

# UK Engineering Company — PLC/SCADA & SolidWorks Team in India

Multi-year specialist engineering team with payroll and HR operations handled by Sevendyne

## 1. Headline & Summary

### Client

An engineering company in the UK needing PLC/SCADA and SolidWorks engineers for long-term project work.

### Outcome in one line

Sevendyne built and ran a specialist engineering team in India for around five years, handling all HR, payroll, and compliance so the client could focus on delivery.

### Services Used

- Team Building & Staffing
  - Payroll & HR Operations
  - Global Workforce / Employer of Record (EOR)
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## 2. About the Client

- **Industry:** Industrial automation and engineering.
- **Locations:** UK headquarters; India delivery team hosted and operated by Sevendyne.
- **Stage:** Established SME with recurring project work and strict delivery commitments.

The client needed reliable, specialist engineering capacity to support ongoing PLC/SCADA and SolidWorks projects, without building their own India entity or HR/payroll function.

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## 3. Challenge

Before working with Sevendyne, the client faced three practical problems:

- **Specialist roles, limited local availability**  
Finding and retaining PLC/SCADA and SolidWorks engineers in their home market was difficult and expensive.
- **No India employment structure**  
They were interested in hiring in India but did not have a local entity, HR processes, or knowledge of PF/ESI/TDS and other statutory requirements.
- **Risk of fragmented suppliers**  
Splitting work between a staffing vendor, a payroll vendor, and an ad-hoc HR consultant would increase coordination overhead and make quality and accountability unclear.

They needed a way to build a small but stable engineering team in India with clear

responsibility for hiring, HR, payroll, and compliance.

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## 4. Why Sevendyne

The client chose Sevendyne because:

- **Integrated model** — one partner to build the team, run payroll & HR operations, and manage India-side compliance.
  - **Existing track record** — Sevendyne had already handled staffing and payroll for C++ and other engineering roles for overseas clients.
  - **Small, founder-led structure** — direct communication with the people actually responsible for the India team, not a large vendor with multiple layers.
  - **Clear, honest scoping** — early conversations focused on what Sevendyne could reliably support, rather than generic promises about large teams.
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## 5. Solution

### 5.1 Engagement Model

- **Model:** Dedicated India team under Sevendyne employment, working full-time for the UK client.
- **Duration:** ~5 years (2019–2024).
- **Team:** Mix of PLC/SCADA and SolidWorks engineers, adjusted over time as project needs changed.

Sevendyne acted as the local employer in India and operations partner, while the client owned day-to-day technical direction and delivery.

### 5.2 What Sevendyne Delivered

#### Technology & Delivery

- Hired PLC/SCADA and SolidWorks engineers who met the client's technical standards and communication requirements.
- Ensured engineers were available on the client's time zones and aligned to their project planning rhythms.
- Supported the team with local coordination and basic operational oversight so they could stay focused on engineering work.

#### People & Team Operations

- Collaborated with the client to define role profiles, seniority levels, and expectations for each hire.
- Managed sourcing, interviews, and offers; only moved forward with candidates approved by the client.
- Provided continuity planning so the client wasn't dependent on a single individual in any key role.

#### Payroll, HR & Compliance

- Employed engineers under Sevendyne in India; the client did not need a local entity.
- Ran monthly payroll, payslips, and statutory contributions (PF/ESI/TDS/PT) in coordination with advisors.
- Maintained HR records, attendance, and leave, and handled exits correctly when needed.

- Provided clear monthly reporting so the client always understood salaries, contributions, and Sevendyne's fees.
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## 6. Results

While specific project details are confidential, several concrete outcomes stand out:

- **Long-term stability**  
The engagement ran for around five years, with engineers working on multiple projects for the same client. This continuity is unusual for niche engineering roles and allowed the client to plan confidently.
  - **Reduced operational overhead**  
The client did not need to learn Indian payroll or HR rules. Month-end administration for India staff became a simple, predictable routine.
  - **Lower risk vs. freelancers**  
Engineers worked as part of a structured team with clear HR, payroll, and compliance behind them, rather than as independent individuals with no shared process.
  - **Clear total cost picture**  
Transparent reporting gave the client a consistent view of salary, statutory costs, and Sevendyne's fee, making budgeting and board discussions easier.
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## 7. Client Voice (Paraphrased)

"We needed India engineers but did not want to build an HR and payroll function ourselves. Sevendyne gave us a small, steady team with clear monthly reporting, so we could focus on delivering projects to our own customers."

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## 8. Tech & Tools Snapshot

While the core stack was PLC/SCADA and SolidWorks, the engagement also relied on:

- **Communication & Collaboration** — email, calls, and shared documentation between UK and India teams.
- **HR & Payroll Systems** — Sevendyne's internal HR and payroll tooling, connected to Zoho and statutory portals.

The focus was on predictable people operations, not on introducing heavy new tools to the client.

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## 9. How This Maps to Other Clients

This pattern is relevant if you:

- Are a **SaaS or product company** wanting a small, specialist India team under an EOR / payroll model.
- Are an **engineering or industrial firm** that needs steady India-based engineers without opening a local entity.
- Need a partner who combines **team building + payroll & HR** rather than just one of them.

The same approach — small, steady team plus integrated payroll and HR — is now used by Sevendyne for app development and data analytics teams in Germany and other markets.

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## 10. Call to Action

If you are considering something similar:

- **Book a 30-minute call** to map out what a small India team would look like for you:  
<https://calendly.com/sevendyne/30min>
- Or **email a short description** of your current situation and planned hires to:  
[hr@sevendyne.com](mailto:hr@sevendyne.com)

Sevendyne will respond with a simple view of whether this model fits your plans and, if it does, how to start small and scale safely.