

Your Company

Team Design Plan

An objective analysis of your ideal team setup, cost structure, and hiring model.

About this report

Talcom helps companies design tech teams that balance speed, cost, and quality. Because we operate across multiple capabilities, local recruitment, relocation, and nearshore delivery, we're capability-agnostic.

That means our analysis starts with your context, not with a fixed solution. This report combines salary benchmarks, proprietary market data, and 15 years of experience building teams across Europe. The goal is to show the setup that best fits your situation.

Inside you'll find:

- ✦ Our interpretation of your current challenge
- ✦ The recommended team setup and model
- ✦ Budget implications and timelines

About *Your Company* based on inputs:

- ✦ **Company:** Your Company
- ✦ **Objective:** Build a new product
- ✦ **Project Type:** New product initiative
- ✦ **Technology:** Modern stack high change
- ✦ **Architecture:** Mostly modular
- ✦ **Duration:** 6 to 18 months
- ✦ **Team location:** Office first
- ✦ **Language:** English
- ✦ **Data not stored in US:** Yes
- ✦ **Tooling maturity:** Medium
- ✦ **Integrations:** Some

This context forms the basis for the analysis that follows.

Team Design Plan powered by Talcom

Priority weighting

1 is most important. 4 weighs less.

- **Cost focus:** 2
- **Scale and speed:** 2
- **Flexible capacity:** 3
- **Retain knowledge:** 1
- **Add external expertise:** 2

Team and costs

	Junior	Medior	Senior	Lead
Tech headcount	3	3	3	0
Tech salary	50.000	65.000	85.000	105.000
Non tech headcount	0	1	1	0
Non tech salary	50.000	60.000	75.000	95.000

Fixed cost per head per year	7.500
On cost percentage	28
Recruitment per FTE	7.000
Travel and presence per FTE	2.000

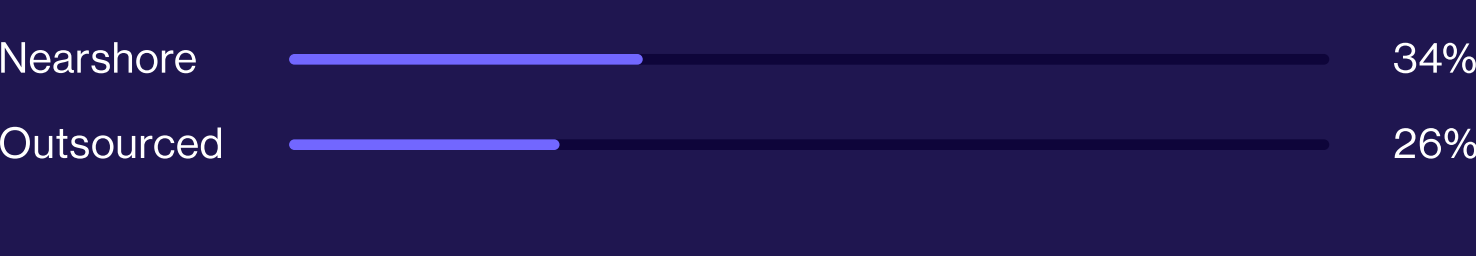
Narrative summary

Your company is in the SME phase and aims to build a new product within an existing context. The initiative is new product initiative with modern stack high change and a mostly modular architecture. Expected timeline is 6 to 18 months. Team mode is office first with english as language. Data not stored in US set to yes. Tooling maturity is medium and integrations are some. The preferred delivery strategy is Nearshore. A secondary option is Local for comparison or phased adoption.

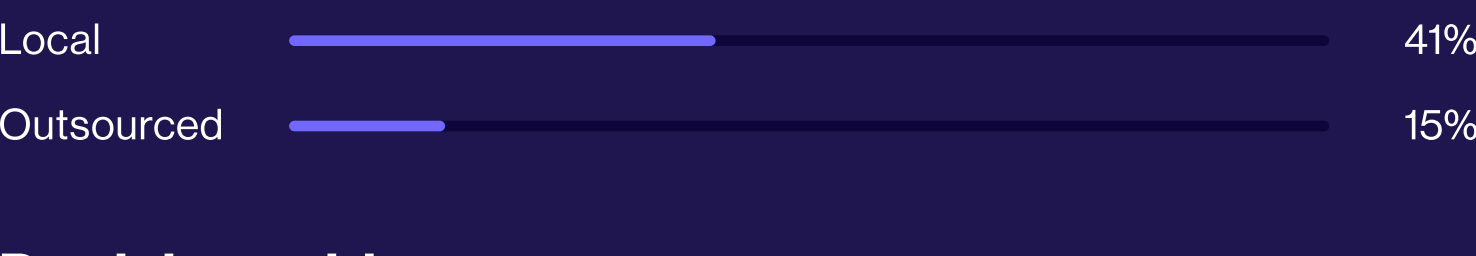
Cost score



Requirements score



Combined score



Decision grid

Model	Cost	Requirements	Combined
Local	37%	40%	41%
Nearshore	57%	34%	43%
Outsourced	6%	26%	16%

Financial impact

Local €1.424.100 • Selected Nearshore €1.049.933 • Saving €374.167 (26%)

Top three and why

- Nearshore 44% — cost leverage, scale and speed, predictable output
- Local 41% — communication and control, stability and knowledge
- Outsourced 15% — fits the context

Assumptions and method

- Cost model includes base salary, on cost, fixed cost per head, recruitment, and travel or presence.
- Outsourced day rate baseline is 220 days per year with overhead and utilization factors.
- Requirement weights are computed per domain and mapped to each delivery model.
- Combined score balances cost and requirements using a dynamic cost weight and calibrated priors.
- Values are indicative and should be validated per contract and jurisdiction.

Team composition and salary inputs

Role	Headcount	Base Salary
Tech Junior	0	€50.000
Tech Medior	2	€65.000
Tech Senior	1	€85.000
Tech Lead	0	€105.000
Non tech junior	0	€50.000
Non tech medior	1	€60.000
Non tech senior	1	€75.000
Non tech lead	0	€95.000

On cost 28 percent. Fixed cost per head €7.500. Recruitment per FTE €6.000. Travel and presence per FTE €2.000.

Cost overview

Model	Total annual cost	Annual cost per FTE
Local	€525.500	€105.100
Nearshore	€386.986	€77.397
Outsourced	€735.921	€147.184

[Learn more about our analysis framework ↗](#)

Dutch Salary Benchmarks

Based on current data from Ravio and Talcom's proprietary benchmarks.

Internal Software Employee (avg)	Junior HBO/WO	Medior	Mid-Senior	Senior
Monthly salary	€ 3.695,99	€ 4.544,75	€ 5.794,75	Rate
Gross per year	€ 47.900,00	€ 58.900,00	€ 91.000,00	Rate
Employer costs (28%)	€ 12.418,52	€ 15.270,37	€ 23.592,59	Rate
Travel and expenses	€ 5.000,00	€ 5.000,00	€ 5.000,00	€ 5.000,00
(Hardware, HR, Recruitment, Office)	€ 12.000,00	€ 12.000,00	€ 12.000,00	€ 12.000,00
Total annual salary	€ 73.770,37	€ 86.807,41	€ 106.007,41	€ 124.851,85

Talcom Remote (IT)	Junior HBO/WO	Medior	Mid-Senior	Senior
Rate	€ 30,00	€ 35,00	€ 42,00	€ 50,00
Gross per year	€ 4.500,00	€ 5.250,00	€ 6.300,00	€ 7.500,00
Per year (1800 hours per year)	€ 54.000,00	€ 63.000,00	€ 75.600,00	€ 90.000,00
Difference %	37%	38%	40%	39%

Talcom Hybrid IT (averages) 1w p/2m	Junior HBO/WO	Medior	Mid-Senior	Senior
Rate	€ 36,00	€ 41,00	€ 48,00	€ 56,00
Gross per year	€ 5.400,00	€ 6.150,00	€ 7.200,00	€ 8.400,00
Per year (1800 hours per year)	€ 64.800,00	€ 73.800,00	€ 86.400,00	€ 100.800,00
Difference %	14%	18%	23%	24%

IT Consultant Bureau NL (avg)	Junior HBO/WO	Medior	Mid-Senior	Senior
Rate	€ 70,00	€ 80,00	€ 100,00	€ 110,00
Gross per year	€ 10.500,00	€ 12.000,00	€ 15.000,00	€ 16.500,00
Per year (1800 hours per year)	€ 126.000,00	€ 144.000,00	€ 180.000,00	€ 198.000,00
Difference %	-41%	-40%	-41%	-37%

Nearshore teams typically offer 30–40% cost efficiency while retaining full-time stability and cultural proximity. These benchmarks reflect total monthly costs, including taxes and benefits.



Execute your plan

Book a 15-minute review call to discuss how to execute your
Team Design Plan

[Book a call](#)