



Nearshore Teams.

We help you engage talented data and software engineering resources in nearshore locations on flexible medium and longterm contracts.



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Ascent Nearshore Teams.

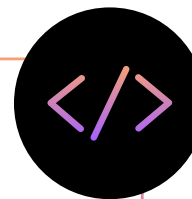
Ascent's team solutions enable you to expand your capabilities by bringing in talented professionals in nearshore locations to complement your existing expertise, helping your in-house teams reach their full potential.

Working with Ascent gives you access to broad engineering skillsets that empower you to tackle projects with increased efficiency and velocity, whether you are taking on a specific challenge, handling peak workloads or exploring new initiatives.

We apply our onboarding experience and best practice to help you prepare for, select and integrate nearshore talent into your functional teams. Once up and running, you manage what they work on and how they work; we provide the optimal environment to deliver high performance and engagement.

Build your team with Ascent.

Create strong relationships with talented, experienced professionals who will seamlessly integrate into your teams, applying their skill and insight to drive you forward faster.



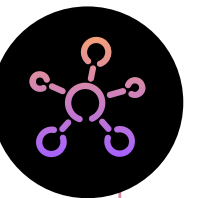
Skills:

Access high-quality Software Engineers, Data Engineers, Tech Leads, Technical Architects and QA specialists



Collaboration:

Extend and augment your capabilities with Ascent teams to accelerate medium to longterm project outcomes



Function:

Build and operate complete outsourced business units and functions with high performance, dedicated multi-discipline teams in nearshore locations

Trusted by:



Why engage nearshore resources?

Proximity and time zone alignments.

Nearshoring enables close collaboration and easier communication due to the shorter physical distance between you and your nearshore resources. Similar or overlapping time zones make real-time interactions more feasible, reducing delays in communication and improving overall project coordination.

Cultural affinity and compatibility.

Nearshore destinations like Portugal, Bulgaria and Malta share cultural similarities and offer compatible work ethics, business practices and communication styles with the majority of European or English-speaking businesses. This leads to smoother project management, better alignment of expectations and reduced barriers to successful outcomes.

Language proficiency.

Nearshore locations offer high-proficiency English language skills, reducing misunderstandings, enhancing productivity and facilitating smooth knowledge transfer.

Cost efficiency.

A nearshoring strategy offers cost advantages vs onshore outsourcing or domestic insourcing. In addition to salary or day-rate efficiencies, economical travel expenses and simple logistics lead to increased efficiency and cost savings.

Talent pool and expertise.

Nearshore destinations provide access to a diverse and skilled talent pool. These countries often have strong educational systems and a focus on technical disciplines, producing high quality software and data engineering professionals. Leveraging nearshore talent allows companies to tap into specialised skills and expertise that may be scarce or costly in their domestic markets.

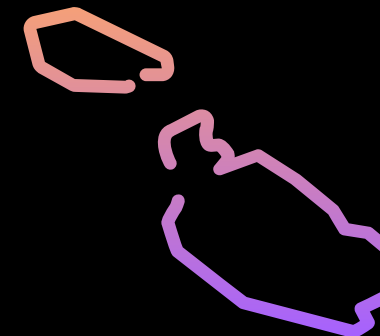
Get in touch to access our skills ratecard and mobilisation times for each location.
diogo.dias@ascent.io

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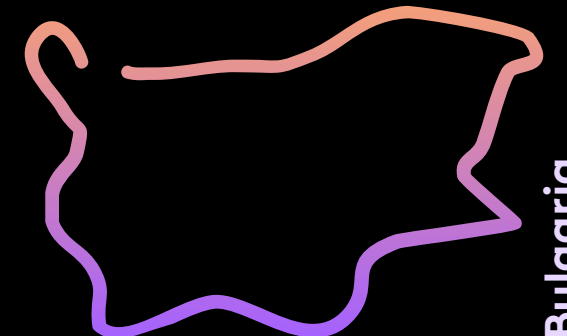
About our nearshore locations.



Portugal.



Malta.



Bulgaria.



Portugal (+0 GMT)

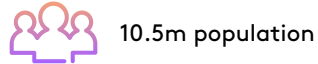
KEY STATS



Euro (EUR)



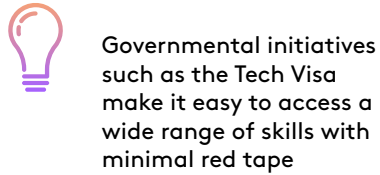
UTC+0/GMT



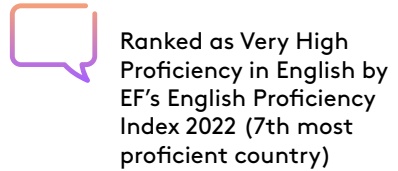
10.5m population



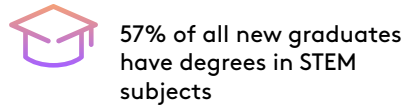
EU member



Governmental initiatives such as the Tech Visa make it easy to access a wide range of skills with minimal red tape



Ranked as Very High Proficiency in English by EF's English Proficiency Index 2022 (7th most proficient country)



57% of all new graduates have degrees in STEM subjects

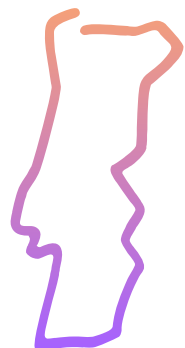
Portugal is rapidly becoming a major player in the global IT industry. Located in south western Europe and home to ~110,000 skilled ICT professionals, the country has built a strong reputation for innovation and entrepreneurship.

Portugal's emphasis on technical education and strong university system produces a steady stream of high-calibre graduate technologists. Portuguese professionals are known for their technical expertise, proficiency in English and ability to adapt to emerging technologies.

Located in the same zone as the UK, Portugal offers a seamless collaboration experience to businesses worldwide. Its proximity to major European cities guarantees effortless accessibility for on-site visits, leading to closer working relationships and enhanced project coordination.

Over the years Portugal has made substantial investments in its digital infrastructure, driving advancements in IoT, cloud computing and Smart Cities. The growing number of technology parks and innovation hubs evidences Portugal's desirability as a location for technology businesses. Additionally, the government actively promotes the industry through supportive policies, including tax breaks and grants, attracting foreign investment. The country is also consistently chosen as the home for renowned tech events like Web Summit.

Last but certainly not least, Portugal offers an exceptional quality of life defined by its climate with up to 290 days of sunshine per year, stunning landscapes, rich cultural heritage and outstanding safety record. These attributes contribute to a fulfilling lifestyle that keeps the country's talent pool motivated, content and inclined to stay, fostering stability and maximising productivity.



Malta (+1 GMT)

KEY STATS



Euro (EUR)



UTC+1/GMT



535k population



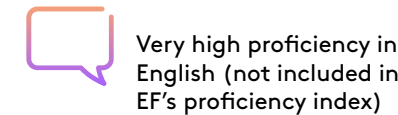
EU member



Government-sponsored digital literacy and specialised further education programmes



Global leader in blockchain and cryptocurrency regulations



Very high proficiency in English (not included in EF's proficiency index)

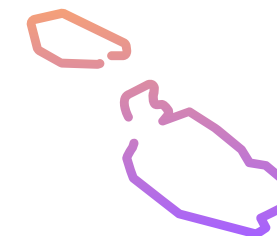
Malta is strategically located in the heart of Europe, making it easily accessible for businesses across the continent. This proximity reduces time zone differences and facilitates communication and collaboration with customers and stakeholders across Europe.

The country's workforce is sophisticated and well-educated, with a high proficiency in English and a strong emphasis on technology and engineering.

The country has a solid educational system, producing a pool of talented software developers and IT professionals. Government initiatives like the eSkills Malta Foundation work to improve digital literacy, skills development and education in areas such as coding and digital technologies. Partnerships with universities and educational institutions offer specialised tech programs and courses to prepare the future workforce.

Malta is also known as a global leader in blockchain and cryptocurrency regulations. The country introduced a comprehensive legal framework, known as the Malta Digital Innovation Authority Act, Virtual Financial Assets Act and Innovative Technology Arrangements and Services Act. These regulations provide clarity and legal certainty which has led to numerous blockchain and cryptocurrency companies setting up operations in Malta.

Malta offers an excellent quality of life with its Mediterranean climate, beautiful landscapes and multi-cultural history. This makes it an attractive destination for software and data engineers, looking for a healthy work-life balance.



Bulgaria (+2 GMT)

KEY STATS



Lev (BGN)



UTC+2/GMT



6.7m population



EU member



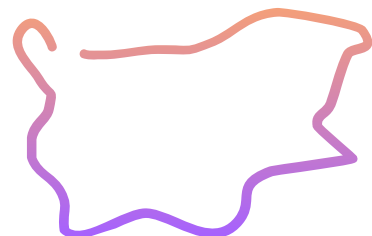
Governmental initiatives prioritise technical education and focus on digital infrastructure development



Key location for enterprise tech providers like VMware, SAP and HP



Ranked as High Proficiency in English by EF's English Proficiency Index 2022



Bulgaria has a long, rich heritage in the technology and electronics sector and is still known as the Silicon Valley of south-eastern Europe. Today Bulgaria is home to approximately 10,000 ICT companies, of which 70% are export-only, making Bulgaria a top ICT outsourcing destination.

Bulgaria has a well-established and reputable education system with a focus on technical disciplines. The country produces a large number of highly skilled software engineers, many of whom have strong foundations in mathematics, computer science and engineering.

The Bulgarian government remains very focused on education and skills development in the technology field. It has worked hard over the years to enhance technical education programs at universities and institutes, providing specialised training in areas such as computer science, engineering and information technology.

Bulgaria has made significant investments in improving digital infrastructure, including high-speed internet connectivity and broadband access. These infrastructure investments support the growth of technology companies, facilitate remote work and enable the adoption of emerging technologies like cloud computing, big data analytics and the Internet of Things (IoT).

Bulgaria actively participates in international collaborations and partnerships to enhance its tech ecosystem. It collaborates with organisations like the European Commission, European Space Agency (ESA) and various European R&D programs to exchange knowledge, access funding and participate in joint initiatives.

03 Example roles & profiles.



DATA ENGINEER

With 10 years of expertise in the field, Daniel brings a wealth of expertise and technical ability to our team. As a senior data engineer, Daniel is the go-to person for architecting and implementing robust data solutions that drive business insight.

Proficient in data integration techniques, Daniel excels in connecting and consolidating data from different sources, ensuring seamless data flow and integration. He possesses a deep understanding of ETL processes, employing industry best practices to extract relevant data, transform it for analysis and load it into target systems.

Using advanced data modelling techniques, Daniel creates logical and physical data models to ensure data accuracy, consistency and efficiency. He leverages his expertise in distributed computing frameworks like Spark to handle large-scale datasets and perform complex data transformations.

Well-versed in Azure and Databricks, Daniel utilises these cloud-based

platforms to develop scalable and performant data solutions. He leverages the power of these platforms to process and analyse big data, enabling data-driven insight and decision-making.

With meticulous attention to detail, Daniel ensures data quality, implementing data validation and cleansing processes to maintain data integrity. He collaborates with cross-functional teams, including data scientists and analysts, to understand their data requirements and provide optimised data solutions.

Daniel stays updated with the latest advancements in the data engineering field, continuously exploring new tools and techniques to enhance data processing and analysis. He demonstrates strong problem-solving skills, working diligently to resolve complex data engineering challenges.

With a focus on efficiency and scale, Daniel plays a crucial role in building robust data pipelines and enabling organisations to unlock the value of their data.



Marzia is a highly skilled Software Engineer with expertise in various programming languages and technologies. With a strong foundation in C#, JavaScript/Typescript, python, Java and F#, she excels in developing robust and scalable software solutions.

Proficient in front-end frameworks such as React and AngularJS, Marzia leverages her knowledge to create intuitive user interfaces and interactive web applications.

Marzia is well-versed in utilising .Net framework for server-side development, enabling efficient, robust and scalable development of backend APIs or webservices.

In addition to web development, Marzia's expertise in .NET framework enables her to build powerful and feature-rich desktop applications using relevant technologies such as MAUI, Blazor and WPF.

With a strong understanding of software engineering principles, Marzia follows industry best practices across the entire software development lifecycle. She employs agile

methodologies to ensure effective collaboration, visible and reactive progress and timely delivery of projects.

Marzia is adept at utilising version control systems like Git for efficient code management and collaboration, as well as all related workflows. She embraces continuous integration and delivery (CI/CD) practices, streamlining the software development and deployment processes. She is well-versed in unit testing, integration testing and end-to-end testing, using frameworks and tools specific to each technology stack to ensure the reliability and quality of the team's software solutions.

As a perceptive and cooperative analytical thinker and problem-solver, Marzia communicates actively with relevant stakeholders to ensure clear understanding, concrete and well-defined goals and acceptance criteria and valuable visibility of progress.

the development of OLAP cubes and tabular models. Furthermore, Filip has experience in designing and developing paginated reports through Reporting Services (SSRS) and is skilled in writing SQL queries (T-SQL) and working with database objects such as tables, views and stored procedures.

With a focus on data visualisation, Filip creates visually compelling reports and dashboards using Power BI's robust features. Through transformation and cleansing powered by M, and measures and calculated columns powered by DAX, he provides deep insight into business metrics and performance.



Using data modelling techniques like star schema and snowflake schema, Filip optimises query performance and ensures efficient data analysis. He emphasises data cleansing and validation to maintain data accuracy and completeness.

Filip's expertise extends to report scheduling and distribution, enabling automated delivery of reports to stakeholders. He also implements row-level security and data governance principles to protect sensitive information.

Yuliana is a highly skilled QA professional with expertise in all aspects of the quality assurance lifecycle. With a strong understanding of Quality Assurance processes, methodologies and test practices, she excels in designing comprehensive testing documentation and executing them with meticulous attention to detail.

Proficient in both manual and automated testing, Yuliana leverages industry-leading tools and frameworks such as Selenium, Appium and C# and CI/CD process to ensure efficient and effective testing processes. She understands and provides behaviour-driven development with Specflow and similar tools in a gherkin format to help the team understand what is required. Yuliana is experienced in creating and maintaining test automation scripts, enhancing test coverage and reducing regression risks.

With a keen eye for identifying and tracking defects, Yuliana effectively manages bug tracking systems like ADO and Jira, ensuring that all issues are captured, prioritised and resolved in a timely manner. She is adept at performing functional

Collaborative and detail-oriented, Filip effectively communicates with cross-functional teams, translating their requirements into impactful visualisations. He excels in data storytelling, presenting complex information in a compelling manner.

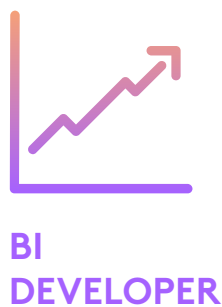
Driven by a passion for leveraging data to drive business growth, Filip is an asset in delivering comprehensive business intelligence solutions using Power BI.

testing, performance testing and user acceptance testing (UAT) to validate software against defined requirements as well as assisting in the creation of the before mentioned requirements.

Yuliana is experienced in setting up and maintaining test environments, ensuring that the necessary infrastructure and configurations are in place for testing activities. She utilises tools like JMeter and LoadRunner to conduct performance tests, ensuring optimal system behaviour under various workloads.

Adhering to Quality Assurance best practices, Yuliana focuses on test data management, maintaining test documentation and providing comprehensive test metrics and reports. She possesses excellent analytical skills and the ability to communicate effectively with cross-functional teams.

With a dedication to ensuring software quality across the board and a commitment to continuous improvement, Yuliana plays a crucial role in delivering reliable and high-performing software solutions.



Filip is a highly skilled BI developer specialising in Power BI, adept at delivering impactful business intelligence solutions. With expertise in data analysis, report design and data visualisation, he provides actionable insights to drive informed decision-making.

Proficient in Power BI Desktop and Power BI Service, Filip excels in connecting and transforming data from diverse sources using ETL processes, leveraging SQL Server Integration Services (SSIS) or Azure Data Factory (ADF). He possesses expertise in working with Analysis Services (SSAS and AAS) for multidimensional and tabular data modelling, including

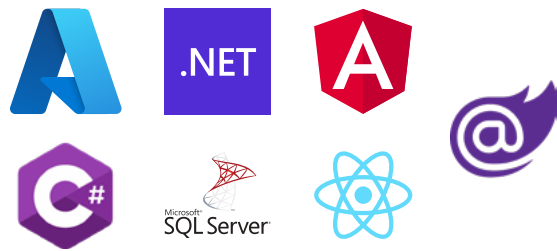


04 Technologies & platforms.

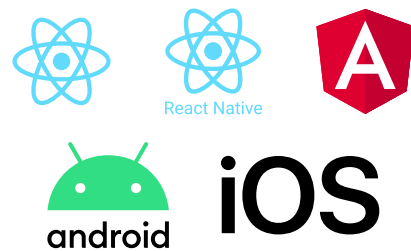


SOFTWARE

Full stack.



Frontend.



Backend.



QA.



DATA



05 Why Ascent?



Our proven ability to attract, engage and motivate high quality, experienced technologists across Europe makes us the perfect partner for both medium term project requirements and more strategic longterm capability building.



Technical quality.



Microsoft Solutions Partner
Digital & App Innovation Azure

Specialist
AI and Machine Learning
Modernization of Web Applications
DevOps with GitHub

Microsoft Solutions Partner
Data & AI Azure

Specialist
AI and Machine Learning
Infra and Database Migration

Microsoft Solutions Partner
Infrastructure Azure

Specialist
Infra and Database Migration



Key locations.

Mobilise talented software engineers in key European talent hubs. Benefit from cost-efficiencies, cultural similarities and time zone alignment.



Flexible, customisable services.

Access full stack capability and a choice of delivery options, from medium term individuals and teams of engineers to longterm business units/functions.

Get in touch to access our skills ratecard and mobilisation times for each location: diogo.dias@ascent.io

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