

Choosing how to get the engineering done

In-house hiring, staff augmentation, a project agency, advisory consulting or a senior-led delivery team like Ampity. Each is right for some work. This guide helps you match the model to the work and compare real proposals.

WHAT THIS GUIDE COVERS

01 Five delivery models

What each is strong at, and where it fits less well.

02 Seven questions for any proposal

Ownership, coordination, acceptance, total effort, what you keep, continuity and exit.

03 Comparing proposals

The evidence to ask for, whichever model you choose.

04 Two practical examples

An AWS platform recovery and a new product module.

05 When hiring wins

And how outside delivery can work alongside it.

FIVE DELIVERY MODELS

Five ways to get engineering done, and where each is the right choice

MODEL	WHAT YOU ARE BUYING	STRONG CHOICE WHEN	WEAKER FIT WHEN	WHO CARRIES THE OUTCOME
In-house hiring	Permanent people who build long-term context in your product	The work is continuous and core, and you can recruit, lead and keep the team	You need specialist depth quickly, or only for a bounded period	You
Staff augmentation	Individual engineers working under your direction	The roles are known and your managers can direct, review and integrate the work	You lack the internal leadership to coordinate them	You; the provider supplies people
Project agency or dev shop	A contracted project, from a defined build to discovery, iterative delivery or ongoing support	The project has clear boundaries, and the contract covers the discovery, delivery and support you need	The proposal leaves out discovery, ongoing ownership or operating work you will need	The agency for the contracted scope; you for anything outside it
Advisory consulting	Independent analysis and recommendations	You need a broad view of strategy, organization, operating model or vendor choice	The main need is implementation inside a live system	The advisor for the advice; you for implementation
Ampity (senior-led delivery team)	A senior-led team that makes and implements the engineering decisions for an agreed scope	Defined specialist work where design and implementation must stay connected: AWS recovery, modernization, a product module	You want open-ended headcount at the lowest hourly cost, or organization-wide strategy	Ampity for the agreed scope; you keep direction, priorities and production approvals

These are broad models. Real providers and contracts vary a lot, so judge the actual proposal rather than the label.

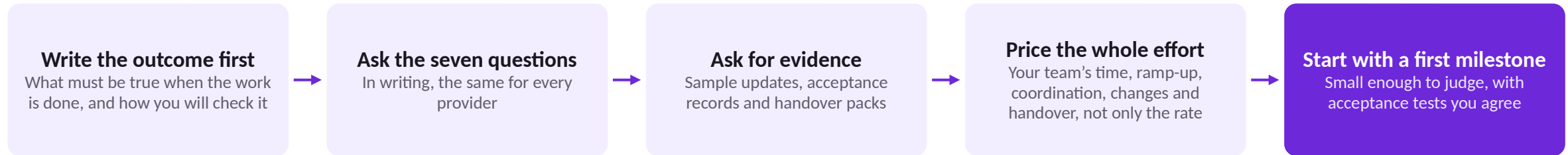
SEVEN QUESTIONS FOR ANY PROPOSAL

Ask every provider the same questions, in writing

QUESTION	WHY IT MATTERS	A STRONG ANSWER INCLUDES	EVIDENCE TO ASK FOR
1. Who owns the result?	Someone has to answer for the outcome, not only the hours	A named owner for the agreed outcome, and a clear split with your team	A responsibility map with named roles
2. Who coordinates, and how much of your time does it take?	Coordination is a real cost that rarely appears on a rate card	Who plans, reviews and integrates, and the time expected from your people	A sample weekly update; the meetings you would attend
3. What gets tested and accepted?	"Done" means different things to different teams	Acceptance criteria and tests agreed before work starts, with your sign-off	A sample acceptance record and test approach
4. What is the total effort beyond the rate card?	Hiring, onboarding, management, rework and handover all take time	An honest view of your internal effort, ramp-up and how changes are handled	How estimates and change requests work, with an example
5. What do you keep?	Code, documents and context let you change course later	Work in your repositories and accounts; runbooks and decision records	An example handover pack; ownership terms
6. What happens when people change?	Turnover is normal; lost context is expensive	How context is recorded and passed on. Nobody can promise the same person forever	How a past team change was handled
7. How do you exit?	You should be able to leave without losing your system	A planned handover, access transfer and a support period you agree	Exit steps written into the statement of work

COMPARING REAL PROPOSALS

Compare the whole effort, then test it on a small milestone

**WARNING SIGNS IN ANY PROPOSAL**

- No named owner for the outcome
- "Done" left undefined until the end
- Code, accounts or credentials held outside your control
- Changes priced without a visible process
- No plan for how the engagement ends

WHAT A GOOD FIRST MILESTONE GIVES YOU

- A working change you have seen, not a status report
- Evidence against tests you agreed in advance
- A clear view of how the team communicates and escalates
- A real basis for the next decision, including stopping

TWO PRACTICAL EXAMPLES

How the choice plays out on two common situations

ILLUSTRATIVE SCENARIO

AWS platform recovery and modernization

Releases fail or need manual work, recovery is uncertain and the team is stretched.

In-house hiring: right if you will run a platform team long term; incidents continue while you hire

Staff augmentation: works when a platform lead can direct the contractors

Agency: can fit well if the contract covers diagnosis, delivery and who operates it afterwards

Consulting: useful for an independent assessment; someone still implements it

Senior delivery team: diagnoses, implements an agreed release and recovery milestone and hands over runbooks; your team approves releases

Ask for: a demonstrated rollback or recovery test as part of acceptance.

ILLUSTRATIVE SCENARIO

A new module in an existing product

The roadmap needs a feature that touches the backend, integrations and the web or mobile app.

In-house hiring: best if this area will need continuous ownership

Staff augmentation: works if your engineers lead the design and reviews

Agency: fits when the contract covers discovery, the build and who owns it afterwards

Consulting: rarely the right fit for implementation work

Senior delivery team: builds it in your repositories, through your reviews, to acceptance criteria you set

Ask for: acceptance criteria and a release plan before the build starts.

Illustrative scenarios with no customer data. Several models can work for each; the right one depends on your team and timeline.

MAKING THE DECISION

Hiring often wins. Outside delivery can work alongside it.

Hire when

- The work is continuous and central to your product
- Long-term context matters more than speed
- You can recruit, lead and keep the people

Bring in outside delivery when

- The need is specialist, bounded or urgent
- Design and implementation must stay connected
- You need results while you hire

Combine them when

- An outside team delivers a first milestone
- Your engineers join reviews from day one
- Runbooks and decisions hand over to your hires

SEE HOW AN AMPITY ENGAGEMENT WORKS

[How you stay in control \(4 slides\)](#)[Company capability deck](#)[Working with Ampity: FAQ and project start](#)[Engineering responsibility map](#)

Comparing options for a specific project? We will tell you if another model fits better. ampity.io | hello@ampity.io