

Global Scale Up & Market Entry Project for a Bleeding Edge SaaS Data Solutions Co.



**GIG
RPO**



The Problem

ICX4 are an innovative bleeding edge SaaS implementing cutting edge search and algorithmic querying tech to compliance big data sets.

They had recently expanded into APAC and needed to scale up their operations in Japan, Singapore and India, as well as back in the UK. They had recently won 4 major multi-million \$ global accounts which meant they needed to scale quickly, across dev, business analysis, deployment and customer success. As such they did not want to leave critical hiring to chance with agencies.

The Solution

We offered an interim TA lead & sourcing solution:

- Hire all BAU headcount directly.
- Create candidate pools & talent intelligence for expected “next stage” hiring.
- Cut down their time to hire from 90 days to 21 days on average.
- Improve candidate experience by establishing rules and SLAs for communication.
- Improved assessments and fully optimized their hiring process.
- Built them a low cost employer brand.

The Outcome

- Scaled their headcount from 17 to 100+ in 3 years (all directly sourced)
- Created candidate pools and pipeline of over 2000 talents which match their “success profile.”
- Embedded a culture of robust workforce planning and talent intelligence with the goal of moving them to a “just in time” talent fulfilment model.
- Built them a franchise in Japan, Singapore and India as a market entry project.
- Built alumni teams & sponsorship with Girls Who Code, et al.