

History

After volunteering in the humanitarian UN mission following the Kashmir Earthquake in 2005, the founders realized the potential of Pakistan and its IT workforce.

In 2006 they founded Zeropoint.IT in Belgium and Islamabad, Pakistan.

In 2012 a subsidiary was acquired in Sri Lanka allowing Zeropoint.IT to extend its capacity and reach for talented IT personnel in South Asia.

Mission Establishing & maintaining long term professional relationships between organisations and international employees.

Vision

- To be the premier long term partner for high quality relationships between our customers and skilled & talented people they can otherwise not reach.
- To be the most interesting employer for that world class talent.

in Belgium (sources: Agoria and market survey December 2012)

- Annual decline of IT graduates between 6% to 9%
- Approximately 100,000 active IT professionals
- Shortage of approximately 10,000 IT professionals
- 37% of SMEs have adopted IT staff offshoring

** 96% of these companies want to maintain or even increase their reliance on it **

in Pakistan / Sri Lanka

- Pakistan delivers more than 20,000 IT graduates yearly
- Sri Lanka delivers more than 10,000 IT graduates yearly

** mastering English language **

Zeropoint.IT

finds itself at the crossroads of four strong and independent market trends:

Growing IT Investments

IT Talent Scarcity

Distance Working

Mentality Shift

Growing IT Investments

The importance of technology in our daily lives is growing immensely. This requires investments in resources and staff, increasing the pressure on the IT labour market.

IT Talent Scarcity

Compared to the upcoming BRIC countries, a strong decline of IT graduates can be noticed in the EU and the US. Predictions by the EU indicate that by 2015 there will be a shortage of 700,000 IT professionals in Europe.

Mentality Shift

Today, all new graduates in Belgium are fluent in English and connected with people all over the globe through social media. They think naturally about the world as a global village, making the concept of IT offshoring easier to grasp.

Distance Working

More and more companies adopt distance working to avoid performance decreasing factors such as traffic jams. In practice, there is little to no difference between collaborating at a distance of 60km or 6000km.

Introduction

With more than eight years of experience, Zeropoint.IT understands the challenges related to offshore software development. In today's business, too many offshore sourcing initiatives fail.

Zeropoint.IT has analysed these challenges and developed an Operational Offshore Management (OOM) model for offshore FTEs. This ensures ;

- good communication;
- better social and cultural understanding;
- adequate supervision;
- performance management.

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about us

the market



(OOM)
operational
offshore
management

Zeropoint.IT provides a framework in which you can optimally manage the development of your projects according to your quality standards, following your development processes.

Pillar 1 HRM services

Legal HR framework We have a clear, legal HR framework in Pakistan and Sri Lanka in line with the local authorities' social laws.

Advanced hiring processes Our hiring processes are adjustable to your requirements. Candidacies are received through various channels and screened on degree, experience, intellect, logic reasoning, math skills, attitude and English proficiency.

HR administration We fulfil all required legal and social requirements, handle official and personal holidays, sick leave administration, . . .

Talent development Your virtual employees are continually trained on language and communication skills, business attitude and new technical evolutions through team events, seminars, and group and individual training.

Pillar 2 System & infrastructure

Office building Zeropoint.IT provides a professional working environment with a common space, meeting rooms, kitchen, lunch room and a relaxation room. Cleaning of the building and working space are included.

Shared ICT infrastructure We offer and support secure and encrypted communication systems and tools for testing, version control, online project management and instant messaging. All developers have full access to the Internet through redundant Internet lines unfiltered by us.

Custom ICT infrastructure These are based on your requirements and can run from simple software licenses to wholly dedicated systems. This is always subject to custom pricing.

Pillar 3 Customer service

Virtual Team Management Training At the start of every collaboration you will receive a training which defines best practices for processes, policies, project definitions and user guidelines for all offered tools and systems.

Performance Management Our managers in Pakistan and Sri Lanka will assist you in managing the performance of your offshore team through follow-up meetings, communication reviews, pro-active problem recognition, etc. . . . Your team members are formally evaluated together with you biannually.

Escalation and troubleshooting At all times Zeropoint.IT remains a Belgian company with local account management.

Offshore FTE

Offshore Resource Zeropoint.IT offers your offshore FTEs a full time employment contract after which they work for you dedicatedly. Every FTE has access to a personal infrastructure set consisting of a modern desktop computer with dual monitor setup, direct VoIP line and a basic set of software licenses.

Profile categories

Expert Expert in his domain with excellent communication skills who can act as a team leader. Relevant experience exceeds 7 years.

Professional Above average knowledge base. Relevant experience exceeds 5 years.

Junior Average knowledge base. Relevant experience of at least 3 years. Potential to become a Professional.

Zeropoint.IT is a reliable and innovative partner for flexible and cost effective sourcing solutions within a social responsible framework!