



Playbook: The Engineering Gap – Headcount Plan vs. Roadmap

Get engineering resources for your roadmap now while your headcount plan catches up.

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“We were able to accelerate a company-wide initiative for backend tooling, which would have been impossible if we hired a team from scratch.”

– Engineering Director

Solve your engineering resource gap in 4-6 weeks

Your headcount plan is approved and hiring is in motion, but your AI project is three months behind.

Your data platform needs a redesign, but your engineers are drowning in maintenance.

Your senior engineers are burning out, with junior team members absorbing more work than they can handle.

Your mobile app modernization can't wait for Q3 hiring to come through. It needs to be done for the Q4 rush.

You could use your MSA with Accenture, Deloitte, and other traditional consultancies but they're not the right fit for the work. They're slow, expensive, and don't give you their A-team to solve big problems.

Sound familiar?

You're not alone. Other technical leaders have already found a way to solve their engineering resource gap in 4-6 weeks while sticking to their headcount plan.



95%

Tech leaders can't find engineering talent they need

69%

Struggle to backfill existing roles

87%

Can't hire senior software engineers fast enough

“My team is drowning just keeping the lights on. This legacy modernization would actually help us long-term, but we can’t spare anyone to work on it now.”

– VP of Engineering

Specialized engineering teams, immediate impact

Veho expands last-mile-delivery to 40 global markets by migrating their customer messaging platform to Twilio Flex.

The most successful tech leaders understand that outsourcing isn’t an either/or proposition. Your MSAs are in place for a reason. But, they’re not the right fit or you’d already be working with them.

There’s another option. Bridge your engineering resource gap with specialized engineering teams in 4-6 weeks while your long-term headcount plans catch up.

Team Extension, Not Staff Augmentation

- **Solve your engineering resource gap now** – Get senior teams of 5-35 software engineers, UX designers, and product managers who work in US-time zones
- **Overcome limitations of MSA partners** – Big firms like Accenture and Deloitte aren’t the right fit for new technical challenges and internal timelines
- **Stick to your headcount plan budget** – Use approved headcount budget to fund temporary specialized teams – scale up or down as needed
- **Minimal management, production-ready results** – Get self-directed teams with seasoned product managers and senior software engineers to deliver without hand-holding
- **Knowledge transfer, not technical debt** – Ensure external work creates a foundation for permanent hires rather than more technical debt

Beyond MSAs: Find the right partner for your problem

What you need is a partner that:

- Moves at your speed, not consulting speed to deploy a team in 4-6 weeks, not months
- Delivers technical excellence to solve your problem (AI/ML, data engineering, custom internal tools, legacy system modernization, ecommerce platforms, etc.)
- Culture fit with your engineering organization
- Reliable delivery and communication without layers of account management
- Proven experience solving technical challenges at scale

Traditional firms like Accenture and Deloitte simply can't deliver all this – their business model makes it impossible.

You need a modern software consultancy that moves fast, delivers high quality results, and integrates into your software delivery pipeline.

"We've got MSAs with Accenture and Deloitte, but I don't think they're the right fit here. We need a specialized team that can move faster."

– Chief Product Officer

The traditional consulting model – with its layers of account managers, rotating resources, and lengthy ramp-up – isn't built for the speed, product expertise, and technical depth you need right now.

“If we redirect the approved headcount budget for Q2, we can afford a specialized team for 3-4 months. By then, our permanent hiring should catch up.”

– VP of Engineering

Your new secret weapon – modern software consultancies

Outsourcing has evolved. You can get elite talent from a new category of technical partner that bridges your engineering resource gap now – not in 6 months.

In the wake of tech layoffs and shifting priorities around work-life balance, ex-FAANG software engineers and product talent have migrated to modern software consultancies.

These teams combine enterprise experience with startup speed – they understand your complexity but operate without the bureaucracy.

- **Technical excellence without bureaucracy** – ex-FAANG and enterprise veterans who still want to solve hard problems
- **Speed with quality** – Incentivized by delivery, not billable hours
- **Enterprise knowledge with agility** – Familiar with constraints but operates nimbly
- **Reliable product delivery** – Best-in-class engineering practices from seasoned tech veterans

These firms exist to replace traditional consultancies by doing what they can't – deliver high-quality enterprise software, faster.

Codingscape is one of them.

Who is Codingscape?

Codingscape is a modern consultancy solving global technology problems while putting people first.

Have you:

- Bought shoes on Amazon?
- Played a game on Roblox?
- Swiped on Tinder?
- Received an email from Apple Music?
- Voted on an issue at whitehouse.gov?
- Flown through Las Vegas Airport?

Then you've interacted with Codingscape's technology.



	Offshore Firms	Nearshore Firms	 codingscape_	Large Consultancies	Internal Labs
Quality Software	—	—	✓	✓	✓
Fast	—	✓	✓	—	✓
Cheap	✓	✓	—	—	—
Sr. Software Engineers	—	—	✓	✓	✓
Remote First	✓	✓	✓	—	—
Direct Access to Engineers	—	—	✓	—	—
U.S. Based & U.S. Hours	—	—	✓	✓	✓
Technology Match	—	✓	✓	✓	✓
Enterprise-Grade	—	—	✓	✓	✓
Data Security & Privacy	—	—	✓	✓	✓

Let's schedule a quick call to see if we're a good fit to solve your problem.



partner
network



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”I’d add asking directly about who specifically would be on our project. I’ve had too many experiences where the A-team sells you, and the C-team shows up.”

– Chief Technology Officer

Find out if we’re the right fit – in 30 min

Codingscape won’t waste your time.

- Talk with Codingscape leadership, not a sales rep
- Tell us about your problem and see if we can help
- Learn how we’ve solved similar problems for other companies
- Understand our rapid onboarding process that delivers results in 4-6 weeks
- Hear how we structure engagements to align with your headcount budget

After a 30 minute call, you’ll have a feeling if we’re a good fit to work on your roadmap while your headcount plan catches up.

[Schedule a 30-minute call >](#)