



T-MOBILE CASE STUDY

Flex product for T-Mobile in the Netherlands



AT A GLANCE



Location: Netherlands

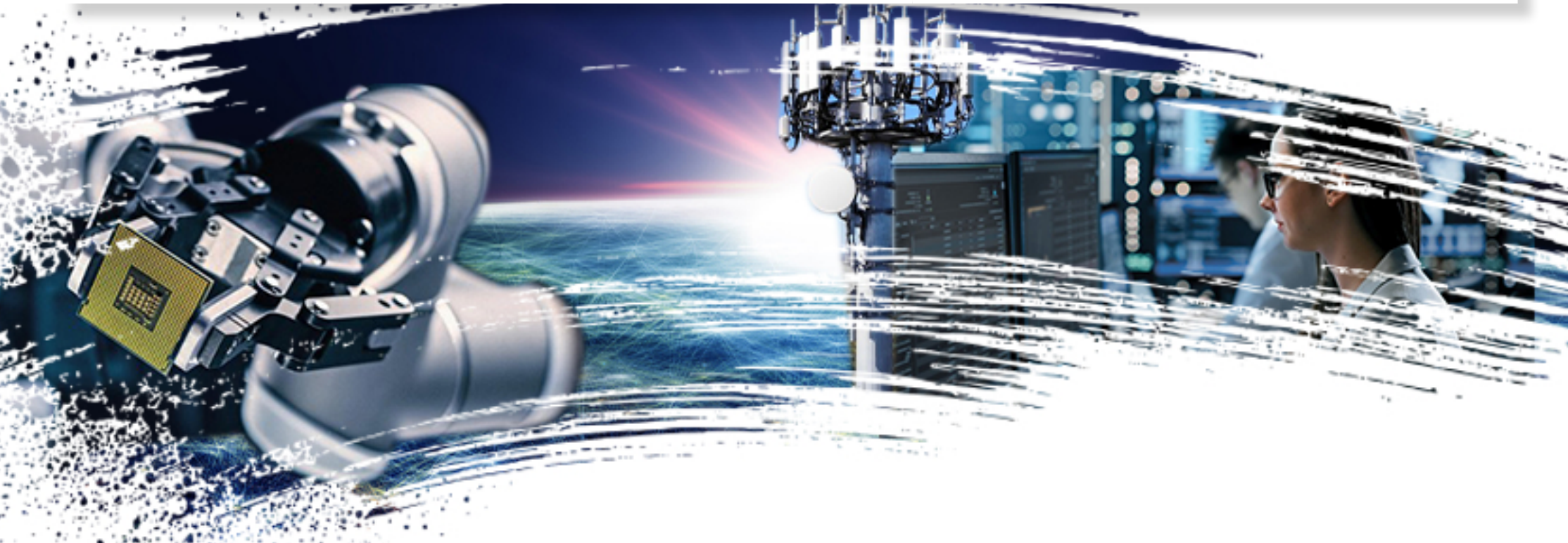
Sector: Telecommunications

Job titles: Core & Transmission

Project timeline: 3 Months

Services provided: Flex for Contract roles

Roles: 10+





TALENT IS INTERNATIONAL

Project Background

T-Mobile were looking for an all-round agency to fill their particularly niche roles. While they perhaps could have sourced a European or Dutch partner more quickly, they were keen to work with international consultants who not only have a strong say in the European market but can also access skilled tech professionals through a larger talent pool.

While this meant that T-Mobile were keen to work with international consultants, they were also worried about already managing too many different agencies (around 60-70), that were largely expensive local firms. This meant that if they were going to begin working with any new agencies, they needed to be more than just consultants, but active partners they could really rely on.

Project Solution

A Project Manager outlined open roles with specific requirements, and that they needed a firm contract set up to ensure they could move forward with confidence. At this point, Tangent were able to offer the Tangent Flex product. An extremely agile product combining the very best of recruitment and logistics/compliance services to deliver the best contract talent swiftly and seamlessly across the globe. T-Mobile team were also interested in the fact that Tangent has been operating for over 40 years, meaning Tangent had built up a fantastic global talent pool of candidates in that time.

They gave the green light to begin sourcing both local and international candidates, as well as organising the transition of core & transmission candidates who were previously working on similar projects for T-Mobile through Huawei. Interestingly, T-Mobile's HR witnessed the candidates' enthusiasm to stay with Tangent, having worked together before.

SUCCESS METRICS

6
Engineers
placed in the
Netherlands



4
Project leads
placed across
Europe





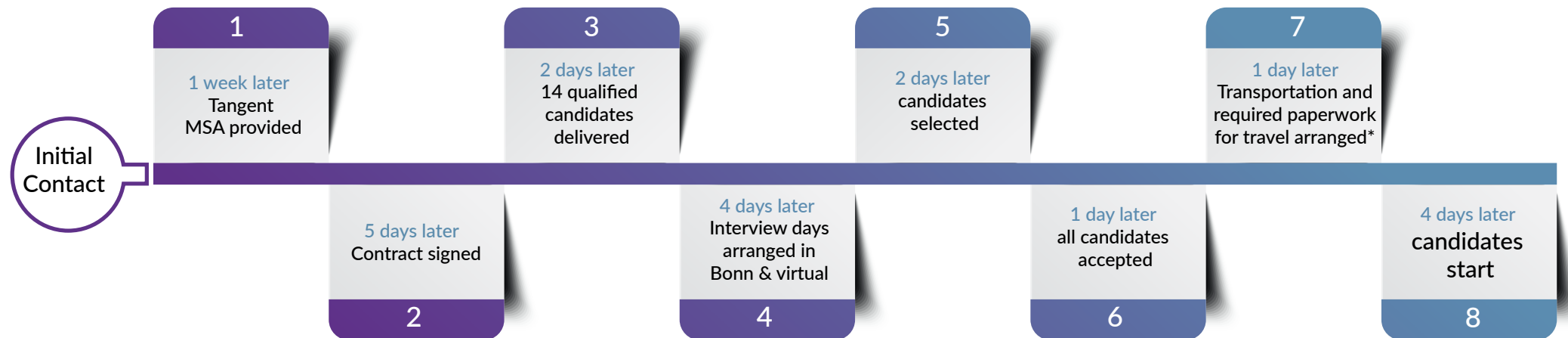
SERVICE RANGE & PROCESS

Beyond core transmission, Tangent showed the team, on a menu card, what services and in what sort of sectors they can support, giving a more in-detail view of the wider package. With Flex, the talent pool is a big factor in the quality of the solution, and quality is crucial in the niche roles. On top of that, getting candidates to interview and beyond in the current market is another challenge. To improve this process, Flex includes support for candidates through their logistics team who are available 24/7 and can support Contractors by arranging flights, accommodation, and medical insurance.

To summarise: while the Flex product offers a massive promise to the client, all the beneficial features that were sold to T-Mobile as part of the package have now been successfully delivered.

An outline of the process is detailed below:

8 Steps to Recruitment Success



* Dedicated Logistics and Compliance team manage



CONTACT DETAILS



Flex Product

Find out more about out the Flex service, which is securing rare, agile talent in a tight market [click here>>](#)

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