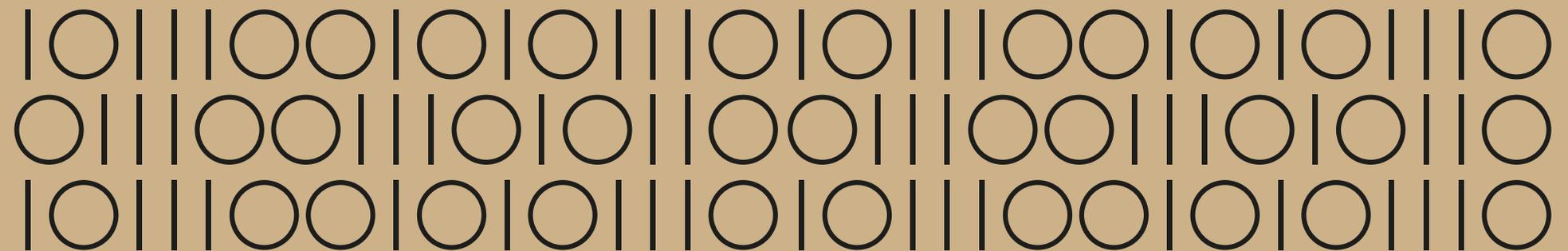


Your nearshore IT talent playbook:

Why Portugal?





- ④ Introduction
- ⑥ The power of nearshore for your IT strategy
- ⑨ The nearshore advantage: Why Europe looks to Portugal
- ⑮ How Portugal compares to other destinations
- ⑳ Why 99x Europe is your ideal nearshore partner
- ㉕ Real-world success stories: Nearshore IT talent in action
- ㉙ Conclusion: Taking the next step toward nearshore success





Clients and Markets

- Delivering the 99X Tech Experts offering in Europe.
- Trusted by a large number of clients in 16 countries.
- Solid base of long-term commitments with clients

Background

- Founded in 2010 as Cleverti in Lisbon and integrated the 99x Group in 2023.
- Pioneers in exporting technology services from Portugal.

Top-tier talent on demand

- Handpicked talent bearing exceptional tech skills, fitted soft skills, and empathy for your product.
- Expand capacity as needed through flexible engagement models.

Expertise

- Tech-agnostic and experience across industries.
- Adopting your preferred stack and recommending the best solutions for your projects.
- 15+ years delivering effective nearshore software development solutions.



o Introduction



Innovation can't stop, and the demand keeps growing - from business users, clients, the board... the list goes on. Suddenly, your resources feel stretched thin, and it becomes harder to juggle expectations while ensuring you have the right talent, at the right time, with the flexibility, quality, and competitiveness your organization requires. Can you relate? ;)

We believe so. Ensuring scalability and maintaining high standards often hinges on a simple question: where to find the best combination of expertise, cultural alignment, and cost efficiency?

Nearshore is a perfect solution and, as it continues to rise, Portugal has emerged as a standout destination for European countries.

New Lisbon, old reputation

It seems distant from the 16th century and all the dynamics of the time. Although the truth is that Lisbon regained, in the 21st century, the distinction of "stage for the meeting of every culture." The boats arriving and departing from the Tagus River were replaced by flights from all over the world; the experienced navigators and traders by technological entrepreneurs; and, finally, the astronomical and cartographic knowledge of Casa da Índia gave rise to a crucial meeting point for worldwide innovation. As at that time, Lisbon is nowadays an important business center recognized for its investment in engineering education, technological growth, and quality infrastructure. But after all, what makes Lisbon and Portugal a top business center? You are about to discover.





What this eBook offers

This eBook is designed to guide you through the key aspects of why Portugal outshines other nearshore destinations. By the end of it, you'll have a clear understanding of:



The unique advantages of choosing Portugal for your IT needs.



How nearshore solutions can mitigate risks while enhancing quality.



Real-world success stories that demonstrate the impact of partnering with Portuguese talent.



How 99x Europe delivers top-tier nearshore solutions tailored to your goals.

Why this matters to you

As a CTO at a scaling startup, a COO overseeing multiple projects, or a Head of Engineering aiming to deliver with quality, we know the stakes are high. This eBook addresses your need for rapid scalability, dependable quality, and seamless collaboration, all within a framework that minimizes risks and maximizes results.

So, let's start!





10101110101 10101
100111 01011 0101011101011 010101110
10110 11100111 1010011 10110 11100111 101

The power of nearshore for your IT strategy

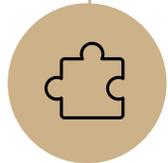
10101 10101110101
011101010 1101011101010 11010 111001
101 11100111 01101 1100101 11100111 01101



Scaling an IT team while maintaining quality, speed, and flexibility is one of the most significant challenges for IT leaders. This is where nearshore IT solutions shine, offering a strategic advantage that goes beyond cost savings.

Solving the scalability puzzle

Hiring locally often means long lead times and higher costs, while offshore models may bring problems like time zone misalignment and cultural differences. Nearshore bridges this gap perfectly:



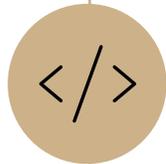
- ➔ **Faster onboarding:** Nearshore partners can rapidly assemble teams with the skills you need.
- ➔ **Tailored solutions:** With nearshore, you're not limited to a one-size-fits-all approach. Teams are built to align with your project requirements and timelines.
- ➔ **Seamless integration:** Proximity and cultural alignment mean nearshore teams work as an extension of your in-house staff, rather than an external provider.





Driving quality in every line of code

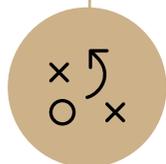
Nearshore IT services provide access to a pool of highly skilled professionals who are experts in delivering robust, scalable, and secure solutions. Here's how nearshore enhances quality:



- ⇒ **Technical excellence:** Nearshore hubs are home to engineers proficient in cutting-edge technologies and methodologies.
- ⇒ **Collaboration-driven success:** Close alignment with your workflows ensures consistent communication and shared accountability for quality outcomes.
- ⇒ **Proven processes:** Established nearshore teams have tried-and-tested methodologies for delivering results.

A Strategic advantage in competitive markets

Agility is the key to staying competitive. Nearshore IT solutions empower you to:



- ⇒ **Respond to market demands:** Quickly scale your team to meet new opportunities or challenges.
- ⇒ **Accelerate time-to-market:** With dedicated nearshore teams, you can bring state-of-the-art products to life faster.
- ⇒ **Innovate continuously:** You can add valuable "arms" to your in-house team both to innovate at the speed of the business and to handle day-to-day development tasks.

But why Portugal as the hub for Nearshore IT Talent? Continue reading to find out.



10101 1010110101
011101010 1101011101010 11010 111001
101 11100111 01101 1100101 11100111 01101

The nearshore advantage: Why Europe looks to Portugal

100111 01011 0101011101011 010101110
10110 11100111 1010011 10110 11100111 101



As the letters “near” suggest, when it comes to nearshore IT services, proximity indeed matters. But proximity is more than just geography, it's about alignment in culture, communication and quality. Portugal, located at Europe’s doorstep, is uniquely positioned to offer all these advantages, making it an ideal nearshore partner for businesses across the continent. Here’s why Portugal stands out as the go-to destination for nearshore IT talent.

Time zone compatibility

Collaboration thrives when teams share working hours. Portugal is perfectly aligned with most European time zones, bringing advantages such as:



- ➔ **Real-time communication:** Overlapping schedules enable seamless interaction, ensuring no delays in decision-making or feedback.
- ➔ **Convenient coordination:** When scheduling daily stand-ups, sprint reviews, or ad-hoc brainstorming sessions, working with Portuguese teams feels as natural as working with in-house staff. They function as an extension of your in-house employees.





Cultural alignment

Successful projects depend on more than technical expertise, they rely on shared values and effective communication. Portugal offers a cultural proximity that's hard to match:



- ③ **Work ethic:** Portuguese professionals are known for their commitment and adaptability. Teams excel in anticipating challenges and offering innovative solutions.
- ③ **Language fluency:** English proficiency is widespread, ensuring clarity in communication.
- ③ **Collaboration-friendly:** With a culture rooted in hospitality, Portuguese teams foster strong relationships, building trust and rapport with partners.
- ③ **Low turnover:** Due to employee satisfaction and work-life balance, Portugal can offer stable teams, which means continuity even on long-term projects. Portuguese professionals usually value long-term employment.





A deep pool of talent

Portugal has invested heavily in its education and technology sectors, producing highly skilled professionals across various disciplines. Its reputation for quality isn't accidental:



- ③ **Top-tier universities:** Renowned institutions like Instituto Superior Técnico, Nova School of Science and Technology, and University of Porto produce a steady stream of skilled engineers and developers. Did you know that according to Eurostat, the country has the third highest rate of engineering graduates in the European Union?
- ③ **Diverse expertise:** Excelling in a wide spectrum of tools, Portugal offers talent that meets the most demanding technical requirements.
- ③ **Continuous learning:** A strong culture of upskilling ensures professionals stay at the forefront of emerging technologies.
- ③ **Attention to detail:** A focus on quality guarantees that teams deliver robust solutions that exceed expectations.





Cost efficiency solutions that don't cut corners

Cost-effectiveness is often a driving factor in outsourcing decisions. Portugal strikes the perfect balance between affordability and quality:



- ⇒ **Competitive rates:** Salaries for highly skilled professionals are significantly lower than in countries like Germany or the UK, allowing companies to stretch their budgets further.
- ⇒ **Predictable budgeting:** Transparent pricing models eliminate hidden costs, making financial planning straightforward.
- ⇒ **High ROI:** With access to skilled professionals who deliver quality results, the return on investment speaks for itself.

A tech ecosystem poised for growth

Portugal has nurtured a thriving tech ecosystem, making it a magnet for innovation:



- ⇒ **Supportive government initiatives:** Programs like Startup Portugal and Tech Visa attract foreign investment and top global talent.
- ⇒ **Growing tech hubs:** Cities like Lisbon, Porto, and Braga are home to a burgeoning number of startups, accelerators, and innovation centers.
- ⇒ **Global recognition:** Events like the Web Summit cement Portugal's reputation as a global tech leader, drawing attention from major players worldwide.



Quality of life

More than a bonus, Portugal's exceptional quality of life is a competitive advantage:



- ➔ **Sunny skies and stunning landscapes:** With almost 300 days of sunshine a year and picturesque coastlines, Portugal attracts professionals from all over the world.
- ➔ **Work-life balance:** A strong emphasis on well-being fosters happier, more productive teams.
- ➔ **Safety:** Ranked as one of the safest countries in the world, Portugal provides a secure environment for both locals and expatriates.
- ➔ **Vibrant culture and cuisine:** A rich cultural heritage and renowned cuisine add to Portugal's appeal, making it a place where people want to live and work.

Enlightening, right? Now it's time to delve deeper into how Portugal compares to other destinations.





10101 1010110101
011101010 1101011101010 11010 111001
101 11100111 01101 1100101 11100111 01101

How Portugal compares to other destinations

100111 01011 1010110101 10101
10110 11100111 1010011 10110 11100111 101

◦ How Portugal compares to other destinations



When choosing the right nearshore or offshore partner, you're often weighing a variety of factors. While countries like India and Romania have their strengths, Portugal outperforms as a nearshore destination for European countries. In the next few lines, you'll understand the reasons.

Simplified communication

Offshore locations like India or the Philippines may offer competitive costs, but they often come with cultural challenges that can complicate workflows and project milestones.

Portugal's edge:

- ➔ Ranked 6th of 116 countries/regions in the latest EF English Proficiency Index (The world's largest ranking of countries and regions by English skills), Portugal ensures clear communication with international clients.
- ➔ Portuguese professionals share values with Western Europe, prioritizing transparency, collaboration, and innovation.
- ➔ With a proactive and helpful mindset, the Portuguese approach to problem-solving fosters trust and minimizes misunderstandings.





Faster response times

Offshore teams often operate on vastly different schedules, creating delays in feedback loops and making real-time collaboration nearly impossible.

Portugal's edge:

- ➔ With its position in the GMT and GMT+1 time zones, Portugal aligns perfectly with most European working hours, enabling quick decision-making and streamlined communication.
- ➔ Whether it's a last-minute meeting or an urgent task, Portuguese teams are just a message away - no late-night meetings required.



Quality over cost alone

Cost is a critical factor in choosing a location, but focusing solely on price often leads to compromises in quality and scalability. Offshore locations may offer lower initial costs but can incur hidden expenses in rework, management overhead, and delays.

Portugal's edge:

- ➔ Portuguese nearshore rates are competitive while ensuring high-quality delivery.
- ➔ Portugal highly invests in education, producing engineers proficient in cutting-edge technologies.
- ➔ With fewer defects, efficient workflows, and adaptable teams, Portugal delivers measurable value.





Scalability and flexibility

Offshore models can be rigid, with predefined team structures and limited adaptability.

Portugal's edge:

- ➔ Regardless your project requires two developers or an entire team of specialists, Portugal offers the flexibility to scale up or down as needed.
- ➔ Portuguese teams can integrate quickly, allowing you to rapidly scale your operations. Besides, they are well-versed in Agile methodologies, ensuring they can adapt quickly to evolving project requirements.



Travel and accessibility

While virtual collaboration is effective, face-to-face interactions are also important. Offshore destinations often require long-haul flights, making on-site visits costly and time-consuming.

Portugal's edge:

- ➔ A quick two-to-three-hour flight connects Portugal to most major European cities.
- ➔ For EU-based companies, travel is hassle-free, with no visa required.
- ➔ Portugal's renowned hospitality ensures productive and enjoyable in-person meetings.





Regulatory and security assurance

Data security is a top priority in our interconnected world. Offshore locations can sometimes raise concerns about regulatory compliance and data protection standards.

Portugal's edge:

- ➔ As an EU member state, Portugal adheres to strict data protection laws such as GDPR, safeguarding sensitive information.
- ➔ Portugal's stable political and economic environment fosters confidence for long-term investments.



Next, we'll explore how 99x Europe is uniquely positioned to help you harness Portugal's nearshore IT potential.





1010110101 10101
100111 01011 0101011101011 010101110
10110 11100111 1010011 10110 11100111 101

Why 99x Europe is your ideal nearshore partner

10101 1010110101
011101010 1101011101010 11010 111001
101 11100111 01101 1100101 11100111 01101



While Portugal offers unparalleled advantages as a nearshore destination, not all providers are created equal. If you are looking to scale with confidence and deliver with quality, this is how 99x Europe is different.

Hyper-personalized service

We believe there's no one-size-fits-all approach to nearshore IT solutions. Every company has unique challenges, goals, and team dynamics.

What sets us apart:



- We work closely with you to build a team that aligns with your specific needs.
- From temporary support for short-term projects to long-term team extensions, we adapt to your business's evolving demands with flexible engagement models.
- Regular updates, open communication, and shared goals ensure that we have a proactive collaboration and that our teams integrate seamlessly with yours.





Top-quality talent and delivery

Our success is built on the expertise and dedication of our people. With a rigorous selection process and a focus on constant empowerment, we guarantee our teams deliver results that exceed expectations.

Our approach:



- ⇒ Handpicked elite professionals with deep technical expertise in Java, React, . Net, Power Platform, OutSystems, Python, Node.js, and more.
- ⇒ We have a product-oriented mindset. Our engineers take ownership of your project, ensuring every deliverable aligns with your vision.
- ⇒ From multinational corporations to ambitious startups, we've helped diverse clients achieve their goals with a proven track-record since 2010.

Aligned purpose and mindset

One of our core strengths is our ability to align with your company's culture and goals. We see ourselves not as an external vendor but as an extension of your team.

How we achieve this:



- ⇒ Our Portuguese teams share work ethics and values with Western Europe, making collaboration effortless.
- ⇒ We take pride in your success, working as true partners, with a shared accountability, to overcome challenges and seize opportunities.
- ⇒ We are committed to excellence. Continuous improvement is at the heart of what we do, ensuring every project we undertake drives tangible value.



People- and client-centric approach

We value long-term relationships over quick wins. Our focus is on building trust, fostering collaboration, and developing our people to deliver better results for our clients.

What this means for you:



- ➔ Stability in our teams ensures continuity and efficiency.
- ➔ With regular feedback loops, we actively seek and act on your input to refine processes and improve outcomes.
- ➔ As we help your business scale, we invest in our people to stay at the forefront of technology and innovation. Mutual growth is our focus.

Agile development practices

Our teams are well-versed in Agile methodologies, ensuring flexibility and swift adaptation to changing project needs.

Our Agile advantage:



- ➔ Transparent communication keeps everyone aligned - daily stand-ups and sprint planning.
- ➔ Automated pipelines accelerate releases and reduce downtime.
- ➔ Regular retrospectives ensure every sprint delivers value.



Effective communication

When you choose 99x Europe, you gain a partner who understands the importance of proximity and consistent collaboration.

How we ensure this:



- With teams in Portugal, we align perfectly with most European working hours.
- English fluency across our teams guarantees seamless communication.
- Our proximity makes it easy to schedule in-person meetings whenever needed.

And that's it! Together, we choose the ideal talent for your needs and provide the support and structure to guarantee a successful engagement. All of this from the unmatched Portugal.

In the next chapter, we'll showcase real-world examples of companies that have leveraged Portugal's nearshore talent with 99x Europe. Let's go from theory to practice.





10101 1010110101
011101010 1101011101010 11010 111001
101 11100111 01101 1100101 11100111 01101

Real-world success stories: Nearshore IT talent in action

10101 1010110101
011101010 1101011101010 11010 111001
101 11100111 01101 1100101 11100111 01101



Nothing proves the benefits of nearshore IT services in Portugal better than real-world examples. These three success stories highlight what's possible when you choose 99x Europe based in Lisbon.

1

Modernizing legacy systems for the automotive industry



The Client:

A leading provider of cutting-edge digital solutions for the automotive industry, collaborating with a globally recognized German car manufacturer.



The Challenge:

The client needed to modernize a legacy application integral to their ecosystem, enhancing performance, documentation, and testing frameworks. Given the complexity of the project, they sought a nearshore partner to seamlessly integrate with their team and navigate the demanding technological landscape.



The Solution:

We deployed a skilled team of Portuguese engineers who quickly adapted to the project's architecture and goals. Key deliverables included:

- Code refactoring: Modernizing outdated code for improved maintainability and scalability.
- Comprehensive documentation: Creating detailed guides to streamline onboarding and future development.
- Testing frameworks: Implementing tools like JUnit 5, Mockito, Cypress, and Jest for automated testing.



The Results:

- A scalable, future-ready application that supports innovation in mobility technologies.
- Enhanced collaboration between the nearshore and in-house teams through Agile methodologies.
- Streamlined workflows and faster feature rollouts, reducing time-to-market.

[Read here the full story](#)



2

Powering reliable geospatial solutions in challenging environments



The Client:

A leading geospatial services provider based in Germany, serving private and public sectors across diverse industries worldwide.



The Challenge:

In 2018, the client faced mounting demands to quickly and effectively deliver multiple projects. They needed a nearshore partner who could scale with their needs and have been collaborating with 99x since then. On this particular one, the goal was to develop a powerful Geographic Information System (GIS) app. This app had to function seamlessly in both online and offline environments while integrating complex geodata with 2D and 3D models.



The Solution:

We approached this challenge with a mixed team of experts, split between the client's headquarters in Germany and our development hub in Portugal, to address the challenges of this hybrid architecture. The team focused on:

- Developing a mobile-first GIS app capable of handling vast amounts of geodata.
- Ensuring offline functionality through robust data synchronization and storage mechanisms.
- Seamlessly integrating tools for geodata interaction, 2D/3D models, and secure data navigation.



The Results:

- A reliable GIS app that empowers users to capture, analyze, and utilize geodata efficiently, regardless of connectivity.
- Increased project capacity, allowing the client to scale and take on new opportunities.
- A strong, collaborative partnership built on trust, innovation, and technical expertise.

[Read here the full story](#)



3

Enriching vehicle development with big data and analytics



The Client:

A Belgian IT consulting firm specializing in smart mobility solutions, serving both public and private enterprises.



The Challenge:

Amid a local talent shortage, the client faced difficulties securing engineers capable of handling complex systems. They needed a nearshore team to enhance a platform that leverages big data for vehicle development.



The Solution:

Our nearshore team integrated seamlessly into the client's operations, working on a Complex Event Processing (CEP) platform. Key features developed included:

- Data collection: Capturing vehicle data in real-time for analysis.
- Data enrichment: Preparing and validating data for completeness and accuracy.
- Visualization tools: Creating customizable dashboards for actionable insights.



The Results:

- Accelerated development cycles, enabling the client to meet tight deadlines.
- Enhanced platform capabilities that optimize vehicle development processes.
- Stronger collaboration between nearshore and client teams, leading to smoother project execution.

[Read here the full story](#)

In our [profile at Clutch](#) you can also access several reviews and learn why we are rated top performers.

Now it's time to take the final step ;)



o Conclusion

Taking the next step toward nearshore success

As we conclude this eBook, it's clear that the combination of Portugal's nearshore advantages and 99x Europe's expertise creates a compelling case for IT leaders looking to scale with confidence and deliver exceptional results.

You now have the knowledge, insights, and real-world examples to confidently navigate this landscape and make informed decisions for your business.

Ready to get started?

Invest your energy in growing your organization. 99x Europe is here to help you address critical skill gaps and hit milestones on time.

Contact us today, and count on us to make this year your most rewarding yet.



Tomás Santos
Nearshore Sales Director, 99x Europe

+351937489472
tomas.santos@99x.io

