

reesmarXGLOBAL
Global Recruitment x Business Expansion

HYBRIS CASE STUDY

SAP Hybris (v)

Let's Go Global,
Together!

CASE STUDY BACKGROUND

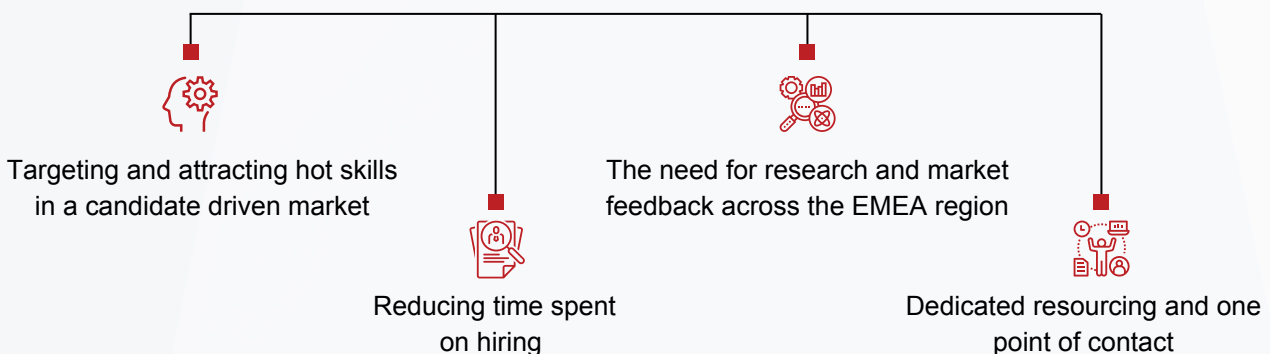
Hybris was founded in 1997 with a simple mission: to create superbly engineered commerce solutions. Over the years, the necessary ingredients for that have evolved – multi-channel, open standards, very high performance, data centricity, customer centricity – and so the company and products have evolved. But their mission has remained the same. They are, above all, a great technology company focused on solutions for customer engagement and commerce. During the last few years, their focus has delivered tremendous success and growth. Both Gartner and Forrester have consistently ranked them a “leader” and placed them among the top two or three commerce and digital interaction platforms in the world. Hybris have expanded well beyond their central Europe roots, have operations across the globe and are now part of one of the world’s largest and leading enterprise software companies, SAP.

BUSINESS CHALLENGE

Hybris were finding the recruitment of senior post sales consultants in the DACH region increasingly challenging and time intensive. In a highly competitive market, they had not been receiving the quality or quantity of candidates necessary for these business critical roles.

Hybris needed to find a recruitment partner who not only understood the technology sector and how to target and attract the right skills, but could do so successfully in the DACH region and potentially across EMEA in other key disciplines.

SAP Hybris (v)



THE PARTNERSHIP NETWORK SOLUTION

Following a meeting with the VP HR EMEA at Hybris and Senior Business Development Executive at reesmarxGLOBAL, an agreement was reached to work on a Partnership Network for the post sales positions initially. Quickly, it emerged that reesmarxGLOBAL could assist them across other disciplines and countries. It was crucial for reesmarxGLOBAL to understand the value proposition and culture of Hybris as well as the longer term recruitment strategy so that they could 'bolt on' to their internal processes.

The Partnership Network offers a flexible, cost effective and highly successful solution to single or multiple hires on a global scale. With head offices in the UK and the USA as well as numerous resourcing hubs across EMEA, Hybris could be confident in reesmarxGLOBAL's ability to deliver exceptional results.

“ *Although we were initially retained to work on the post sales roles for Hybris, we quickly proved that reesmarxGLOBAL could deliver across all disciplines on an international scale. The result was over 20 new hires in over 9 different countries.*

Senior Business Development Executive EMEA, reesmarxGLOBAL

THE RESULT

reesmarxGLOBAL's management of the project saved the Hybris team a significant amount of time and they could be confident that their opportunities were being represented accurately and professionally in the market. By working in partnership, the tangible benefits were clear:

- ✓ Successful delivery across several disciplines and locations within agreed timescales
- ✓ Creative recruitment solution attracting passive and active candidates for strong shortlists
- ✓ Cost effective recruitment solution with no variable costs
- ✓ Robust recruitment methodology at all stages and exceptional candidate management

reesmarxGLOBAL fulfilled all the roles within the agreement timescales including:

- Consultants
- Country Managers
- Solution Engineers
- Technical Trainers
- Senior Account Executives
- Project Managers
- Directors
- Industry Principal

In the following countries:



Austria



Italy



France



UK



Germany



Netherlands



Spain

“ reesmarxGLOBAL provide an excellent recruitment/headhunting service to us, from beginning to the end. The speed at which reesmarxGLOBAL provide us with great profiles is impressive the Partnership Network solution we utilize offers a real recruitment service with cost effective and peace of mind benefits. I would highly recommend reesmarxGLOBAL to any other firm as who are looking for a great headhunter to help them throughout Europe.

Senior Recruitment Business Partner Hybris

At reesmarxGLOBAL, we have been helping innovative, leading companies achieve rapid international growth by providing targeted global talent acquisition, resulting in the right talent in the right location at the right time. We help our clients look beyond their organization and pinpoint the skills they require to speed up their expansion process and push ahead of their competition.

For further information, visit www.reesmarx.com.