

THE STAFFING CASE

One NetSuite, Three Different Skill Sets

ERP, CRM and SuiteCommerce share a platform but not a talent profile. The work arrives in bursts around rollouts, releases and storefront changes.



NetSuite says it serves more than 44,000 customers on a single suite that covers accounting, orders, inventory, supply chain and procurement, with CRM and commerce alongside [1]. One platform does not mean one skill set. Finance configuration, SuiteScript development, CRM design and storefront engineering are separate disciplines, and a customer rarely needs all of them at full strength for long. Release rhythm adds to the unevenness. NetSuite's documentation describes major SuiteCommerce releases about twice a year: SuiteCommerce and MyAccount update automatically, while SuiteCommerce Advanced is unmanaged and customers must migrate to new releases themselves [2].

1. Some updates are automatic. Others are projects.

That last distinction matters for staffing. A managed update needs light monitoring, while a manual SuiteCommerce Advanced migration needs developers who can read the customization, plan the move and test it against the live store. Few finance-led NetSuite teams keep that capability on payroll all year. The shortage is wider than NetSuite: a 2021 Gartner survey found 64 percent of IT executives naming talent shortage as the most significant barrier to adopting emerging technologies [3].

2. Buy the burst, keep the core

Deloitte's 2024 Global Outsourcing Survey, covering more than 500 executives, found skilled talent and agility now sitting beside cost reduction as reasons to outsource, with 80 percent planning to maintain or increase their investment in third-party services [4]. McKinsey's 2025 review of the tech talent gap recommends globally distributed teams and recruiting for skills rather than credentials [5]. For NetSuite, a sensible split keeps process ownership and administration in house and brings in specialist capacity for the burst: a rollout, a module launch or a storefront migration. [Orpington Technologies' ERP staff augmentation](#) is one way

to do that for NetSuite work: certified consultants join the client's team for the stretch that needs them and step away when it ends.

3. Where Orpington Technologies fits

For organisations weighing this model, [Orpington Technologies' ERP staff augmentation practice](#) is built on the same logic. Certified ERP consultants stay on Orpington's payroll, work remotely and take direction from the client's own programme leads. NetSuite is among the platforms covered, alongside SAP, Oracle Fusion Cloud ERP, Microsoft Dynamics 365 and Odoo, and the roles span functional consultants, technical developers including SuiteScript, and programme roles such as data migration, QA and change management. The consultants are credentialed by the same certified practitioners who audit implementations, so the bench is judged by people who know what delivery looks like.

The terms are plain. Three matched candidates arrive roughly four weeks after the engagement fee is confirmed, the monthly invoice is all-inclusive, and a 90-day replacement guarantee covers the fit risk that makes permanent hires costly to get wrong. Orpington's own estimate puts the loaded cost of a direct hire at 1.25 to 1.4 times base salary once employer tax, benefits and compliance are counted. Details are at <https://www.orpingtontech.com/erp-staff-augmentation/>, and a short conversation about next quarter's named roles is a sensible place to start.

Four questions for any NetSuite staffing partner

Question to ask	Why it matters
Who employs and vets the consultant?	Keeps payroll and compliance off your books, and puts credential checks in expert hands.
Which of ERP, CRM or SuiteCommerce has the consultant delivered?	The three areas demand different experience, and a strong ERP consultant is not automatically a storefront developer.
What happens if the fit is wrong?	A replacement commitment turns a hiring mistake into a scheduling one.
Can the engagement be sized to a rollout?	A defined project window argues for capacity that starts quickly and ends cleanly.

Sources & Further Reading

[1] Oracle NetSuite – “NetSuite ERP”

[2] Oracle NetSuite Help – “Commerce Patches and Upgrades”

[3] Gartner – “Gartner Survey Reveals Talent Shortages as Biggest Barrier to Emerging Technologies Adoption,” September 2021

[4] Deloitte – “Global Outsourcing Survey 2024”

[5] McKinsey & Company – “Tech Faces a Talent Bottleneck. Here's What to Do About It,” August 2025