

Serengeti Data & Tech Sheet

More than half of EU enterprises that recruited or tried to recruit ICT specialists had difficulties in filling ICT vacancies. Specifically: Austrian (78%), Dutch (69%) and German (64%) companies were above the EU average having trouble finding software engineers and other ICT specialists

Eurostat, December 2018.

Is it challenging to find software engineers?

The software development industry is in a tight hiring spot. We know that stable and skilled engineering teams build exceptional products. However, finding the people you need isn't easy, and it's a time and cost investment.

If you hire the wrong engineers -- or fail to hire them at all -- you can lose months on a business-critical project - and the standard hiring process does not always get you the best engineers.

More importantly the competition is also looking for these experts.

Additionally, there are numerous business models today. Each leader has their own experiences, and those experiences inform their approach. The biz world is moving faster than ever. Organizations pivot on a dime. Requirements are always changing. R&D needs more flexibility and agility.

We've never lived in a time like this.

In the EU, the vast majority of all enterprise software development comes from external partners and their engineers. To excel now, you need a great engineering team. Your innovation often comes right from that team.

That is the reason why we used more than 10 years of experience in offsite software delivery and built our team extension engagement model. It is a model that assures instant engineering capacity and flexibility, but it is specially designed to provide shortest time to maximum productivity, team stability and minimum management overhead.

Serengeti is a software development business focused on core product development.

We provide self-managed engineering teams to rapidly scale product development capacity and accelerate the release of products. With our focus on industries like logistics, energy, health, industrial manufacturing, and finance, we provide teams that understand specific industry requirements and understand the broad business picture.

With our broad technical expertise, we can consult and implement innovations based on advanced trends:

- Cloud
- IoT
- Machine learning
- Computer vision
- Augmented reality

- DevOps
- Automated testing.

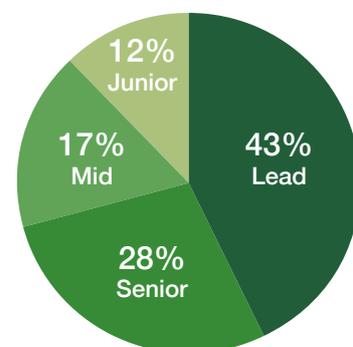
We have development centers in Ukraine and Croatia and sales offices in The Netherlands and Germany.

We enable seamless team extension by mirroring the processes and development environment of our demanding clients. Our global team of over 150 engineers are adept in all major technology platforms and possess unique development skills and real-world experience.

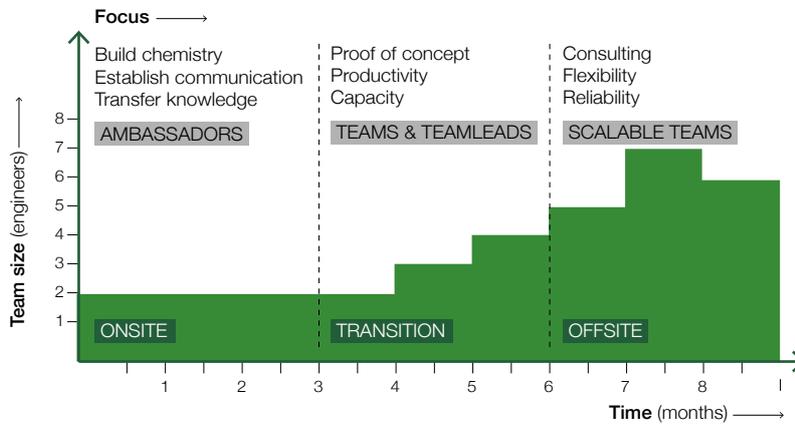
Today, our business continues to expand rapidly. We maintain 100% reference ability by meeting and often exceeding our clients high level of expectations.

Since our client need us for critical support in the development of their complex core business applications, our teams consist of very experienced and highly educated engineers.

Breakdown of Serengeti software engineers by seniority level



TEAM EXTENSION MODEL



Team Extension Model

In the Team Extension Model, Serengeti is a supplier responsible for maintaining a stable offsite development team that seamlessly integrates with the client's internal engineering team.

Serengeti is responsible for managing the remote team and delivering according to the client's roadmap, product requirements, and timeline.

Why the Team Extension Model is the right approach

The Team Extension Model is generally considered the most successful approach for achieving long-term, win-win outsourcing relationships for core software product development.

In this model, the supplier maintains a dedicated core team that emulates an engineering center owned by the client. Its advantages are scalability and flexibility in team size, composition and skill set, as well as the added focus of team management experienced in similar engagements.

Supplier management experience is critical to ensure efficient and effective ramp-up, minimum client management overhead and maintenance of the high level of communication required for a high-trust collaborative environment.

Once activated, the Team Extension Model is agile, efficient, and scalable.

Basically, we become your offsite team. We become your trusted partner.

Once the Team Extension Model is in place; it is perfectly complemented by supplier consulting capabilities -- where the client can benefit from suppliers' broad technical and business experience.

How the Team Extension Model helps specifically with core product development?

You can add engineers and keep your internal processes. Everyone working on your product should be using the same processes, tools and quality standards. **If you have a flat organization, increasing headcount creates an additional internal difficulty for management. Team Extension model provides self-managed autonomous teams.**

Due to the sheer number of engineers on staff, Team Extension suppliers have more depth in established and emerging technologies than in-house teams -- and they also have more exposure to engineering best practices across various client engagements.

Think of it like this: they often already cooperate with other market-leading companies and they know very well what are engineering best-practices that others are using. That's big. Their consulting capability is precious.

Suppliers that offer Team Extension Model have fewer distractions from internal politics, leading to higher productivity. They are also capable of looking at things from a different angle and coming with fresh ideas for problem-solving.

Limitations and Challenges

If the supplier team is kept too small by the client (<5), then they may not leverage the full benefits of supplier management.

If gaps in the work require core teams to be dissolved and re-established, much of the learning and scalability benefits are lost. A core team of engineers must always be maintained for Team Extension Model to deliver maximum effectiveness.

Likewise, if the anticipated duration of the engagement is too short, there is less time for the client to benefit from the alignment and knowledge transfer that is achieved during the engagement ramp-up phase.

We help you find the right mix to get your core products upgraded or in-market. We do it faster, more effectively, and more productively than an internal team can do alone.

About Serengeti

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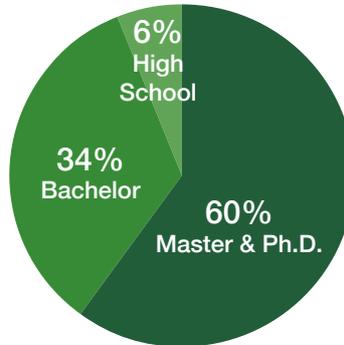
It was founded in 2007 and has been continuously growing revenue, employee count, and level of expertise. Because of our distinctive engagement model, we have become a valued partner for companies in the financial, logistics, energy, healthcare, and industrial manufacturing.

Our slogan is “Promising the possible, delivering even more!”.

Our top priority is to provide professional services that exceed the expectations of what our clients imagine could be possible with outsourced engineering.

Teamwork is one of our core capabilities -- both between Serengeti engineers and between our engineers and your engineers. We select and foster those unique individuals with strong talent, great attitude, and energy, and ensure that they will always work well within a team.

Breakdown of Serengeti's Engineers education level



More than 60% of our newly recruited engineers come to us via internal references while we hire the rest of engineers after a rigorous selection process, where the job is offered only to 15% of candidates.

Although recruiting talented software engineers is challenge everywhere in the world, Serengeti uses its exceptional employer brand to attract a large number of good candidates.

Serengeti is also ISO 9001:2015

and ISO 27001:2013 certified. These certificates are of utmost importance because they confirm the quality of the organization's quality management and information security management.

ISO certification improves the service and standardizes the entire business.

Our work is mostly client's core product development. Therefore, maximum security and confidentiality are a top priority. We take client domain know-how and IP rights protection very seriously and ensure that our clients, with our teams, have same or better protection as they would have with their internal development teams.

Our ISO certificate and other measures help ensure protection. We seat each client's team in a separate room, our teams go through strict preparation and education for every new engagement, we have rigorous internal processes and rules about which content and knowledge can be shared, we provide strong management involvement and control.

Tech Sheet

SELECTED TECHNOLOGIES

.NET framework related technologies: C#, .NET, ASP.NET WebForms, ASP.NET MVC, Entity Framework, ADO.NET, WPF, ASP.NET Web services, WCF services, .NET Core

Java platform related technologies: Java, JavaSE, JavaEE, Hibernate, Spring, Spring Boot, JSP, JSF, Struts, JSTL, Apache CXF, Jasper, Apache Karaf, Apache Kafka

Python related technologies: Python, Django

Web technologies (front-end): HTML5, CSS3, Bootstrap, Material Design, JavaScript, jQuery, Angular, React, Redux

Software testing technologies: xUnit.net, NUnit, Microsoft Test Manager, SpecFlow, JUnit, Mockito, JMeter, Selenium, Protractor, Jasmine, Karma

Software development technologies: Redis, RabbitMQ, Liquibase

Software development tools: Fiddler, Wireshark

Software development process related technologies: TFS, SVN, Git, GitLab, GitHub, Jenkins, Maven, Gradle, Visual Studio, Eclipse, IntelliJ IDEA, Visual Studio Code, JIRA

RDBMS: IBM DB2, Microsoft SQL Server (T-SQL; SQL Server Management Studio), Oracle (PL/

SQL; TOAD), PostgreSQL, MySQL

Embedded software technologies: C++, STL, Qt, embedded Linux (Yocto, BitBake)

Cloud technologies: AWS, Microsoft Azure, Google Cloud Engine, Pivotal Cloud Foundry

Container technologies: Docker, Kubernetes

NoSQL DBMSs: Apache Cassandra

Mobile application technologies: Android (Java), iOS (Objective-C), Apache Cordova (hybrid applications), Xamarin (C#; supports both Android and iOS), React Native (JavaScript)

DWH tools: Oracle Data Warehouse Builder, IBM InfoSphere Data Stage