

CLIENT CASE STUDY

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From Fragmented Hiring to Unified Governance

Standardizing Talent Operations Across Multiple Entities for a Global Tech Giant

How Spectrum Consultants transformed fragmented IT sourcing into a unified, high-touch global workforce engine, and established a 24-year managed staffing partnership.

Industry

Enterprise Software & Cloud Technology

Engagement

Staffing Services & Multi-Entity Workforce Governance



Overview

A leading Global Tech Giant operated across multiple business entities with continuous, high-volume demand for specialized, hard-to-find IT talent. Managing a highly qualified technical workforce with high expectations required an agile workforce partner capable of standardizing fragmented processes, facilitating overseas talent acquisition, and delivering strategic value well beyond conventional contracting.

Challenges

- Multiple business entities creating inconsistent processes.
- Lack of process uniformity across the organisation.
- Need for specialised skills not available locally.
- Highly qualified staff with high expectations requiring careful handling.
- Recruitment was a challenge in a competitive IT environment.
- Needed value additions beyond standard contracting solutions.
- Employees' interaction with the vendor lacked a personal "face".



Our Solution

- Standardised pay and benefits plan across entities.
- Defined standardised processes company-wide.
- Ran a regular helpdesk and contact program for employees.
- Provided MIS and regular reporting.
- Built a team dedicated to overseas hiring, covering work permits, relocation and repatriation.
- Assigned a dedicated SPOC and Account Managers with matching profiles, running inductions and knowledge-sharing sessions.
- Delivered continuous value addition in consultation with multiple stakeholders.



Result

- A uniform solution and team delivered across multiple locations.
- Systematic solutions with the ability to scale & On-time hiring and clear expectation-setting.
- A highly engaged team focused on high productivity.
- Richer information for stakeholders to support business decisions.
- A cultural shift from independent workers to true teamwork.
- Industry benchmarks created.
- Value additions including cultural orientation, inductions, exit interviews and reporting.
- A replicable, scalable and modular model evolved.
- Strong employee referrals and a continuous, tenured team.
- Substantially increased ROI and major cost savings for the client.
- Managed over 150 expatriate relocations.



Impact

By managing 150+ expatriate relocations and driving significant cost savings, Spectrum built a high-productivity workforce engine for the client. This value-driven approach evolved into a trusted 24-year strategic partnership that consistently delivers long-term operational impact.

Outcome

- **Sustained Enterprise Trust**: Built an **enduring partnership spanning more than 24 years**, providing continuous stability, deep domain context, and scalable talent support.
- **Outcome & Productivity Ownership**: Entrusted by the client to move beyond transactional staffing, directly governing workforce productivity, performance benchmarks, and delivery outcomes as an embedded partner.

*For **Spectrum Consultants**, servicing a global tech giant for over 24 years affirmed our position as a trusted, outcome-driven workforce partner capable of managing complex expatriate relocations and driving measurable productivity gains across diverse operating entities.*

SPECTRUM CONSULTANTS

Empowering Global Enterprises Through Intelligent Talent Solutions since 1995

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30+	20,000+	50+	10 : 1
YEARS OF EXCELLENCE	CAREERS SHAPED	TOP GLOBAL CLIENTS	RESUME-TO-OFFER RATIO

About Us

For over 30 years, Spectrum Consultants has been a pioneer in recruitment, executive search, and cross-border workforce hosting. Headquartered in Bangalore, India, we bridge the gap between global enterprise goals and local execution, delivering agile, compliant, and cost-effective talent ecosystems for Fortune 500s, high-growth tech firms, and global innovators.

Our Services

Executive Search & C-Suite Hiring

Specialized headhunting for mission-critical roles (CXOs, VPs, Directors, Country Heads) backed by rigorous talent-mapping and discretion.

Permanent & Contingent Staffing

End-to-end recruitment across tech, engineering, and digital marketing functions. Flexible contract staffing with dedicated account SPOCs.

Employer on Record (EOR) & HR Hosting

Build high-performing teams in India without incorporating a legal entity. Complete payroll, statutory compliance, benefits, IT asset provisioning, and local governance.

AI & Prompt Engineers Hiring

Specialized squads for next-gen AI/LLM engineers, semiconductor talent, and curated campus recruitment drives from India's premier technical institutions.