



Taking a leading role in providing  
effective staffing solutions

**tangent**International

EUROPE • AMERICAS • MIDDLE EAST • AFRICA • ASIA PACIFIC

## Global Presence



Tangent is a recognised leader in the field of international staffing.

We have supported clients in over 175 countries, over three decades. Our mission is to ensure that our clients have the right expertise, whenever and wherever it is required. We have developed a diverse local, regional and international labour pool and we can access the widest possible range of talented personnel at a moment's notice. Our talent pool extends to expertise from every nation on earth.

Whether a customer requires a single consultant or an entire team, a contingent hire or an international recruitment campaign, Tangent is on hand to provide the necessary expertise to get the job done.

Tangent's staff are a key asset, and many have been with us for 10 years or more. In their chosen fields they are often the most experienced recruiters operating anywhere today.

Tangent provides local, regional and international human resource to a multinational client base. Tangent endeavours to find native skills and has a remarkable success rate in providing a local solution. We approach resource planning using a concentric ring approach, first local, then regional, and only then international.

## Regional Resources



### **Whatever, Wherever, Whenever**

#### **Skills Leasing & Contract Consulting**

We have over 30 years' experience providing supplementary staffing to customers. Tangent can deploy single consultants or entire project teams anywhere in the world. Our international footprint enables us to respond rapidly with 'just in time resources' and our compliance and logistics team ensure that each assignment is executed efficiently.

#### **Permanent Recruitment, Contingent**

Tangent works with hundreds of customers supplying contingent services. Our recruitment project managers and team of international recruiters relish the search for the 'hardest to find skills', whatever the time frame.

#### **Permanent Recruitment, Campaigns**

This team have significant experience in large multi-national recruitment campaigns for multi-skill requirements. Our database contains over 500,000 candidates, and our advertising team

know how to get the best results anywhere in the world. We are here to manage every aspect of a customers' search.

#### **Search and Selection**

Tangent's specialist headhunters and team of qualified research consultants can help customers who require the services of a direct, discreet search practise. A bespoke service for diplomatic introductions.

#### **Recruitment Process Outsourcing & Human Capital Planning**

Tangent Staffing Project Directors can be deployed into our customers' business to advise on best practise and attaining efficiencies. We provide our customers with a staffing strategy roadmap.

## Local Solutions



### **Our ICT recruiting includes:**

- ◆ Main and Executive Board, Senior Management
- ◆ Strategy/Platform/Technology/Functional/Architecture Consultancy
- ◆ Bids, Marketing, Pre Sales and Sales
- ◆ Business Process Development, System Development/Deployment
- ◆ Application Development, Software Design
- ◆ Radio/Transmission Planning/Optimisation/Drive Testing
- ◆ Infrastructure Deployment, Network Roll-out
- ◆ Core Network Planning and Deployment
- ◆ Performance Management
- ◆ Finance and Accounting, Human Resources
- ◆ Operations & Maintenance, Network Configuration
- ◆ Customer Relationship Management, Call Centre and Billing
- ◆ Network Audits, Re-engineering

### **Our Design and Construction recruiting includes:**

- ◆ Architecture
- ◆ Interior Design
- ◆ Town & Urban Planning
- ◆ Urban Design
- ◆ Landscape Architecture
- ◆ Development
- ◆ Facilities Management
- ◆ Project Management
- ◆ Design Management

*"Thank you for the professional service which you provided when assisting me with the hiring of a Senior Solutions Engineer. The quality of the candidates which you provided was excellent and the efficiency with which interviews were scheduled was exceptional. To complete this assignment in less than three weeks and provide an excellent candidate who met our criteria was very satisfying. This was a role which we had been working to fill for a few months, so your clear understanding of the position and quick delivery has made a real difference."*

Head of Programmes, Athens

## We get it right

### **Knowhow**

Tangent offers compliant solutions. Our compliance team ensure statutory requirements are met before personnel are deployed. We never 'parachute' our personnel into a location, preferring to make sure that they are fully briefed and have the back-up of a 24 hour international helpdesk.

### **Intensive screening**

Tangent can perform extensive technical and non-technical screening of each candidate. We carry out:

- ◆ In-person interviews and on-line profiling for candidate flexibility and commitment
- ◆ Criminal background investigations
- ◆ Reference checks
- ◆ Employment verification
- ◆ Drug screening
- ◆ Automated technical testing (i.e. TechCheck, ProvelT)
- ◆ Verification of authority to work

Interim and Contract Consulting ♦ Search and Selection  
International Campaigns ♦ Advertised Selection  
Media Response Handling ♦ Contingent Permanent Recruitment  
Project Resourcing ♦ Skills Leasing  
Human Capital Planning

## Locations

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