

CASE STUDY

WMNetServ

Contracting

WMNetServ engages contract resources for global projects

Paradigm Recruitment delivers contract solutions to support telecom network deployment projects in Europe, Middle East and South America.

Background

WMNetServ was a joint venture between the Indian technology services provider Wipro and the global telecom vendor Motorola. The partnership had been formed to support Motorola's telecom network deployment projects worldwide. WMNetServ was looking for a recruitment partner with the capability to source and deploy contract telecom engineering resources in the various global regions in which they were active.

The Solution

Paradigm faced a number of challenges to be able to deliver contract resources in the different regions and within the parameters of the customer's business requirements. These included:

- Sourcing of suitably-qualified and available candidates in the local markets
- Sourcing of payroll and visa solutions for local compliance
- Negotiation of packages and fees to enable competitive pricing in relation to local market rates
- Management of communications between customers and candidates across widely varying time zones (Asia/Europe/USA/South America)
- Understanding of varying business cultures and legal requirements in the different regions

Through a series of meetings, Paradigm agreed with the customer a creative framework to cover all costs for local payroll, visas, travel and insurance, whilst keeping management and recruitment fees at a competitive level. Paradigm also spent time researching local requirements in the various regions to ensure that contractors could be deployed under compliant solutions, and negotiated with third party payroll and visa service providers to ensure that the solution could be delivered at competitive rates.

The Result

Paradigm successfully delivered resources for projects in Europe, the Middle East and South America. Many of the candidates were sourced in the local regions to ensure cultural fit and to minimise deployment costs. Paradigm delivered skills for projects in the following technology areas:

- WiMAX
- RF Networks
- BSS
- IP Networking

Paradigm supported WMNetServ for a period of around 15 months, but the partnership could not be sustained following the dissolution of the joint venture between Wipro and Motorola, which led to a sharp downturn in demand.