

Building Enterprise-Ready Engineering, Data, AI and Cloud Teams

A governed, **AI-accelerated model** to forecast demand, certify fit-for-purpose talent, and ramp engineering, data, AI and cloud teams with speed and confidence.



A four-pillar model that industrialises talent readiness

Brillio's model links demand planning, skill-fit fulfilment, transition readiness and continuous performance into a governed system with KPI visibility for both client and Brillio stakeholders.



Proactive demand planning

Rolling forecasts, demand control board and skill-grade-location visibility to plan before demand becomes a constraint.



Fit-for-purpose fulfilment

Curated pools, evidence-based evaluation and client-aligned hiring to improve candidate authenticity and role fit.



Transition, training & deployment

Transition Management Office, sprint-based knowledge acquisition and pair programming for faster productive readiness.



Performance, retention & workforce management

Dashboards, 360 feedback, DORA/SPACE/Core4 productivity metrics and early interventions to protect outcomes.

Proactive Demand Planning

Predict demand before it becomes delivery risk.

Brillio runs a cadence-driven planning model using rolling forecasts, demand control boards, skill-grade-location demand definition, benchmarked bench/buffer pools and fulfilment prioritisation.

Brillio value proposition

A demand-led capacity engine that converts pipeline visibility into proactive resource decisions: recruit, restructure, rotate or cross-train.

Framework

Weekly demand reviews translate a three-month rolling forecast into actions: assess demand type, compare with bench/buffer capacity, prioritise fulfilment, then source or redeploy through digital sourcing and validated screening.

Why it matters to the CIO

- Reduces last-minute capacity fire drills and improves visibility into future capacity needs.
- Aligns client demand, Brillio delivery leadership and talent acquisition in a weekly operating rhythm.
- Supports faster fulfilment by tracking available bench, buffer pools and gap analysis.

Fit-for-Purpose Fulfilment

Move from résumé matching to evidence-based role fit.

Brillio screens talent through a structured process: pre-screening, proctored coding/technical assessment, architecture and design evaluation and managerial interviews aligned to client needs.

Brillio value proposition

A fit-for-purpose selection engine that validates authenticity, capability and culture alignment before talent reaches the client environment.

Framework

The fulfilment loop combines product/engineering sourcing pools, role-specific problem statements, pair-coding evaluation and final fitment interviews; outputs are reflected in profile scoring and proficiency views.

Why it matters to the CIO

- Improves quality of shortlisted candidates with AI-generated screening questions and relevance scoring.
- Reduces fitment risk through proctored/customised assessments and AI-guided technical discussions.
- Enables client-aligned panels and career-architecture based skill tracking across behavioural, engineering and technical competencies.

Transition, Training & Deployment

Get new teams productive with a managed transition runway.

Brillio's Transition Management Office structures readiness across Day 0, Sprint 0, Sprint 1–2, Sprint 3–4 and Sprint 5–6 with internal training, knowledge acquisition and pair programming.

Brillio value proposition

A sprint-based onboarding and knowledge transfer system designed to make talent productive, aligned to client engineering standards and ready to operate independently.

Framework

The transition framework moves from internal training to knowledge acquisition, then mentor-led pair programming, and finally resource-led ownership; outcomes include Day 1 readiness, ecosystem integration and sustained collaboration.

Why it matters to the CIO

- Accelerates readiness through customer technology standards, coding principles, architecture patterns and secure coding training.
- Embeds client context through product portfolio, workflows, tools, processes and hands-on practice.
- Builds confidence through mentor-led and resource-led pair programming before independent execution.

Performance, Retention & Workforce Management

Keep capability healthy after deployment—not just filled.

Brillio manages talent as a living delivery system with KPI dashboards, performance feedback, productivity frameworks, retention strategies and early interventions.

Brillio value proposition

A performance-and-retention operating model that links engineering productivity, engagement health and talent development to business continuity.

Framework

The model combines DORA, SPACE and Core4 productivity views with continuous feedback and targeted interventions, so delivery maturity and talent engagement are managed together.

Why it matters to the CIO

- Gives CIOs visibility into engagement KPIs such as committed vs completed, velocity, cycle time and PR success rate.
- Improves delivery health through 360-degree feedback, actionable insights and skill-gap interventions.
- Supports retention through career development, targeted retention, recognition opportunities and employee experience focus.

Proof at scale:

Brillio success stories

Tangible proof point: Brillio has operated sizeable, multi-year engineering programmes across multiple geographies, spanning product engineering, modernisation, cloud, data, security, automation and managed support.

Large digital real-estate marketplace

10+ years strategic partnership | 150+ team scale

Countries serviced: India, Mexico, Canada, United States

Next-gen product engineering for immersive home buying, selling and renting experiences.

Platform engineering, DevSecOps, modernisation, data transformation, integration, app support, Cloud FinOps, programme management and quality engineering.

Leading US financial institution

5+ years strategic partnership | 350+ team scale

Countries serviced: India, United States

Preferred partner for digital transformation across product and platform development.

Platform engineering, legacy modernisation, DevSecOps, Cloud FinOps, architecture consulting, data transformation, security, automation, IAM, app and infra support.

Global cybersecurity software enterprise

4+ years strategic partnership | 100+ team scale

Countries serviced: India, United States

Preferred partner across e-commerce, engineering and CIO portfolios.

Product engineering, platform migration, application development/support, data migration, DevSecOps and ERP transformation.

ABOUT BRILLIO

Brillio is The Enterprise AI Accelerator helping Fortune 1000 companies move from AI ambition to scaled impact, faster. Powered by our AI accelerator platform – Agentic Data and Application Management (ADAM), Brillio is one of the fastest-growing digital technology service providers, delivering transformation across five core workstreams: business-led transformation, customer experience transformation, AI and data engineering, digital engineering, and infrastructure engineering.

With 14 delivery locations across North America, Europe, and Asia and a team of over 6,000 customer-obsessed professionals, Brillio combines deep industry expertise, modern engineering, and accelerators to deliver measurable outcomes. Headquartered in Dallas, Texas, Brillio serves clients globally with a commitment to speed, scale, and measurable impact.



<https://www.brillio.com/>

Contact Us: info@brillio.com

