

CLIENT CASE STUDY

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Building Before Incorporation

Entering the Indian Market & Building a Senior Team Before Entity Setup

How Spectrum Consultants recruited, hosted, and transitioned a senior enterprise sales team while guiding local incorporation and post-transition compliance.

Industry

IT Services & Enterprise Infrastructure

Engagement

Interim EOR / HR Hosting, Entity Transition & Market Entry



Overview

A leading global IT services and enterprise infrastructure provider had no legal entity in India but planned to incorporate one, requiring senior IT industry talent to build and run the business through the transition, along with strategic support to incorporate the new entity.

Challenge

- No entity in India, with a plan in place to incorporate one.
- Required senior talent from the IT industry.



Our Solution

- Recruited industry experts with experience in similar businesses
- Managed the team and put in place SOPs for day-to-day operations.
- Assigned a dedicated SPOC and Account Manager.
- Advised on incorporating the new entity.
- Advised on and supported transition of the team to the new entity.
- Provided post-transition support to both the local and parent entity.
- Since the organisation was primarily set up for the sales team, supported day-to-day sales operations, travel, reimbursements, claims and other related activities.



The Result

- A **highly engaged team** focused on the business from day one.
- **Employees felt genuinely integrated** with the client organisation.
- **Post-transition support** covering leave, provident fund and other employee benefits.

Impact

By building and managing an interim senior IT team, Spectrum enabled immediate sales traction and cultural integration before seamlessly transitioning the entire team and benefits governance to the new entity.

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*For **Spectrum Consultants**, this project solidified our standing as a trusted end-to-end operational partner, demonstrating that strategic HR hosting, executive recruitment, and entity-transition advisory can completely eliminate market entry downtime.*

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.