

The 3 Engineering Pods

Choose what works for your team



First-Time Outsourcing Engineering Pod (10)

Purpose:

- Give first-time outsourcing teams a safe, accountable execution model.
- Reduce delivery risk, leadership drag, and timezone friction.
- Prove productivity and quality before scaling.

When You Use This

- You've never outsourced engineering before.
- Delivery is slowing as the team grows.
- Senior leaders are spending too much time firefighting.
- You want predictability without vendor chaos.
- You want AI adoption without security or quality risk.

Team Mix

- 1 Pod Lead / Technical Owner
- 3 Senior Backend Engineers
- 2 Senior Frontend Engineers
- 1 QA / Reliability Engineer
- 1 DevOps / Platform Engineer
- 1 AI & Automation Engineer
- 1 Delivery & Coordination Manager



Product Ownership Unit (25)

Purpose

- Give an entire product slice a real owner not a vendor rotation.

When You Use This

- A feature set keeps slipping
- Integrations or modules need seasoned leadership
- You want safe, real AI implementation
- You want one team accountable end-to-end

Team Mix

- 5 Senior Backend
- 3 Senior Frontend
- 4 Mid Engineers
- 3 QA
- 2 Automation QA
- 2 DevOps
- Product Analyst
- UX/UI Designer
- Delivery Manager
- 2 Flex Seniors
- Optional: 1–2 Data/ML Engineers



Strategic Scale Unit (50+)

Purpose

- Support major migrations
- Lead multi-quarter initiatives
- Enable AI as a core capability

When You Use This

- You're planning major migrations, rebuilds, or multi-quarter initiatives
- The board is pushing for aggressive delivery
- You want AI capabilities as a real engineering function, not an experiment
- You need scale without compromising quality

Team Mix

- Engineering Manager
- Architect
- 12 Senior Engineers
- 16 Mid Engineers
- 6 QA
- 4 Automation QA
- 4 DevOps
- 1 SRE
- 1-3 Data/ML Engineers
- Data Analyst
- UX/UI
- Delivery Manager