

TALENT PARTNERSHIP WITH TRUE WORTH ACCELERATES STRATESYS'S GROWTH IN THE UK

Stratesys, a leading Spanish SAP integrator with a global footprint and over 1,600 employees, aimed to strengthen its presence in the United Kingdom. While they had made inroads into the UK market with significant support from their Madrid headquarters, the next strategic step was to establish a dedicated UK-based team across two sites: London and the Northwest.

CHALLENGE

To support a critical SAP Procurement project for a large manufacturing client, Stratesys needed to rapidly assemble a team of skilled SAP consultants. The challenge was not only to find experts across various SAP modules but also to do so within tight time-lines to meet the project's demands.

THE SOLUTION

True Worth introduced their Talent as a Service (TaaS) offering—an embedded recruitment solution designed for companies needing to make multiple hires quickly. This innovative approach enables organisations to scale rapidly and build specialised tech teams across diverse skill sets without the usual recruitment bottlenecks.

THE PROCESS

1. COLLABORATIVE PLANNING

- **Alignment on Objectives:** True Worth collaborated closely with the Stratesys talent team to define precise job descriptions and establish realistic time-lines.
- **Understanding Culture:** Gained insights into Stratesys's company culture to ensure a perfect fit between candidates and the organisation.

2. MULTI-CHANNEL RECRUITMENT CAMPAIGN

- **Targeted Head-hunting:** Leveraged LinkedIn and professional networks to identify candidates with the exact skill sets required.
- **Strategic Advertising:** Launched recruitment campaigns across multiple job boards and social media platforms to maximise reach.

3. CANDIDATE SCREENING

- **Extensive Search:** Conducted thorough searches to compile a pool of potential candidates.
- **Pre-Screening Interviews:** Performed initial phone and video interviews to assess candidate suitability before presenting them to Stratesys.

4. EFFICIENT MANAGEMENT

- **Candidate Portal Setup:** Established a dedicated portal allowing the Stratesys talent team real-time access to CVs and interview notes, streamlining the decision-making process.

RESULT

In just three months, True Worth successfully helped Stratesys establish a robust UK-based team comprising:

- **Experienced SAP Consultants:** Experts across various SAP modules ready to tackle the procurement project.
- **Project Manager:** To oversee the project's execution and ensure alignment with client expectations.
- **Technical Sales Consultant:** To bridge the gap between technical capabilities and client needs, fostering stronger client relationships.

This empowered Stratesys to confidently deliver on their SAP Procurement project and significantly bolster their UK market presence.

PRICING MODEL

Breaking away from traditional recruitment fees, True Worth employed a flat-fee per placement model. This transparent pricing structure allowed Stratesys to:

- **Effectively Manage Costs:** Predict and control recruitment expenses without hidden fees.
- **Reduce Overall Agency Costs:** Achieve significant savings compared to standard percentage-based agency fees.
- **Gain Transparency:** Understand upfront the costs involved for each hire, facilitating better budgeting and financial planning.

CONCLUSION

The partnership between Stratesys and True Worth showcases how innovative recruitment solutions like Talent as a Service can drive rapid expansion while maintaining cost efficiency. By embedding themselves within Stratesys's recruitment process, True Worth not only met immediate hiring needs but also established a scalable model for future growth.

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