

Engineering Excellence Powers HR Platform to Strategic Exit

How Devsinc Built 32 Integrations Driving \$10M-Backed Acquisition

Client: Sapling (Kallidus)

Industry: HR Technology / SaaS

Location: United States

Website: www.kallidus.com

32

Critical Integrations Delivered

40%

Reduction in HR Process Time

Successful PE Acquisition Achieved

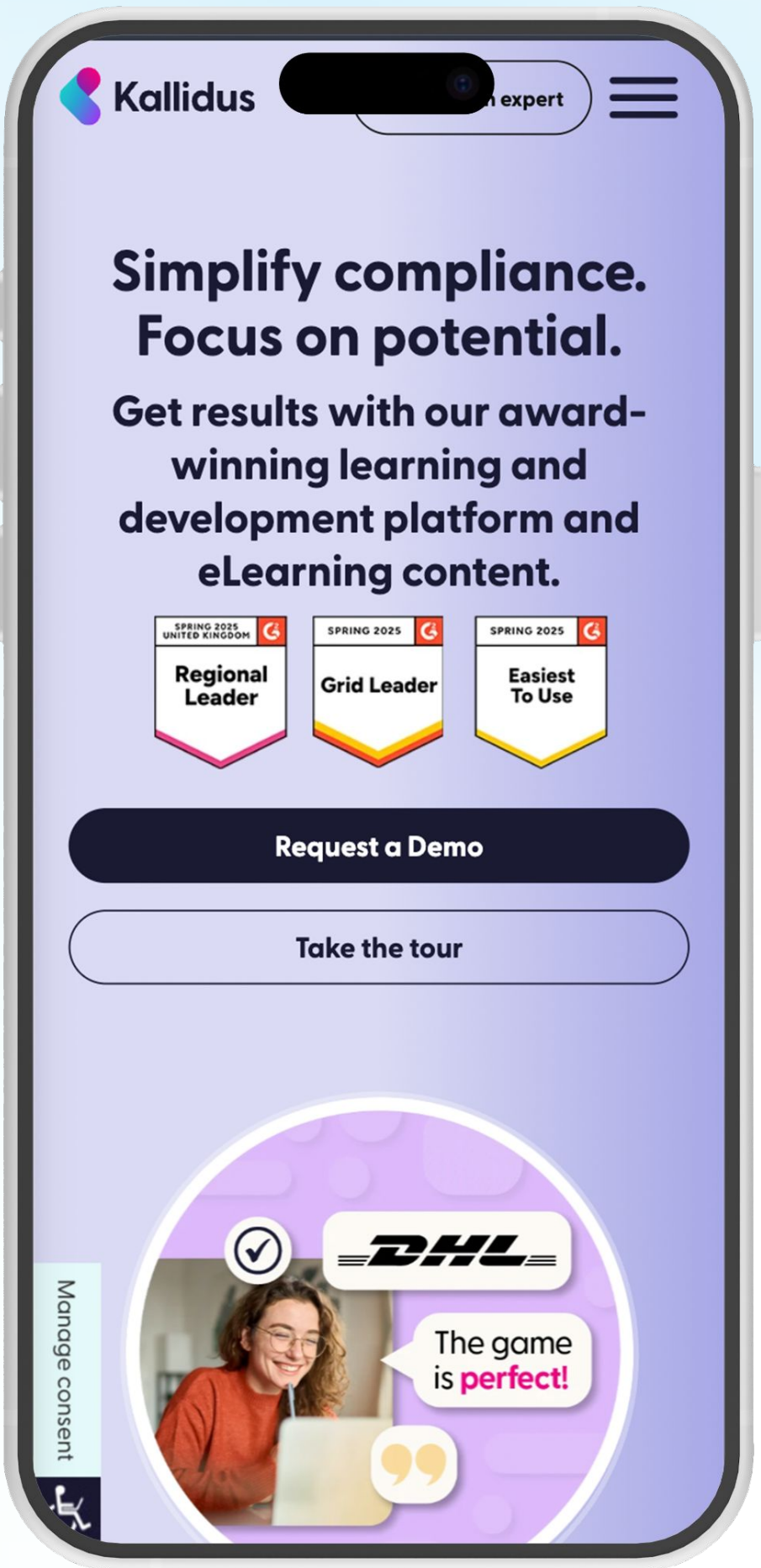
Services Delivered:

Full-Stack Development

System Architecture

API Integration

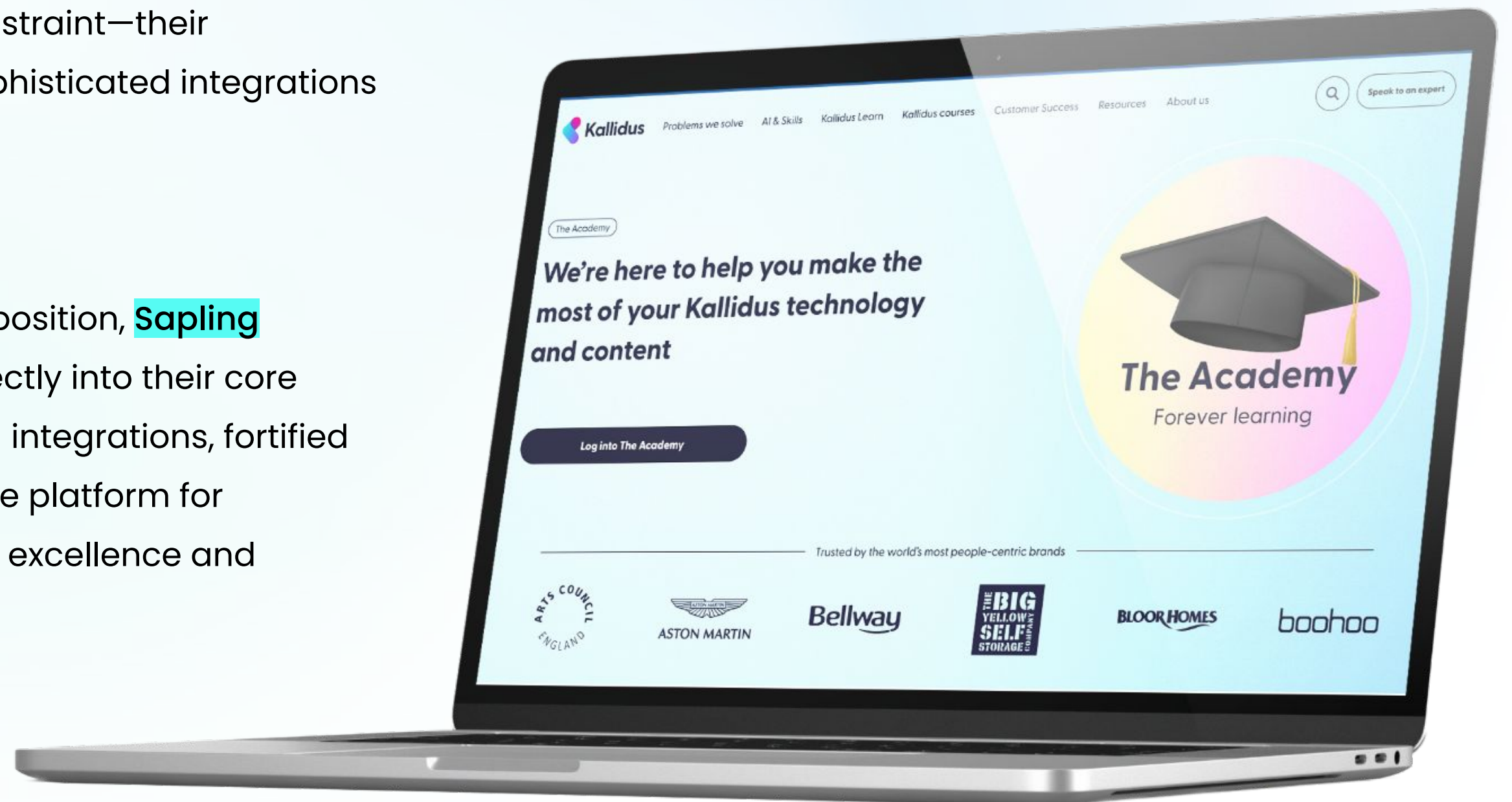
Security & Compliance Engineering



Scaling Engineering Velocity for Market Leadership

Sapling emerged as a **category-defining HR technology platform**, automating people operations for high-growth enterprises worldwide. Their vision: transform fragmented HR workflows into seamless, integrated experiences that scale with ambitious organizations. Yet rapid market adoption exposed a critical constraint—their engineering capacity couldn't match customer demand for sophisticated integrations and enterprise-grade security features.

Recognizing that technical execution would determine market position, **Sapling** **partnered with Devsinc** to embed senior engineering talent directly into their core team. This strategic augmentation delivered 32 mission-critical integrations, fortified security architecture to enterprise standards, and positioned the platform for successful private equity acquisition—validating both technical excellence and scalable growth potential.



Challenge:

Technical Constraints Suppressing Market Momentum

Sapling faced an inflection point where customer demands outpaced engineering capacity. Their monolithic architecture hindered rapid feature deployment, while integration requests from Fortune 500 clients accumulated faster than internal teams could deliver.



Talent Velocity Gap:

Required 10+ senior engineers immediately; traditional hiring would take 6–9 months minimum.



Architecture Debt:

Monolithic codebase blocked parallel development; microservices transformation needed without disrupting operations.



Integration Backlog:

30+ enterprise integrations requested; each worth \$100K+ ARR but requiring specialized expertise.



Compliance Pressure:

Enterprise clients demanded SOC2, GDPR compliance; security gaps risked losing flagship accounts.



Capital Efficiency:

Post-\$10M funding, needed maximum engineering output per dollar to reach acquisition targets.



Solution:

Embedded Excellence

Accelerating Platform Evolution

Devsinc deployed 16 senior engineers as an embedded extension of Sapling's team, executing a three-pronged strategy: rapid integration delivery, architectural modernization, and enterprise-grade security implementation—all while maintaining zero disruption to existing operations.

Seamless Team Integration:

Embedded engineers operated within Sapling's workflows, tools, and culture from day one.

Microservices Transformation:

Decomposed monolithic architecture into scalable services, enabling 3x faster feature deployment.

Integration Factory:

Built reusable framework accelerating integration development from weeks to days per connection.

Security Architecture:

Implemented role-based access controls, encryption protocols, and audit trails meeting enterprise standards

Continuous Delivery:

Established CI/CD pipelines reducing deployment time by 75% while improving code quality metrics.

“

After we raised our seed round, we needed to scale our engineering team quickly to deliver on a growing number of integrations for our customers. Devsinc delivered. Their embedded team offering quickly became a core part of our company, and many of their leads grew to become our engineering leads.



Andrew Crebar,
CEO

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Results:

Technical Excellence Driving Strategic Exit Success

Devsinc's embedded team transformed Sapling's platform capabilities, directly enabling successful acquisition by UK-based private equity.



32

Enterprise Integrations

Connected major HRIS, payroll, and identity platforms, expanding addressable market by \$50M+.

40%

Process Efficiency Gain

Automated workflows reduced HR task completion time from hours to minutes.

95%

User Satisfaction

Enhanced UI/UX and streamlined workflows drove best-in-class customer retention metrics.

Successful PE Acquisition

Platform passed rigorous technical diligence, validating architecture scalability and security posture.

Let's make your brand the next success story!

About Devsinc

Devsinc is a premier full-stack technology partner delivering enterprise-grade software solutions through **15+ years** of expertise in AI, cloud, and data modernization. With **3000+** projects for **250+** global clients, our **1200+** engineers empower Fortune 500s and high-growth startups alike, driving digital transformation through innovation, scalability, and domain expertise.

Our global footprint spans strategic offices in the UAE, UK, US, and KSA, complemented by delivery centers across three continents. We combine institutional-grade security with cutting-edge agility to build adaptive digital ecosystems. Specializing in turnkey transformation, we future-proof operations and unlock exponential value through technology-led innovation.



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Devsinc

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