



CONTENTSERV CASE STUDY



RaaS product deployed at Contentserv

AT A GLANCE



Location: Ermatingen, Thurgau, Switzerland

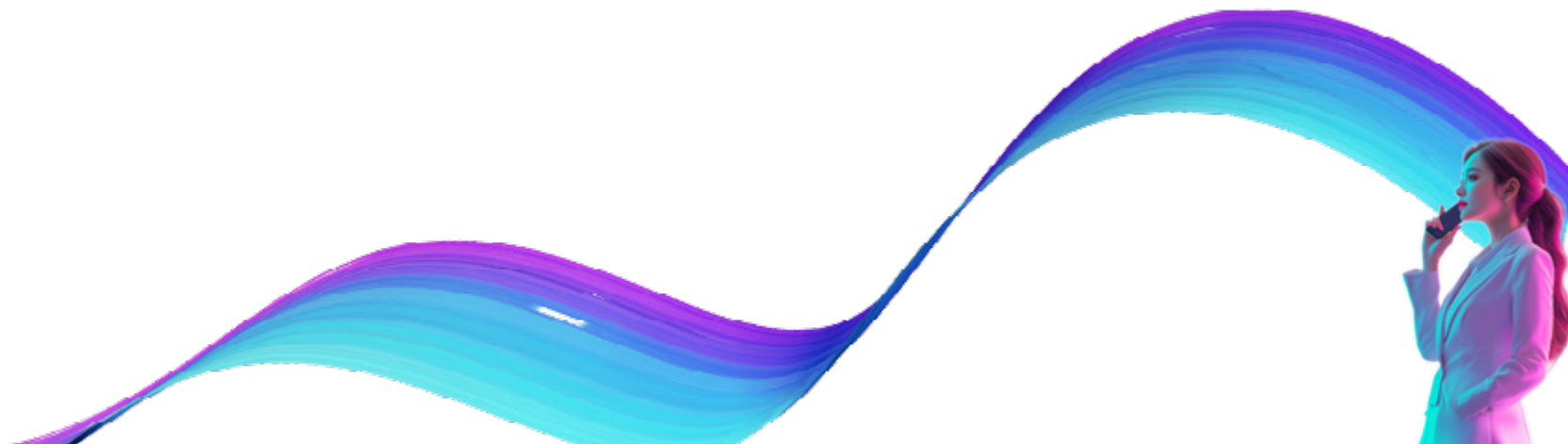
Sector: SaaS

Job titles: Head of Engineering, Head of Cloud Operations, CISO, and Head of Data & AI

Project timeline: 3 months

Services provided: Recruitment as a Service, Senior Hires

Roles: 4





TRANSFORMATIONAL LEADERSHIP

Project Background and Issues

Following a new CEO and CTO, Contentserv were restructuring and making some senior hires in a major strategic redistribution of the business. More specifically, they were looking to make four senior hires in Munich, Germany, including: Head of Engineering, Head of Cloud Operations, CISO and Head of Data & AI.

As this was a major hiring round situated in a specific location away from Contentserv's headquarters in Switzerland, they needed to get it right the first time. This meant they were looking for dedicated and trusted collaborators to help them fill these roles.

Project Solution

Tangent suggested opting for Recruitment as a Service. Because they had worked together in the past, a mutual commitment and understanding that they could now work together well was there.

The current economic cycle's shortage of talent means that RaaS is often a more desirable product offering, particularly because generally, the simpler the offering, the better the transaction for the client. To make this even easier for the client, they agreed that if Contentserv paid upfront, they could also receive a 1% discount. This solution offered the security and commitment that they needed and led to them appointing Tangent at a crucial, time-critical, and pivotal time for the business.

Opting for this RaaS product assured the client that there would be no time-wasting, and that they could work together with the absolute confidence that they would deliver, without the need for any SLAs.

Senior team members Troy, Stevie and Ben worked on the positions. With their specialist skills within each niche, they came as a valuable part of the RaaS service and could therefore confidently guarantee that Contentserv would get the most expertise from the team working on these roles.

It's also part of the Tangent solution to maintain close working relationships with both client and candidates and give them as much support and information as possible. On top of that, they offered direct access to the hiring managers for candidates throughout the process.

The interview process was conducted online with no issues. Tangent maintain that companies that wait around to do interviews in person when the opportunity arises are only going to get left behind.

SUCCESSFUL PLACEMENTS

Head of
Engineering



Head of Cloud
Operations



CISO



Head of
Data/AI





CONTACT DETAILS

“The Contentserv Group is a globally, operating software company that, due to its continuous growth, gladly engaged the RaaS service of Tangent. We greatly appreciate the extremely professional manner in which we are treated, especially by our account manager Troy Mainstone. The cooperation always runs smoothly. Troy always delivers well pre-qualified candidates and thus contributes to a positive growth in headcount and company culture.

Thank you for all the efforts and patience you show towards us. Looking forward to a continued prosperous partnership!”

Marc (VP of People)



RaaS PRODUCT

Find out more about out the RaaS product which delivered this successful project, [click here>>](#)

To speak to the RaaS Product lead, email or phone Troy:

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