



IFSTM Industrial AI

POWERING A NEW ERA OF INDUSTRIAL INNOVATION

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Embedded
Talent Solutions

EMBEDDED TA AS A SERVICE WHITE PAPER

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A TALENT ACQUISITION AS A SERVICE SUCCESS STORY

How an embedded Talent Acquisition as a Service (TAaaS) model from Best Practice helped IFS build a high-performance AI team, in time to deliver a brand new AI service and product line to their clients in Japan

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EMBEDDED TALENT ACQUISITION AS A SERVICE

HIRING AS A COMPETITIVE ADVANTAGE IN JAPAN

EXECUTIVE SUMMARY

IFS entered a critical growth phase in Japan with ambitious hiring plans but without dedicated local Talent Acquisition capability.

Rather than engaging multiple recruitment agencies, they partnered with Best Practice Talent Solutions to embed Talent Acquisition as a Service (TAaaS).

Over four months, the project delivered fifteen strategic hires across Business Consulting, Customer Success and Development while simultaneously improving employer branding, interview process, hiring manager capability and market intelligence.

The result wasn't simply hiring people.

It was hiring the right people at the right time and creating a repeatable recruitment capability for them in Japan.

ABOUT THE CLIENT

IFS are a global enterprise ERP platform vendor, with a long history of working in partnership with NEC in Japan.

IFS have recently seen 30% growth in revenue globally based on introducing new service and solution lines into their existing ERP (AI automation and agentic capabilities) across their whole solution, client workflows and customer use-cases.

THE CHALLENGE

Hiring enterprise software talent in Japan presents a unique set of challenges:

- Extremely passive candidate-driven market
- Low active job seeker population
- Agencies all competing over the same shallow talent pools
- Bilingual requirements
- Niche cutting edge product expertise
- Hiring processes that are not optimised for success
- Strong counteroffer culture

IFS needed much more than recruitment support if they were to achieve their hiring goals, they needed a local "go to market" Talent Acquisition function on a project basis.

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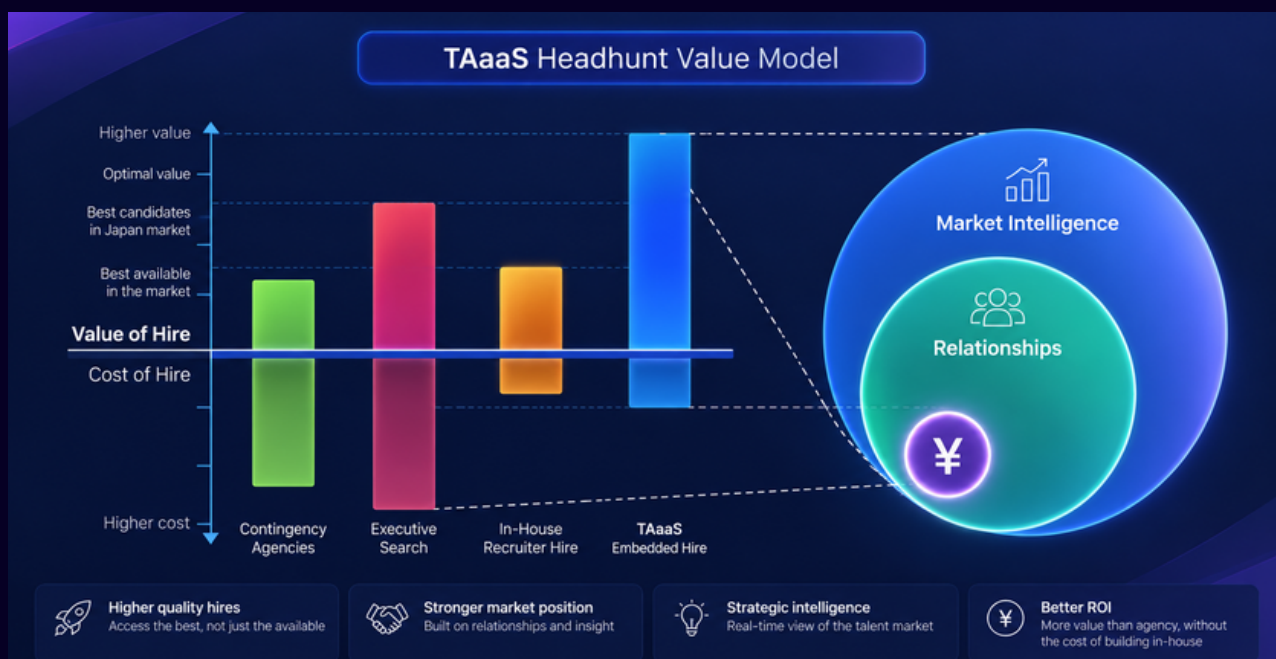
WHY TRADITIONAL RECRUITMENT WOULDN'T WORK

Agency	Traditional TA	TAaaS Approach
Paid per Hire	Post & Pray Job Ads	Proactive Headhunting
Transactional	Administrative	Strategic & Measurable
Competing Priorities	Internal Process Owner	Specialist Sourcing
Short-term	Permanent Overhead	Flexibility & Commitment
No Exclusivity	Reactive Sourcing	Dedicated Headhunter
No Market Insights	Limited Market Insights	Talent & Market Intelligence
Limited Brand or Story Telling	Limited Market Knowledge	Brand & Mission Evangelists

Most organisations assume there are only two options when it comes to building out their talent:

- Use agencies
- Build an internal TA team

Embedded Talent Acquisition as a Service (TAaaS) creates a third and more impactful option, especially in Japan!



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OUR APPROACH

Discovery:

- Deep dive and discovery session to understand the business goals & timeframes
- Build an agreed hiring-plan, factoring in prioritizations
- Hiring manager and internal stakeholder calibration, agree on way of working
- Salary benchmarking to market and also based on experience levels
- Agree on competitor mapping & adjacent industries / companies / talent pools

Talent Strategy:

- Target company mapping, long-listing and networking
- Talent intelligence using an AI talent density index model to continuously calibrate and improve the target list. Making sure we were all market and not assumption driven
- EVP refinement, articulation of “pull factors” and USP, also calibrated messaging to include “pull factors” for each target company in both Japanese & English
- Hyper personalised and hyper mission driven messaging, continuously A/B tested
- Recruitment process optimised, with a linear process which would feed into a positive candidate experience

Delivery:

- Direct go-to-market networking, trust building, sourcing & brand / mission push
- Executive search style approach with candidates, much more about the target, less about us, highly nuanced messaging designed for the Japanese market
- Pipeline management
- Weekly reporting & weekly project team call
- Candidate management, as a 3rd party we managed tease out objections or questions before they became a blocker
- Stakeholder management, “plug & play” directly into local hiring managers and global TA, able to speak both languages fluently
- Offer negotiation, using a pre-close approach, which was distilled from our very first contact with the candidate, so before any offer was made

Capability Building:

- Hiring manager & TA coaching
- Employer branding, story telling, strong candidate experience feedback
- Recruitment metrics from maps, pipeline, conversions & offers

THE RESULTS

Delivering impact where it matters most.



15 HIRES IN 4 MONTHS

Senior & Mid Developers, Solution Consultants
& Support Engineers



100% DIRECT SOURCED

No agency or advertising spend.
Every hire sourced through our network
and market intelligence.



95% OFFER ACCEPTED RATE

Candidates closed on the mission
from the 1st point of contact.



21 DAY AVERAGE ON TIME TO FILL

Fast, efficient and consistent hiring
across all roles.



2 WEEKS

to 1st Shortlist



3 WEEKS

to First Client Interview



ZERO AGENCY RELIANCE

Built a talent pipeline
from scratch.



STRONG HIRING MANAGER SATISFACTION

Embedded partnership
and trusted advisor.



BUILT FOR GROWTH

Laid the foundation for
sustainable, long-term
talent success.



MARKET INTELLIGENCE DELIVERED

Actionable insights
that shaped hiring
decisions.



BEST PRACTICE
TALENT SOLUTIONS

TAaaS IN ACTION.
REAL IMPACT. SUSTAINABLE GROWTH.