



Custom Teams.
Custom Software.



IBT Apps is a financial technology company specializing in software solutions for community banks. With a core platform that includes both modern and legacy components — including mission-critical COBOL code — IBT Apps supports banks in delivering reliable, compliant, and customer-focused digital banking experiences.

About EC Group:

For over 20 years, EC Group has helped businesses accelerate growth by building high-performing custom software teams. With expertise spanning a wide range of technologies and industries, we assemble the right talent to bring your vision to life.

C A S E S T U D Y

IBT APPS

The Challenge:

When IBT Apps first engaged EC Group over 12 years ago, the company faced a persistent challenge:

- **Talent acquisition struggles** — In the competitive market, IBT Apps could not consistently hire high-quality developers. Interviews often looked promising on paper, but performance in practice fell short.
- **Staffing instability** — Past experiences with offshore vendors were almost entirely project-based. Developers rotated in and out frequently, with no long-term knowledge retention or consistency.
- **Specialized skill needs** — The company's technology stack included legacy COBOL systems alongside newer platforms. Maintaining and enhancing these systems required rare skill sets, and experienced COBOL developers often only wanted part-time, high-compensation roles.
- **Risk in going offshore** — At the time, the idea of hiring overseas developers raised concerns about communication, quality control, and integration into the in-house team.

Goals:

IBT Apps set out to:

1. **Build a reliable, long-term development team** without the turnover issues of typical project-based offshore engagements.
2. **Reduce hiring risks** by partnering with an organization skilled in vetting and onboarding top-tier developers.
3. **Integrate offshore developers** seamlessly into their workflows as if they were in-house employees.
4. **Support both modern and legacy systems** with skilled talent capable of maintaining mission-critical code while also innovating on new projects.

Solution:

IBT Apps partnered with EC Group to establish a dedicated offshore software team. EC Group's approach stood out from other outsourcing models:

- **Permanent placement model** — Developers worked exclusively for IBT Apps, functioning as an extension of the in-house team rather than cycling through on a per-project basis.
- **Rigorous vetting process** — EC Group identified and recruited top-tier developers whose long-term contributions became invaluable to IBT Apps.
- **Cultural and communication alignment** — Developers were integrated into IBT Apps' processes, meetings, and development culture, minimizing the typical barriers of offshore work.
- **Adaptability to evolving technology** — Over the years, EC Group's team worked across IBT Apps' modern platforms while respecting the performance and architectural constraints of legacy systems.

Results:

- **12 years of partnership** with consistent, high-quality development support.
- **Stability and retention** — Key hires delivered years of institutional knowledge and technical leadership.
- **Improved development velocity** — With a reliable offshore team, IBT Apps overcame hiring bottlenecks and reduced the ramp-up time for new initiatives.
- **Strategic flexibility** — The partnership allowed IBT Apps to focus on innovation (including AI initiatives) while maintaining stable legacy systems.
- **Positive internal recognition** — Over time, leadership realized the exceptional value of EC Group's developers.

Summary:

For over a decade, EC Group has been a trusted development partner for IBT Apps, helping them overcome persistent staffing challenges in a competitive and specialized market. By delivering a stable, integrated offshore team, EC Group enabled IBT Apps to innovate on modern projects while sustaining critical legacy systems. The collaboration exemplifies how a long-term, relationship-based offshore model can outperform traditional project-based outsourcing — delivering both reliability and strategic value.

