

Pavago LLC Reveals Agency Growth Strategy Through Global Design Talent Success Story

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Pavago LLC, a specialist in offshore recruitment, has released a detailed case study on global design talent acquisition that demonstrates how US-based web design company, OneNine, successfully scaled its design capacity through strategic international hiring. The study provides insights into how companies can build predictable delivery systems while maintaining quality standards through global talent acquisition.

The case study documents OneNine's experience hiring five senior designers through Pavago's recruitment platform, each contributing directly to client-facing projects at monthly rates between $5,000 and $6,000. Unlike traditional cost-reduction initiatives, OneNine's approach focused on accessing senior-level talent with proven agency experience regardless of geographic location.

"This case study challenges the conventional narrative around offshore hiring," said Parker Cox, Founder and CEO of Pavago. "OneNine's success demonstrates that companies can leverage global talent pools to solve capacity constraints and build predictable delivery systems, not just reduce costs. Their ability to scale from one to five designers while maintaining their quality standards proves that geographic boundaries no longer need to limit access to exceptional talent."

The documented results show that OneNine achieved several strategic advantages through their global hiring approach. The company eliminated design capacity bottlenecks that previously constrained growth, reduced the typical three-month local hiring timeline to approximately three weeks, and maintained consistent quality standards across all client deliverables. These designers integrated directly into existing workflows, handling core client work rather than overflow tasks.

Pavago's recruitment process addressed OneNine's specific requirements for senior designers with strong portfolios and agency experience. The platform's vetting process ensured candidates could deliver under real client timelines while meeting the company's established quality standards. This systematic approach to talent acquisition transformed hiring from a risk event into a repeatable process for OneNine.

"The most significant transformation was in our planning capabilities," Cox explained. "Companies that master strategies for offshore hiring gain the ability to scale on demand. OneNine can now confidently accept new projects knowing they can expand their design team within weeks, not months. This predictability fundamentally changes how businesses approach growth."

The financial implications extend beyond simple cost comparisons. While local senior designer hires would have required significantly higher investment in salary and recruitment costs, the global hiring model allowed OneNine to build a multi-designer team without inflating overhead. The company's repeated engagement with Pavago for additional hires serves as validation of the model's effectiveness.

The case study highlights a shift in offshore recruitment from a cost-cutting measure to a strategic growth tool. By focusing on quality and integration rather than price alone, companies can build sustainable teams that contribute to core business functions.

Pavago specializes in connecting companies with top-tier global talent across operations, sales, and marketing roles. The company's recruitment platform combines a five-step vetting process with ongoing support to ensure successful long-term placements. Through its global network, Pavago enables businesses to access skilled professionals who meet specific industry standards while providing flexibility in team scaling.
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Pavago LLC

Pavago's vision is that sourcing offshore talent will become a key competitive advantage for small and medium-sized businesses. Their mission is to democratize access to this talent, facilitating growth and success for innovators and entrepreneurs.

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