



# NOKIA CASE STUDY



The journey from transactional recruiter to global talent partner.

## AT A GLANCE



**Location:** MEA

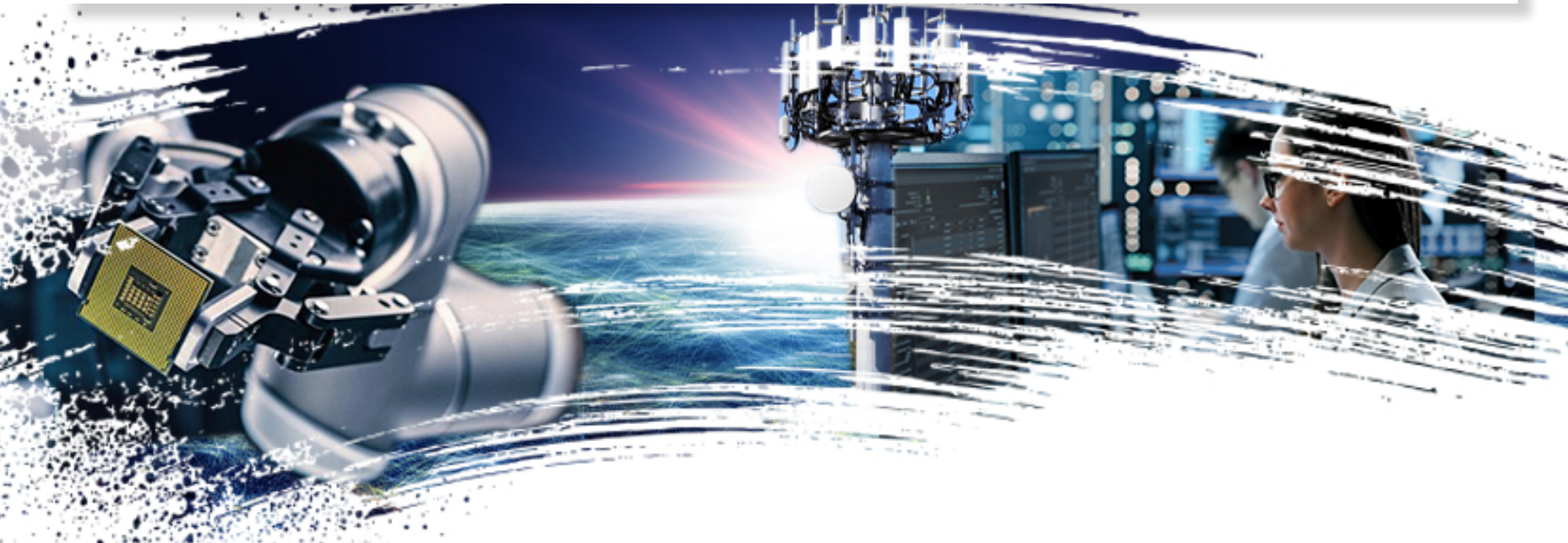
**Sector:** Telecommunications

**Job titles:** Various technology and communication positions

**Project timeline:** 6 months

**Services provided:** Flex & Global: large-scale, enterprise product.

**Roles:** 48 across MEA





# GLOBAL TALENT PARTNER

## Project Background

Nokia's large project to (insert project type) across East Africa was being put at risk from its existing supplier. They needed a new supplier that could scale quickly, efficiently and within compliance regulations. Challenges were compounded due to the structural issues within developing countries such as Ethiopia and Sudan.

## Project Solution

Initially, Nokia MEA engaged with Tangent via its ad-hoc contractor solution Flex, primarily within Ethiopia to address the critical project team needs.

Once a relationship had been built, Tangent offered its **Global Solution**, which offers a spectrum of advantages to global, regional and national programmes. To illustrate the range of service features see the listed of project details:

- Tangent handled all on-boarding, local registration, flights, visa/work permit processing, payroll, governance
- Competitive commercial terms agreed
- Weekly updates were provided for visas/work permits, flights, expenses to ensure the project had sufficient manpower to meet each milestone
- Monthly updates provided on time-sheet approvals for accurate PO creation and invoicing procedures – Ensures project stays on budget preventing over-spending

## HIRES / SAVINGS

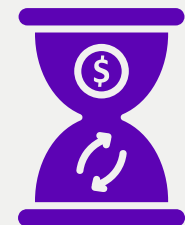
**48**

**Engineers and  
Consultants across  
MEA**



**20% savings in  
cost**

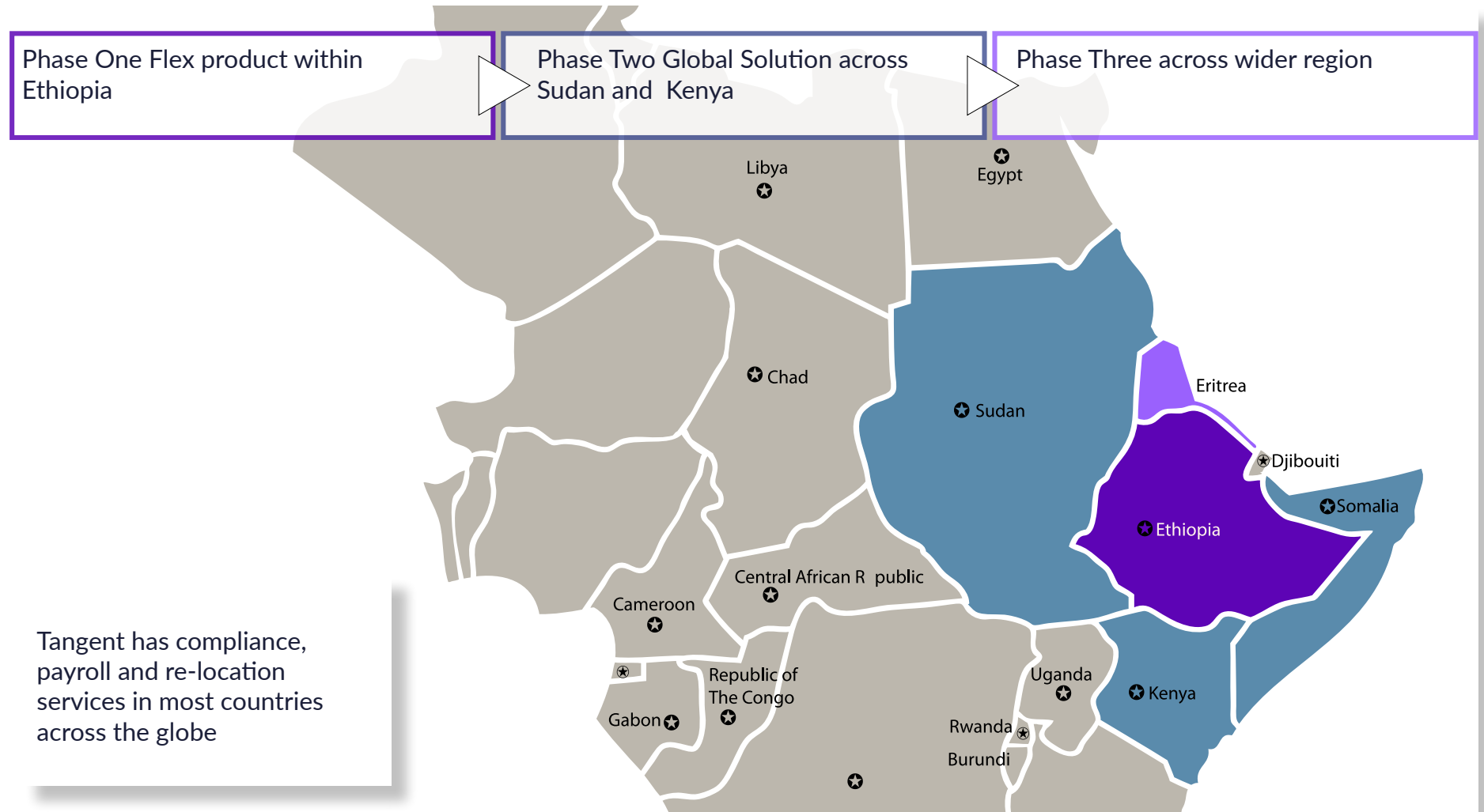
**15% savings  
management  
time**





# PROGRAMME PHASES

How the programme progressed from a country-specific, traditional recruitment model to a regional solution.





# CONTACT DETAILS



## Global Product

Find out more about out the Global service which is delivering this successful programme, [click here>>](#)

To speak to the Global product lead, email or phone:

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