

**Case Study:**

**Flexible Resource Partnership - Global Network Equipment Vendor, Emerging Territories**

**Client**

Top 5 global network equipment vendor, supporting projects across the Middle East and Africa.

**Situation**

The Client needed to expand its partner base across emerging territories - with a particular focus on the Middle East (Saudi, Oman and UAE), Central Africa (Nigeria, Ivory Coast) and North Africa (Tunisia, Algeria, Egypt). The client required a variety of technical resource to be available across a diverse range of locations, provided at a fully loaded, fixed price. Given the diversity of geographical locations, they were seeking to identify a partner that could support regional immigration requirements and local accommodation demands.

The client required flexible skills across IP NGN, mobile core, OSS and UC. Within the target emerging territories there existed a lack of qualified skills, or in most instances the skills were simply nonexistent. This had created a demand to seek alternative partners outside of traditional “in country” options.

Suitable candidates were likely to be highly sort after individuals who were based overseas and would need to be transferred into location with a focus on the relocation management for the duration of the contract.

To be successful in this project the client required a partner who had access to a global pool of advanced NGN skills, an international associate network, tax/Visa/local payroll compliance, and a management solution for the swift deployment of technical skills across diverse project locations to achieve their goals.

## **Solution**

Engaging with the EMEA resource and partner management team, we analysed the skills landscape comparing similar global project locations, and researched each target location from a skills and salary perspective.

Project management of a vetting and qualification processes in aggressive timescales, ensured we maximised the time of management teams and resulted in a swift hiring process.

## **Results**

Over a six month period:

- Placed 12 subcontractors into 2 major infrastructure projects in Central Africa (including managing the end to end sourcing and relocation of individuals from APAC and the ME)
- Strategy and management of multiple interview processes
- Overall Interview to hire ratio of 2:1
- 100% of all offers accepted - all candidates offered were successfully relocated to new country locations (including all Visas and accommodation arranged and successfully completed by ConSol Partners)
- 20 white labelled individuals placed into projects across 5 countries.

## **Value**

Our sub contract partnership agreement across the emerging market allowed great flexibility to our client to allow project delivery given the niche, hard to find skills sets, amongst a local pool of partners and candidates.

Process management of interview strategies, immigration, accommodation, flights and local tax and payroll compliance allowed the client's regional management and delivery team to focus on their core responsibilities, freeing them from the burden of staffing and partner management.

The hiring of all applicants ahead time allowed the Client to fulfil against their Professional Services sales opportunities.