

A high-angle, close-up photograph of a person in a dark suit and white shirt sitting at a desk. The person's hands are holding a black smartphone, with their right index finger touching the screen. To the left of the person is an open silver laptop. In the background, a white coffee cup filled with dark liquid sits on a matching saucer. The desk is light-colored, and the background features a window with a white grid pattern, through which bright light is streaming, creating a soft glow. The overall color palette is cool, dominated by blues and greys.

**GLOBAL COMMUNICATIONS PROVIDER**

REPORT BY



TECHNOLOGY EXECUTIVE GROUP

# Recruiting Internationally for a Global Communications Provider

## CLIENT: **CONFIDENTIAL**

Our client is a truly global communications solutions provider, offering a complete end-to-end portfolio of solutions and services in the areas of third-generation mobile networking, metro optical and packet, circuit-to-packet, broadband access, advanced network and professional services, and next-generation operations support systems.

TEG's history began with working extensively with our client's Venture Group, a powerful corporate-wide initiative designed to enable teams to turn game-changing business ideas into new products. The Ventures Group extends from the concept stage to commercial readiness, and has successfully commercialized eight products and has a portfolio of ventures in development.

TEG has filled critical positions such as General Manager, Director of Innovation, Director of Product Management on seven different ventures; and from there TEG gained entry into two large divisions: Wireless and Wireline.



# The Challenge

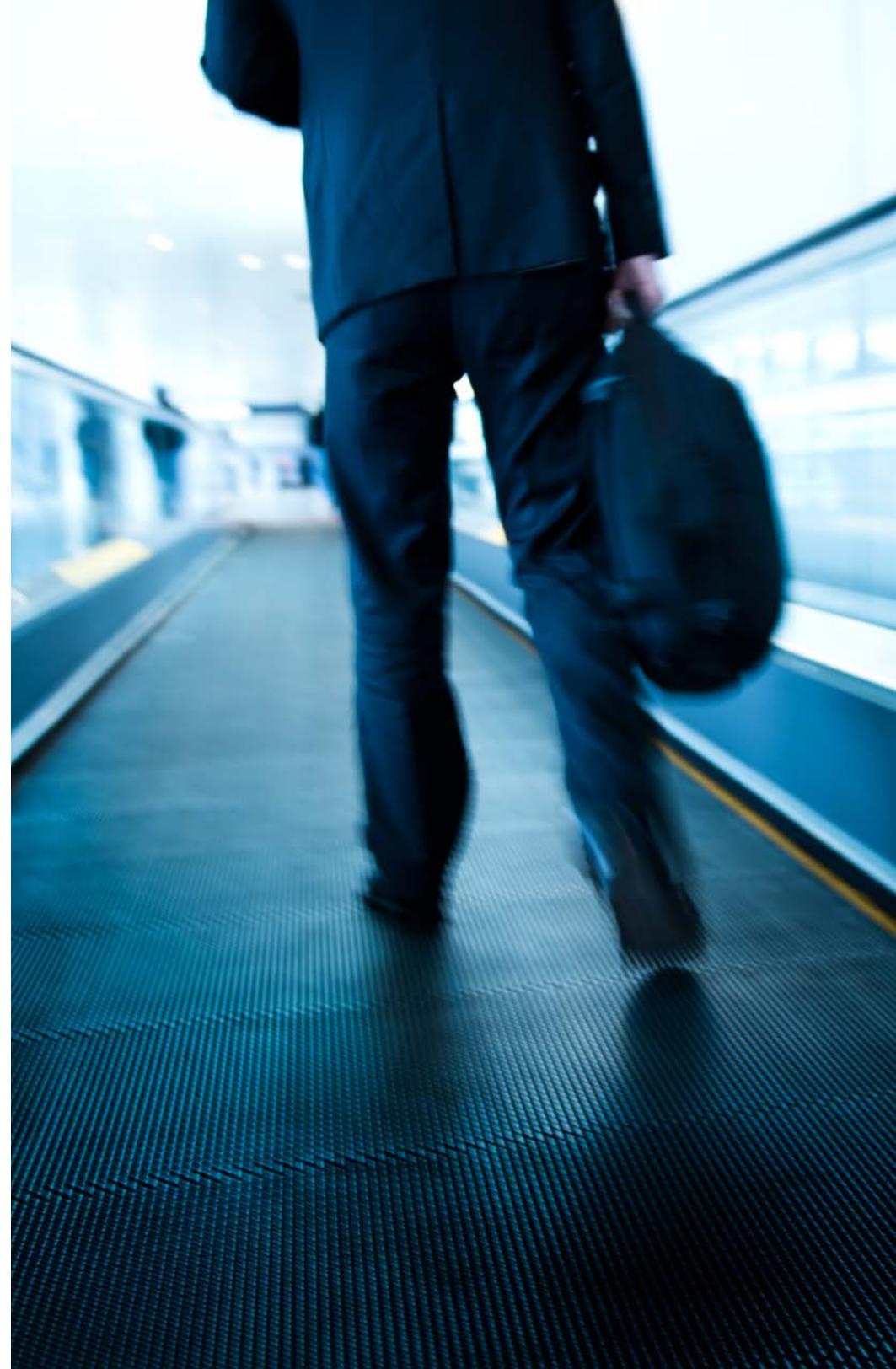
Our client was looking for a customized solution with a vendor that can move quickly in both the USA and international markets, has access to a pool of “A player” candidates within their industry/markets, and can be a true extension of their internal team.

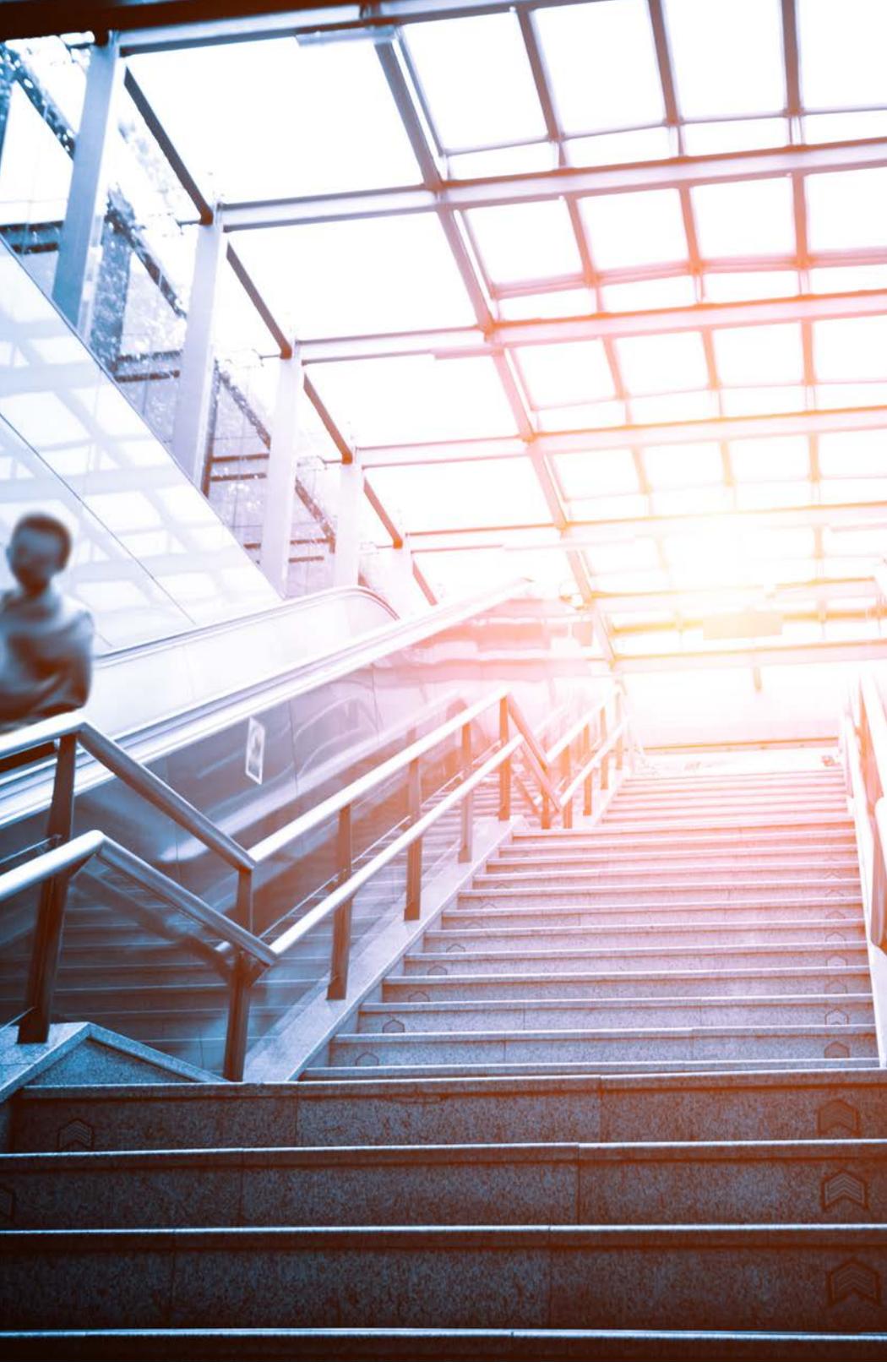
# The Solution

TEG was able to operate seamlessly for our client on searches in Europe (France, Belgium, and Ireland), India, and China.

This was accomplished through TEG's partnership with ITP Worldwide. ITP Worldwide is a global alliance of private, independently owned executive search firms focused on technology recruiting. With seven member firms in more than fourteen countries in all three major economic zones: Asia Pacific, North America and Europe.

We operate with the professionalism and scope of a large international firm, but without any of the inherent restrictions or conflicts.

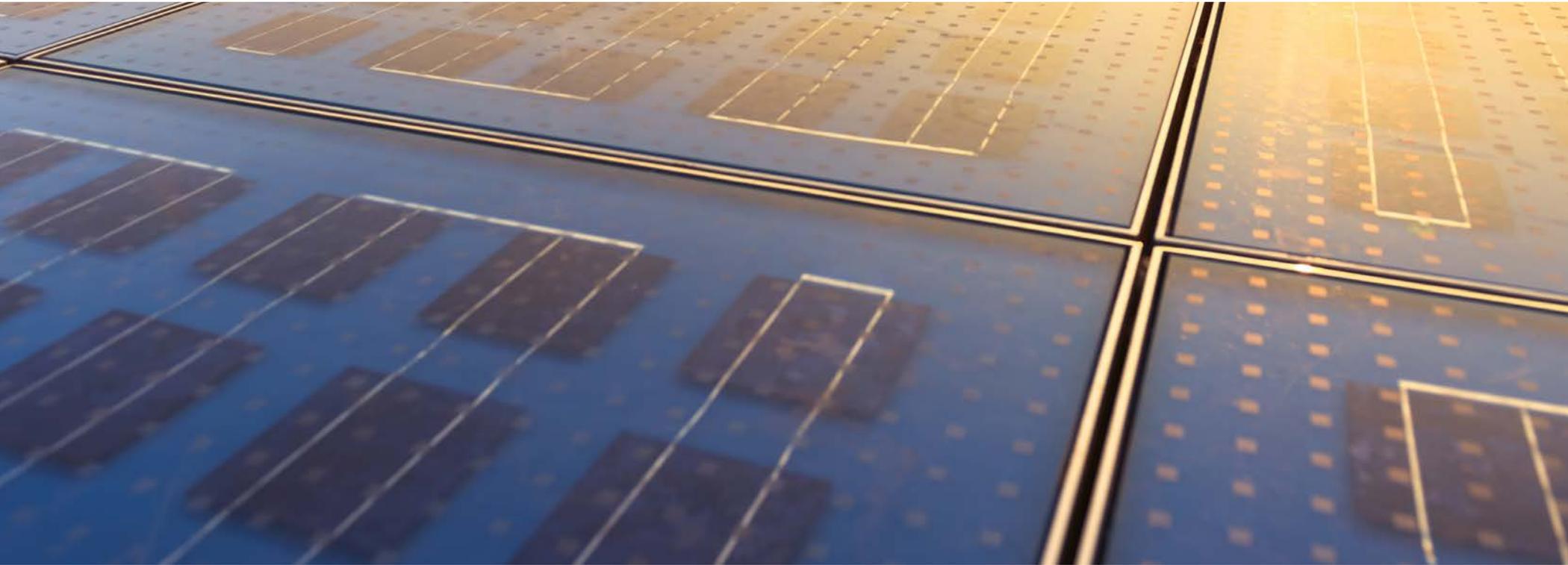




# The Highlights

- Average time to fill was 3 weeks (from time job order was taken to the presentation of the candidate that was eventually hired).
- 44% of candidates hired involved relocation (from USA to China or Europe or relocation within USA).
- People placed within the organization have seen significant advancement including promotions to Chief of Staff, CTO, and Strategic Partner, Strategy and Corporate Development.
- Over four years, our client has enjoyed a 95% stick rate (only 1 position was eliminated, all hires are still fully employed).

# The Impact



TEG's success has been based on understanding our customer's needs worldwide and finding the "A players" in those respective markets.

Our long term relationship has evolved from recruiter to trusted advisor. The best compliment received from a key hiring authority is that "our TEG recruiter is family."

This case study was created by TEG. If you have any questions or would like further information, contact us at:

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