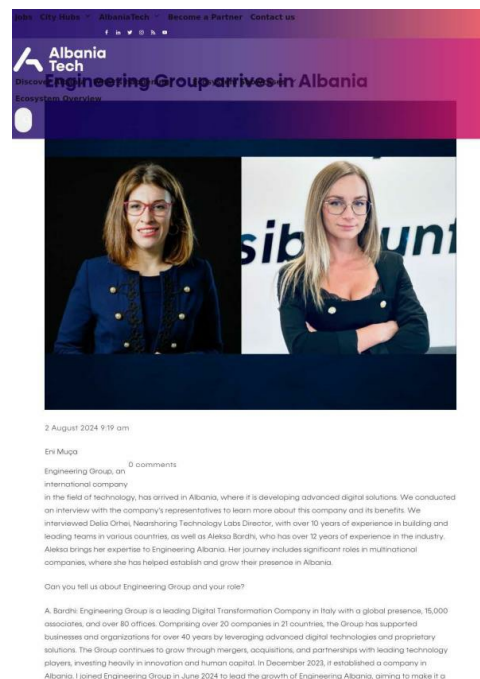


Engineering Group arrives in Albania

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Engineering Group, an international company in the field of technology, has arrived in Albania, where it is developing advanced digital solutions. We conducted an interview with the company's representatives to learn more about this company and its benefits. We interviewed Delia Orhei, Nearshoring Technology Labs Director, with over 10 years of experience in building and leading teams in various countries, as well as Aleksa Bardhi, who has over 12 years of experience in the industry. Aleksa brings her expertise to Engineering Albania. Her journey includes significant roles in multinational companies, where she has helped establish and grow their presence in Albania. Can you tell us about Engineering Group and your role? A. Bardhi: Engineering Group is a leading Digital Transformation Company in Italy with a global presence, 15,000 associates, and over 80 offices. Comprising over 20 companies in 21 countries, the Group has supported businesses and organizations for over 40 years by leveraging advanced digital technologies and proprietary solutions. The Group continues to grow through mergers, acquisitions, and partnerships with leading technology players, investing heavily in innovation and human capital. In December 2023, it established a company in Albania. I joined Engineering Group in June 2024 to lead the growth of Engineering Albania, aiming to make it a key technology competence center in the region. I was welcomed by a motivated local team, laying a strong foundation for further expansion. What is nearshoring? What are the key factors that make Albania an interesting region for nearshoring? D. Orhei: For us, nearshoring is just an expansion of our Italian teams. We don't have differences in the way of working among countries considered as nearshore - Albania and Serbia and Italy. We are having an organization that allows us to manage integrated teams. Our aim is to expand our talent pool, to consolidate it, and to create competence centers that will play an important role in the development of Engineering Group. Albania registered significant growth in the tech industry in the last three years and became an important hub of development. The quality of the educational system, the professionals that are already experienced in this industry, and the support of the local environment are major contributors to the decision of choosing Albania. Can you describe the delivery model that you will apply and the main functions and operations Engineering Albania will be taking care of? A. Bardhi: The Tirana office will house Competence Centers specializing in cutting-edge digital solutions, developed and implemented in collaboration with international technology partners such as SAP, Salesforce, AWS, and Microsoft. Engineering Albania will



function in the same way and by implementing the same structure as Engineering Software Lab - Serbia does. Talking about the talent pool, how do you attract and retain skilled IT professionals in this region? A. Bardhi: We offer competitive remuneration and development opportunities within the Eng Group, including our IT & Management Academy in Italy. Currently, we collaborate with leading software development suppliers in Tirana, enhancing our team. However, our main focus is organic growth through a strong hiring process. Our internal recruitment team, supported by external partners, keeps engaging skilled IT professionals. We also plan to partner with local universities to discuss career opportunities and industry trends. We aim to create a dynamic and inclusive workplace culture that motivates and retains talent, empowering local teams to contribute to various projects and business activities. How do you ensure effective communication and collaboration between the nearshoring office and other offices around the world? D. Orhei: We are following the same processes regardless of the country where the office is located. I am acting as a focal point for creating the bridge between all Engineering offices. We also have our internal portals and regular rituals that allow us, nearshoring, to be connected with the rest of the Group. In the first semester of this year, we were focused on creating a solid base for our new office in Albania through the implementation of the Group tools and processes so we can have a smooth integration of our existing and future employees. What are the next steps for Eng Albania? What impact is expected for the company and the region? A. Bardhi: The next step is to establish Engineering Albania as a prominent name in the Albanian labor market, with a new office and a robust technology team. I am pleased to announce that we are on the right track, aiming to celebrate the opening of our Tirana center by September. Simultaneously, we are strengthening our recruitment team and keep focusing on hiring, with a target of exceeding 100 employees by the end of this year, laying the foundation for future growth in 2025. The impact of Engineering Albania on the Engineering Group will be significant, expanding our footprint and enhancing our capabilities with professionals experienced in the industry. For the region, this will create more job opportunities and workforce connectivity, not only for seasoned professionals but also for recent graduates. Do you have any advice for other companies considering establishing a nearshoring office in Albania? D. Orhei: The most important thing is to have talented and motivated people and strategic and trustworthy partners. These are the two sets of elements that make a new office, a new company successful. Fortunately, we have them both, and together with Aleksa, I am convinced that we will succeed in creating a strong and solid presence of the ENG Group in Tirana.