Case Study nearshorefriends x SYNCPILOT

x SYNCPILOT
SECURE · INTERACTION · EXCELLENCE

Scale Faster.
Grow Sustainably.

Highly qualified, German-speaking project managers for greater flexibility and competitiveness.



6 Project Managers | **C1 / C2 German** | **Targeted Recruitment**

Scale Faster. Grow Sustainably.

Together with nearshorefriends, SYNCPILOT is building additional project management capacity in Bulgaria. Highly qualified, German-speaking project managers enable the company to respond flexibly to increasing customer demands while remaining competitive. Following onboarding for SYNCPILOT's projects, the project managers take independent responsibility for client projects sooner than expected and reach full productivity within approximately ten weeks.



"The quality of the candidates exceeded our expectations. What impressed us most was nearshorefriends' ability to find candidates specifically matched to our requirements – in terms of professional skills, language proficiency, and cultural fit."

Andreas Mors
Director Service Delivery I SYNCPILOT Group

Growth Meets the Talent Shortage

SYNCPILOT develops digital solutions for secure, AI-powered customer interactions – including solutions for the public sector, where clear communication, reliability, and cultural understanding are essential.

As the number of projects grew, so did the need for additional project management capacity. At the same time, the shortage of skilled professionals in Germany made further expansion challenging. To provide its customers with flexible project starts and reliable service in a price-sensitive market, SYNCPILOT partnered with nearshorefriends to build additional project management capacity through nearshoring – with clearly defined requirements for quality and German language proficiency.

Qualified, German-Speaking Project Management Capacity Through Nearshoring

nearshorefriends supports SYNCPILOT in building additional project management capacity in Bulgaria – from targeted recruitment and pre-screening of suitable candidates to employment, administrative support, and project-specific onboarding.

The focus is on qualified project managers with excellent German language skills (C1/C2), expert-level technical aptitude, and the cultural understanding required to collaborate effectively with SYNCPILOT and its customers.

COMPETITIVE ADVANTAGE	FLEXIBILITY	SCALABILITY
Cost advantages through nearshoring	Expand capacity as needed	Scale with growing project demand

Quality That Delivers Results

German C1/C2
Professional communication with SYNCPILOT and its customers

Cultural Fit
Strong cultural understanding – particularly relevant in the public sector

Fast Time to Productivity
Fully productive within approximately 10 weeks

Targeted Recruitment
Selection based on specific needs and clearly defined requirements

High Level of Expertise
Independent responsibility for client projects sooner than expected

Building International Tech Teams.
German DNA, International Mindset.

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