



case study

**Launching a high-impact offshore design center
in India for a global aircraft interiors leader**



Catalysts of Renaissance

Introduction

Year 2025: A leading U.S.-based aircraft interiors engineering firm, known for its precision in cabin refurbishment, reconfiguration, and FAA-certified design, sought to expand its global capacity.

With vertically integrated operations covering in-flight entertainment (IFE) integration, structural and electrical modifications, seat re-pitching, cabinetry installation, and FAA-authorized certification, the company serves leading airlines and fleet operators across North America.



“Our ODA delegation is a strategic enabler that compresses timelines, reduces cost, and minimizes scheduling risk for our airline partners.”

— Head of Certification, U.S. Interiors Firm

As global air traffic rebounded and demand for new and retrofitted aircraft surged, the company recognized the need for a dedicated offshore design center in India - a destination that combines engineering depth and cost advantage.

The Challenge

Building a world-class offshore design capability meant addressing multiple priorities at once. Speed, cost, compliance, and quality.

Key objectives were to:

- Benchmark peer organizations with offshore setups in India



- Identify the ideal location for talent availability and operational efficiency
- Define competitive salary structures and hiring timelines
- Build a sustainable talent acquisition and onboarding strategy

The firm partnered with P.R. GLOLINKS, leveraging its expertise in India’s aerospace talent ecosystem,

compensation benchmarking, and strategic employer branding.

The Project

A joint steering committee was formed with representatives from HR, Operations, and Engineering across both U.S. and India teams.

The focus: to create a scalable offshore design model that could deliver immediate engineering support without compromising certification rigor or quality standards.

P.R. GLOLINKS was tasked with:

- Conducting market intelligence and location benchmarking
- Designing compensation frameworks
- Developing phased hiring plans
- Ensuring compliance alignment with U.S. operations

This initiative was not just about hiring engineers; it was about building a center of excellence for precision and innovation.

Our Approach

Step 1: Location Intelligence and Market Benchmarking

We assessed four leading aerospace hubs. Chennai, Bengaluru, Hyderabad, and Pune - evaluating talent density, attrition rates, and cost structures.

Key Observations:

- Bengaluru & Hyderabad: Mature but competitive, with high attrition and inflated pay scales
- Chennai: Strong academic base but limited aerospace industry depth
- Pune: Balanced mix of skilled talent, cost efficiency, and ecosystem maturity

“Pune offered the agility of a startup hub with the depth of an engineering powerhouse.” - Senior Consultant, P.R. GLOLINKS

Recommendation: Pune was identified as the ideal location for its engineering strength, low attrition, and cost advantage.

Step 2: Talent Mapping and Compensation Strategy

- Mapped 2,500+ aerospace design professionals across India
- Designed tiered compensation bands aligned with market parity and client expectations
- Built a phased hiring roadmap for ramp-up within 3–6 months

This approach balanced cost control and competitiveness, reducing dependency on high-turnover, active- job markets.

Step 3: Brand Activation and Market Engagement

- Launched targeted digital campaigns on LinkedIn and Naukri
- Hosted virtual sessions and walk-in drives to engage aerospace engineers
- Highlighted the client’s FAA certification legacy and global project exposure to attract top-tier candidates

This positioning successfully converted high-quality passive talent and established the company as a premium employer of choice.

Step 4: Seamless Onboarding and Compliance Integration

- Managed all pre-joining documentation and background verifications

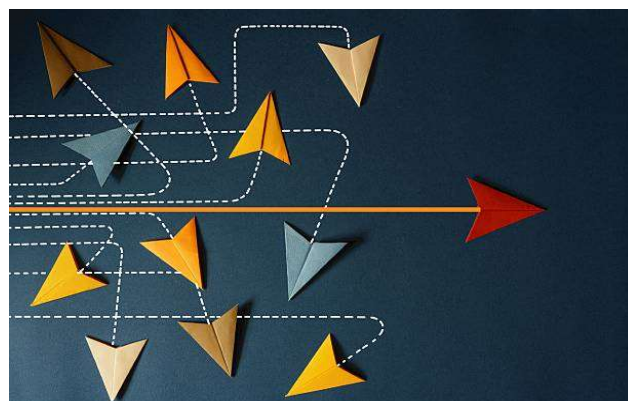
- Facilitated workspace setup, induction, and compliance with Indian labor laws
- Integrated new hires with U.S. engineering and certification teams using dual-reporting workflows
- Our dual-stage verification and structured induction ensured zero compliance deviations and enabled frictionless cross-border integration.

The Result

Within months, the offshore design center in Pune became fully operational, delivering tangible impact across operations, speed, and cost.

Key Outcomes:

- 65+ full-time aerospace design professionals onboarded



- Integrated workflows with global engineering and certification teams
- Accelerated project turnaround and measurable cost savings

“This expansion was about building a culture of precision, innovation, and global collaboration.”
— Project Lead, U.S. Interiors Firm

Impact Highlights

- ☑ Three times faster team ramp-up
- 💰 30% reduction in operational costs
- 🔒 Zero compliance deviations
- 🌐 Seamless integration with global teams

Feedback from the client

P.R.Glolinks demonstrated exceptional commitment from day one, taking the time to understand our engineering talent needs, sourcing a wide pool, and rigorously pre-screening candidates, saving our team valuable time. They provided seamless, end-to-end hiring support, from interview coordination to background checks, ensuring full compliance with our stringent standards. Their professionalism, attention to detail, and strategic partnership were instrumental in the successful setup of our India Engineering Office

About Us

P.R.GLOlinks is a global specialist consultancy helping organizations design, develop, and implement “Right-Sourcing” strategies. With deep understanding of business processes, workforce dynamics, and marketplace realities, we enable enterprises to achieve sustained excellence and global scalability.

Our multidisciplinary teams comprising of Functional Auditors, Process Experts, Technology Specialists, Culture Managers, and Quality Analysts serve as catalysts for operational transformation and global expansion.

Build Your Offshore Advantage

Explore how P.R. GLOLINKS can help your business scale globally with precision, compliance, and cost efficiency. Schedule a 15-minute consultation with our experts.

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