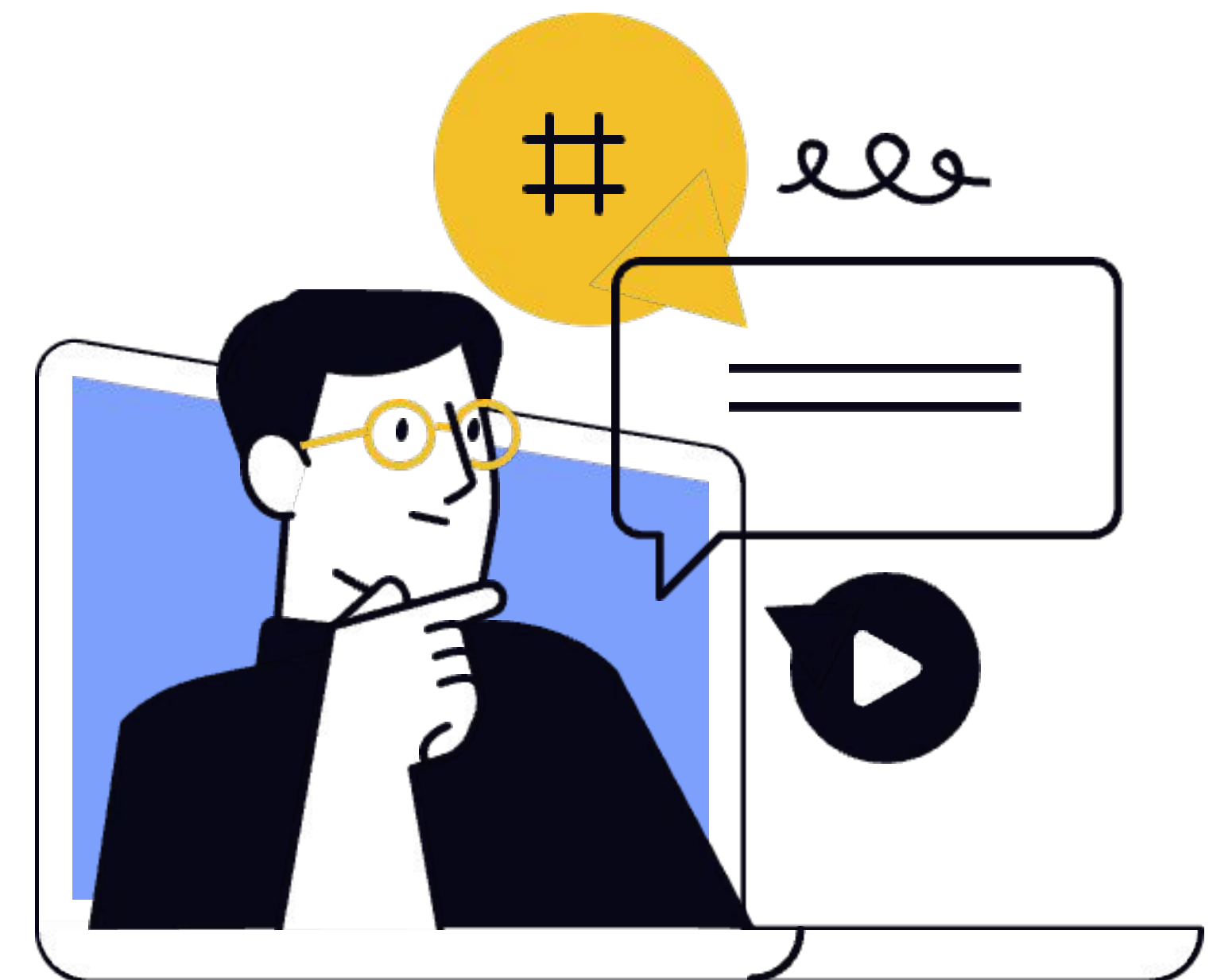
Step 2: Solution Presentation

What It Is

You get a tailored plan, not a menu. In this step, we define the role with you and align on the ideal candidate profile. This ensures every CV we send is based on your priorities, success metrics, and team context.

What You Get

- Clear role priorities and success metrics.
- A curated shortlist of high-fit candidates.
- Early CV reviews to align on top talent.
- Transparent pricing and next steps.





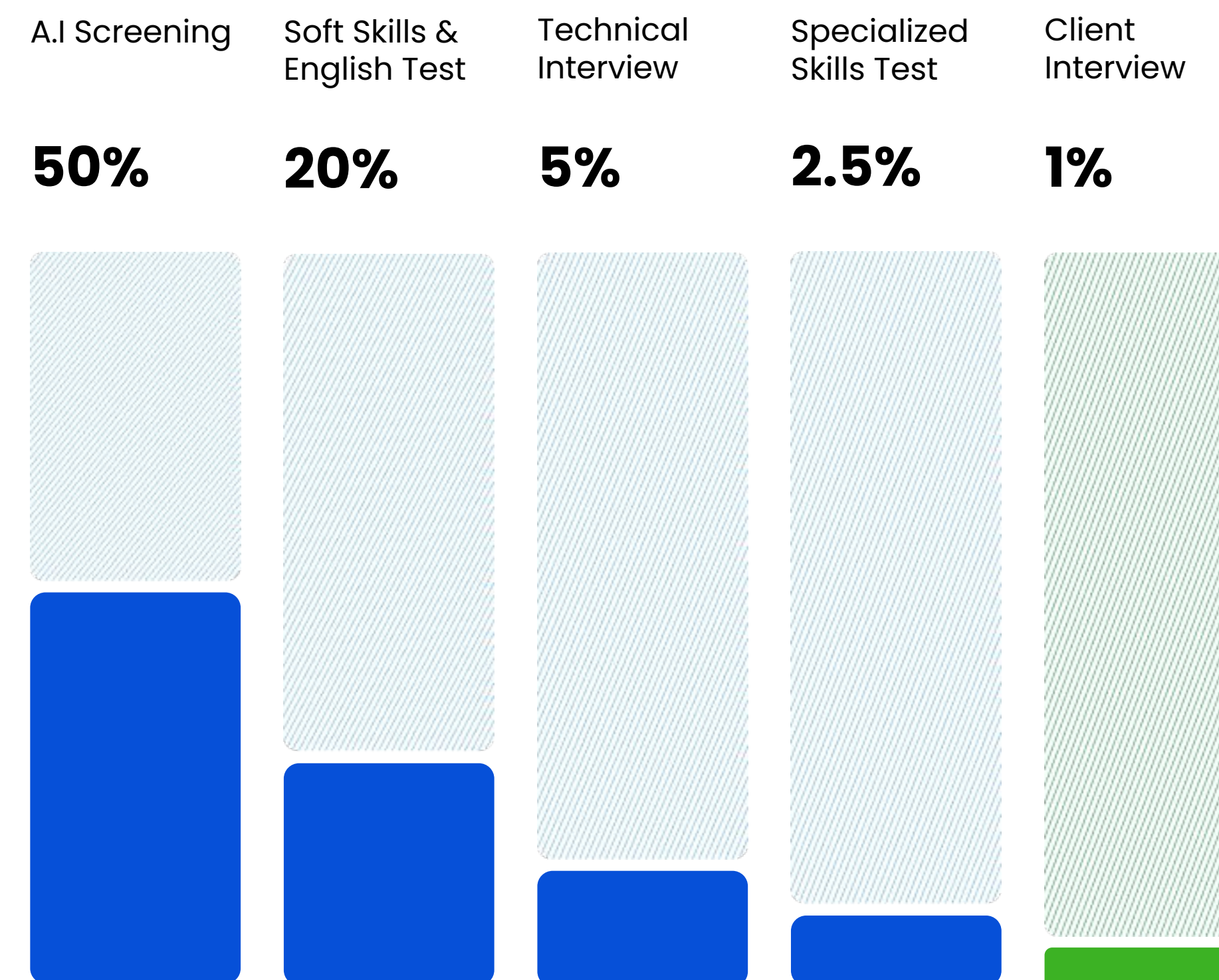
Step 2: Find and Vet

What It Is

From thousands of applicants, only a select few pass our rigorous vetting, screened for skills, communication, and cultural fit. By the time they reach you, they're already qualified and interview-ready.

What You Get

- Vetted candidates within 30 days
- Multistage screening (skills, soft skills, culture)
- Talent aligned with your goals and work style
- Full visibility across every step of the process



Recruitment Funnel

From 20,000 applicants to 100 hires, our filters work.



Step 3: Hypercare Onboarding

What It Is

The Penbrothers Hypercare framework is a 180-day onboarding system that transforms new hires into long-term assets through structured integration, coaching, and regular check-ins.

What You Get

- 60/120/180-day performance check-ins
- Coaching, feedback, and long-term goal setting
- Full onboarding setup: start date, tools, access, orientation
- Role clarity, team integration, and stronger collaboration

Day 60

Day 120

Day 180

Foundation and Integration

We set your hire up for success from day one—ensuring fast integration and early impact.

Performance Alignment

Once set up, we focus on consistency—closing gaps, refining workflows, and strengthening collaboration.

Autonomy and Retention

In the final stage, we build independence through clear goals and growth—keeping your hire confident, engaged, and committed.



Offshoring vs Other Hiring Models

Model	Example	Pros	Cons
Full-Service Offshoring Partner	Build and manage your own full-time team in the Philippines. We handle HR, payroll, and compliance.	<ul style="list-style-type: none"> ✓ Dedicated, long-term team ✓ Full operational control ✓ Faster setup than entity ✓ Scalable for growth 	<ul style="list-style-type: none"> ✗ No plug-and-play SOP, tailored processes require joint setup ✗ Dependent on partner’s reliability ✗ Less legal ownership in-country
Platform EOR (Employer of Record)	You choose and manage the talent. The EOR legally employs them and handles payroll, contracts, and compliance.	<ul style="list-style-type: none"> ✓ Fast market entry ✓ No entity needed ✓ Full legal compliance ✓ Streamlined admin 	<ul style="list-style-type: none"> ✗ Higher cost per hire ✗ Limited support beyond compliance ✗ Not ideal for long-term or large teams
Contractors/ Freelancers	Hire a graphic designer on Upwork to complete a short-term project.	<ul style="list-style-type: none"> ✓ Flexible and low-cost ✓ Quick to hire ✓ Ideal for short-term or niche work ✓ Minimal overhead 	<ul style="list-style-type: none"> ✗ High misclassification risk ✗ No control over quality or availability ✗ Hard to scale ✗ Low commitment and retention risks
Outsourcing	Contract an agency to handle a full business function like customer support.	<ul style="list-style-type: none"> ✓ Cost-effective for routine tasks ✓ Minimal involvement required ✓ Fast to deploy 	<ul style="list-style-type: none"> ✗ No control over team ✗ Limited visibility and flexibility ✗ Potential quality and brand alignment issues



Frequently Asked Questions

How do I ensure offshore hires align with my company culture?

Penbrothers emphasizes cultural fit from day one through structured onboarding, regular alignment sessions, and values-based role matching. We help your new hires feel like part of the team, not outsiders.

Will offshore workers require more training and onboarding?

Offshore workers don't require more training than locals, just the right setup. At Penbrothers, we use clear SOPs, async training, and guided 60-120-180 onboarding to get talent up to speed quickly, regardless of location.

How can I manage an offshore team if I'm short on time and resources?

Penbrothers handles the heavy lifting, recruitment, admin, HR, and compliance, so you can stay focused on leading and scaling your team without burning capacity.

What are the hidden costs in offshore staffing, and how do I avoid them?

Hidden costs often include rework from poor fit, scope creep, and unexpected admin fees. We help you avoid these through clear SLAs, transparent pricing, and our consultative setup that defines expectations up front.

How do I handle time zone differences effectively?

Time zones don't have to be a blocker, they can be a strength. We help you design workflows with overlap hours, async tools, and regular checkpoints, so your team stays aligned and productive around the clock.

Is offshore staffing viable for small businesses, or only big tech?

Absolutely. Offshore staffing isn't just for big tech. We help post-Series B startups and SMEs in building lean, high-impact teams, often starting with just 1-2 key roles. It's a smart way to access world-class talent without the overhead of local hiring.

How do I protect my company's data and IP when working with offshore teams?

We follow strict security protocols aligned with international standards. All talent signs NDAs and IP agreements, and our infrastructure is built to keep your data safe.

Can offshore workers grow with my business long-term?

Yes. We invest in long-term retention through career development, performance coaching, and team engagement. Your offshore hires grow with your business, not just fill a gap.

What if the offshore hire isn't working out?

A good partner provides replacements, fast. At Penbrothers, we proactively manage underperformance and help you course-correct quickly.