



THE TALENT SHORTCUT

When Hiring Feels Like a Dead End...

There's an Alternative to Outsourcing Overseas

intugo 

Sounds Too Good to Be Real? You're Not Alone

Let's be honest.

If hiring competitively were just about cutting costs, you would've already gone overseas and called it a day. Most business owners and team leaders assume there are only two paths when trying to expand their workforce:

1. Pay top dollar to hire locally, or



2. Outsource overseas—like most do—and hope for the best...



But there's a third path—one most leaders don't realize is even on the table.



LOW COST

RIGHT COST

HIGH COST



The Third Path: Closer Than You Think

You've likely had this dialogue with yourself—or your team—more than once.

"We need more hands... But the budget won't stretch."

So the need stays on hold. You keep things moving with what you've got, waiting for a better option to show up. And maybe—until now—you didn't know there actually was one.

Keep Control. Cut Costs

On the third path,
nothing changes about
how you operate.



You choose who joins your team.



You direct the work.



You use your tools and systems.



You continue managing
performance just as you do now.

What shifts is everything else:

- You don't have to register a business in another country.
- You don't have to find an office.
- You don't have to build a recruitment network.
- You don't have to set up a payroll provider.
- You don't have to manage legal compliance.

You show up with your plan—we make
sure there's a team, a workspace, and a
compliant framework ready to run with it.



This Isn't Outsourcing. This Is Extension.

This isn't just about saving money by offloading tasks. It's about building the team you already wanted—just in a location that makes more sense for your costs, your hours, and your future.

-That team works
for you.

-Not a vendor. Not
a project manager.

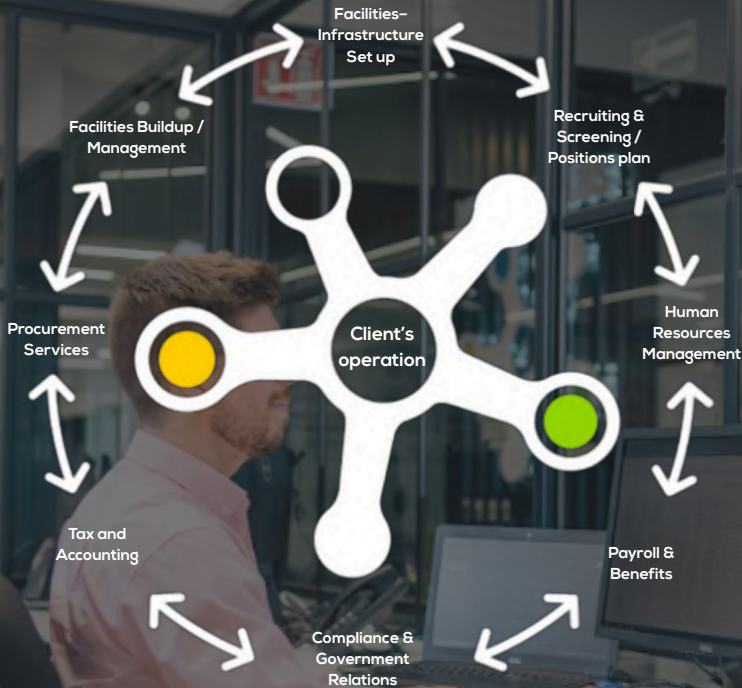
You



They attend your meetings,
work within your systems,
and reflect your values.

And if you ever stop by,
they'll welcome you—your
team, ready to thrive.

Your Team at the Center Our Support Around It



While you stay focused on managing your team and delivering results, Intugo takes care of everything else that makes your operation work in Mexico. This full-circle support model surrounds your operation with everything essential.

Working the **Intugo Way**

You've seen the structure. Now let's make it real.

Here's how this model plays out across different types of roles—day to day, week to week, like any part of your company.



Customer Support Team



A U.S.-based company with operations in Washington and Arizona has expanded its customer support team through Intugo—adding over 200 employees in Hermosillo, Sonora, where aligned working hours support daily continuity, alongside remote roles across Mexico.

Client Responsibilities	Intugo Responsibilities	Collaboration Outcome
Set hiring criteria and approve final candidates	Recruit and screen candidates based on client-defined profiles	Only top-fit candidates are hired—without wasting time searching.
Onboard and train new hires	Provide physical workspace in Hermosillo and ensure prompt remote setup	Team structure reflects business needs and culture.
Assign tasks and lead daily meetings	Handle employment contracts, benefits, and payroll, taxes, and government relations	New hires are integrated quickly with minimal internal HR lift
Track performance using internal systems and KPIs	Assign an on-site HR team for daily employee support	Full visibility and oversight without distractions from admin tasks

How It Works in Practice:

The Recruitment Breakdown

You define the profile.

Job requirements, ideal skills, and cultural fit are aligned with your team.

We receive and screen.

Intugo handles application reviews, candidate screening, and interviews.

We test and verify.

Role-specific tests are applied. Employment history and expectations are verified.

You make the call.

You interview top candidates and decide who gets the offer.

We handle onboarding.

Contracts, payroll, equipment, and first-day readiness are fully managed.



You don't need to sift through resumes or run background checks—we do it all. Our recruitment team ensure only the best-fit candidates are presented to you. HR handles testing, legal requirements, and onboarding logistics. You get full visibility and control—without the heavy lifting.

Fast. Focused. Fully Managed.

Healthcare Admin Teams



This model doesn't stop at customer service—it transitions across multiple functions, adapts to organizational DNA, and supports the unspoken expectations leaders carry every day.

A healthcare provider based in Washington, D.C. came to us with a clear challenge:

Grow in Mexico—without diluting their culture.

Their values were non-negotiable: diversity, trust, and the confidence that every new hire would reflect the integrity of the brand they'd spent years building stateside.

Roles Hired:

Clinical Documentation
Improvement

Network Support Engineer

Office Manager

Prior Authorization Specialist

What they Gained

- Since they launched in Mexico, they've grown **24%** on average each month. Today, they have over 110 professionals on their team.
- An annual turnover rate under **3%**. That's not a coincidence—that's what happens when you build a team around belonging.



Support That Truly Shows Up

We handled the weighty elements—payroll, taxes, office setup, vendor coordination, and all the unexpected HR tasks that come up along the way.

Our local HR team didn't just check boxes. They acted as the client's people operations in Mexico—keeping track of events planning, coordinating oversight visits, compensation submissions, managing employee questions, and supporting day-to-day needs without slowing things down.

And when the team outgrew their space, we made the expansion happen—so the operation could run without interruptions.



Small Start. Long Impact

Most partnerships with Intugo start with one urgent need

Sometimes it's a small bilingual team of accountants

Often, the first team is just five people. Sometimes it's only one

Other times, it's a single specialist to support a niche role

But sooner or later, something clicks

They realize the model isn't just solving staffing. It's solving the hidden friction of growth: the missed steps, the fragmented workflows, the slow response when more seats are needed



So they keep building



From a few hires



To a dedicated floor

A 15+ Year Partnership



For many of our clients, what starts small becomes something they count on—a foothold that evolves into a foundation.

That's exactly what happened with one client, headquartered in California. Today, their presence in Mexico supports a workforce of nearly 300 employees.

Managing that kind of volume from another country might seem impossible—but with Intugo by their side, possibilities turned into action, and action into measurable results.

Little by little, a broader presence was established in Hermosillo, gaining enough traction to open a second operation site—and a third one in Guadalajara—by 2017.

Back in 2009, this company approached Intugo with a focused need: a cost-conscious, dedicated team of six PHP developers based in Hermosillo, Sonora—just a short flight from the U.S.

READY TO BUILD YOUR TEAM?

Talk to us about how Intugo's third path could work for your organization.

Whether you're starting with one role or scaling up gradually, we'll help you take the first step—without locking you into a fixed model.



CONTACT US