Germany — App Development & Data Analytics Teams Under EOR in India

Long-term engineering and data teams with payroll, HR, and compliance handled by Sevendyne

1. Headline & Summary

Clients
Two Germany-based companies: one focused on app development, the other on data analytics, both wanting India-based teams without setting up a local entity.

Outcome in one line
Sevendyne runs India engineering and data teams under an Employer of Record (EOR) model, handling payroll, HR, and compliance so the German clients can focus on product and analytics work.

Services Used

- Payroll & HR Operations
- Global Workforce / Employer of Record (EOR)
- Team Building & Staffing

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2. About the Clients

- **Industries**:
    - B2B app development (SaaS / custom applications).
    - Data analytics and data-driven services.
- **Locations**: German headquarters; India delivery and operations via Sevendyne.
- **Stage**: Growing, with increasing demand for engineering and data capacity.

Both organisations wanted to build stable India teams but did not want to learn Indian employment law or manage payroll and HR in-house.

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3. Challenge

Common challenges across both clients included:

- **Entity and compliance complexity**
  Setting up and maintaining an India entity, learning PF/ESI/TDS/PT rules, and managing statutory filings would consume time and attention better used on product and customers.

- **Need for predictable operations**
  They needed a **repeatable month-end routine** for salaries, contributions, payouts, and reporting, rather than ad-hoc arrangements with freelancers.

- **Team quality and retention**
  They wanted to hire capable developers and data engineers, keep them for years where possible, and avoid churn caused by unclear employment structures.

They needed a partner who could be the legal employer in India and run HR/payroll properly, while letting them direct day-to-day work.

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4. Why Sevendyne

The German clients chose Sevendyne because:

- **Existing EOR / payroll practice**
  Sevendyne was already running India payroll, HR operations, and EOR for other overseas clients.

- **Experience with development and data work**
  Our background in app development, dashboards, and data-related projects meant we understood the roles being hired, not just the HR side.

- **Small, founder-led operations team**
  Direct communication and quick decision-making on India-side HR and payroll situations.

- **Transparent pricing**
  Clear ranges (typically 5–15% of gross monthly payroll for EOR, depending on structure and team size) and unbundled salary vs. fee components.

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5. Solution

5.1 Engagement Model

- **Model**: Global Workforce / EOR with integrated payroll and HR operations.
- **Team sizes**: Small teams of developers and data engineers, grown gradually as trust and workload increased.
- **Ownership split**:
  - Clients: select and manage the team members, own the roadmap and daily work.
  - Sevendyne: employ staff in India, run payroll, HR, and compliance.

5.2 What Sevendyne Delivered

Employment & Compliance

- Acted as **legal employer in India** for team members (employees and, where appropriate, consultants).
- Managed employment contracts, onboarding documentation, and HR records.
- Coordinated PF/ESI/TDS/PT and other statutory responsibilities with advisors.

Payroll & HR Operations

- Ran **monthly payroll**, payslips, and statutory filings on a predictable schedule.
- Managed attendance, leave, and changes in salary or role.
- Supported routine HR queries from staff (letters, proof of employment, clarifications, etc.).

Reporting & Transparency

- Provided **clear monthly reporting** that separated:
  - Employee gross and net salaries.
  - Employer contributions and statutory costs.
  - Sevendyne's management fee.
- Offered both per-person and aggregate views so German finance and leadership teams could easily reconcile costs.

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6. Results

Across the two German clients, the EOR and payroll setup delivered:

- **Stable remote teams**
  Developers and data engineers could focus on their work with confidence that salaries, contributions, and HR matters were handled correctly.

- **Reduced founder/leadership overhead**
  German leadership spent far less time on India-specific admin and more time on roadmap, delivery, and customers.

- **Scalable model**
  Additional hires could be added within the same framework, without repeating legal and administrative setup.

- **Improved visibility**
  Finance teams gained a predictable, well-documented view of India-side costs, helping with planning and internal approvals.

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7. Client Voice (Paraphrased)

"We get the benefits of an India team without needing to learn the details of payroll and compliance. Sevendyne handles the India side; we focus on building our products and data services."

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8. Tech & Tools Snapshot

While tech stacks differ between the app development and analytics clients, typical roles include:

- Full-stack web developers (e.g. Laravel, Vue, Rails/Spree, or similar).
- Front-end developers for dashboards (e.g. Angular/Vue).
- Data engineers and Python developers for analytics workloads.

On the operations side, Sevendyne uses:

- Payroll and HR tooling (Zoho and internal systems).
- Standard communication and project tools chosen by the German clients (e.g. Slack/Teams, Jira/Linear, GitHub/GitLab).

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9. How This Maps to Other Clients

This pattern is relevant if you:

- Are a **SaaS or analytics company** that wants a stable India team without opening a local entity.
- Want **clear separation** between legal/HR responsibilities (Sevendyne) and product/delivery responsibilities (you).
- Prefer **gradual, low-risk scaling** of India teams, starting with a few people and growing as value is proven.

It complements Sevendyne's **Team Building & Staffing** service and can be combined with custom app development when you want us to both build and host a team over time.

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10. Call to Action

If you are in a similar position to these German clients:

- **Book a 30-minute call** to explore what an India EOR + payroll model would look like for your company:
  `https://calendly.com/sevendyne/30min`

- Or **email a short overview** of your current team, planned India hires, and timelines:
  `hr@sevendyne.com`

We will respond with a simple outline of options (entity vs. EOR vs. contractors) and an honest view of where EOR makes sense and where it does not.