



HUAWEI CASE STUDY

HireMe product deployed in the Netherlands



AT A GLANCE



Location: Brussels/Amsterdam

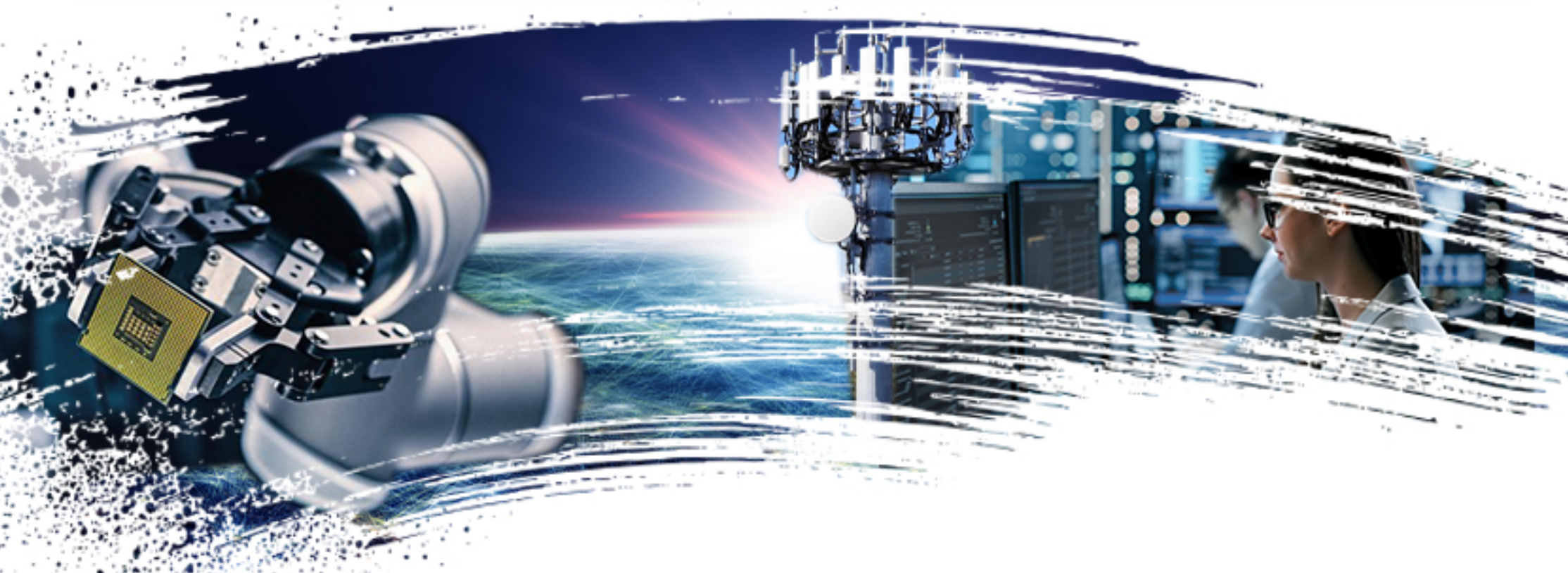
Sector: Mobile Network Infrastructure

Job titles: Roles across every department

Project timeline: 5 months

Services provided: HireMe (on-site talent acquisition)

Team Size: 16





PROCESS AND OUTCOMES IMPROVED

Project Background and Issues

Following the introduction of a new CEO who wanted to change some business processes and restructure, Huawei were looking to fill 25 new permanent roles, covering every department. These roles sat across everything from HR and project managers to data scientists, marketing, tech, accounting and sales managers.

To fill these roles, Huawei wanted an external talent acquisition partner that could work internally with the hiring managers to make the process as efficient as possible. The solution for this was Tangent's Hire Me product, which places Tangent recruiters on site to work with HR and line managers for recruitment campaigns. To win this business, Tangent had to pitch against three established players with a strong offering by building a rapport with hiring managers.

Project Solution

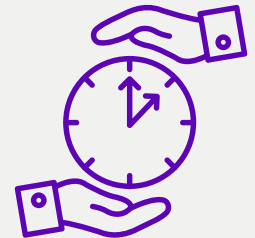
Once working in-house, Tangent found immediately that line managers were spending too much time on recruitment, and felt frustrated by the lack of efficiency and communication. Huawei didn't have a talent acquisition team, so HR managed everything, with recruitment being only a small part of their responsibilities, meaning recruitment was previously a slow and unproductive process with poor communication.

Tangent ensured that the Huawei team could consistently find the talent acquisition partner at their designated desk. This meant that people from across the business built trust and a relationship with the lead recruiter, enabling a far richer dialogue of what each line manager required from each role.

Working in conjunction with their team in the UK, Tangent would then send over at least 3 CVs within 72 hours for every role. Once the CVs were secured, the on-site Tangent talent acquisition manager would sit with Huawei's internal hiring manager to book the interviews in together.

Project Outcomes

HireMe saved 90% of time for HR and 70%+ of time for hiring managers.



All 25 hires made by Tangent for Huawei passed their probation.





OPERATIONS

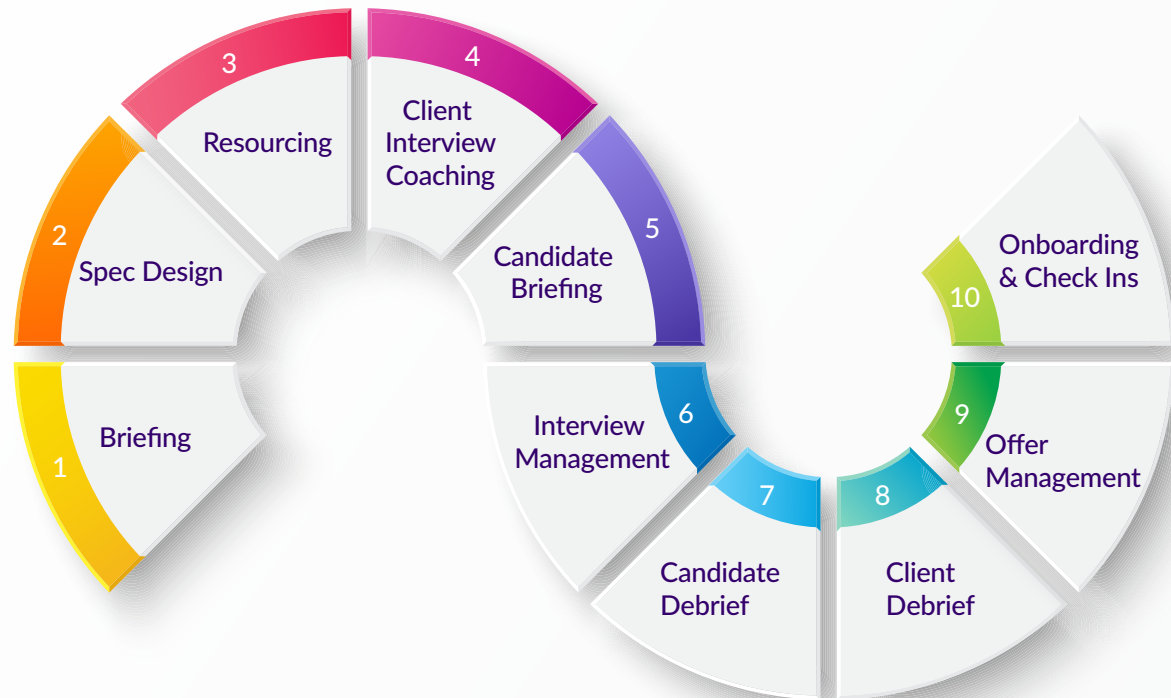
Process and Scope

Tangent also had timesheets synced with Huawei line managers, so that everyone knew what interviews we're taking place. This ensured the interviews took place as quickly as possible, regardless of what was going on in the business. On one occasion, seven interviews were able to take place in a single day.

Working internally also allowed Tangent to assess and amend Huawei's internal processes helping to remove multiple inefficient practices across the business. See diagram opposite.

Ultimately, while Tangent specialise in tech & communications, being in house allowed them to support all roles including HR, Sales & Marketing.

Additionally, being present in Huawei's Netherlands office helped the team to develop new relationships, leading to the support of large-scale projects including a Grad scheme across Benelux.



The success of the project relied upon a flawless operational set up, which was managed by Tangent and adhered to by all stakeholders.



FIND OUT MORE



HireMe Product

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