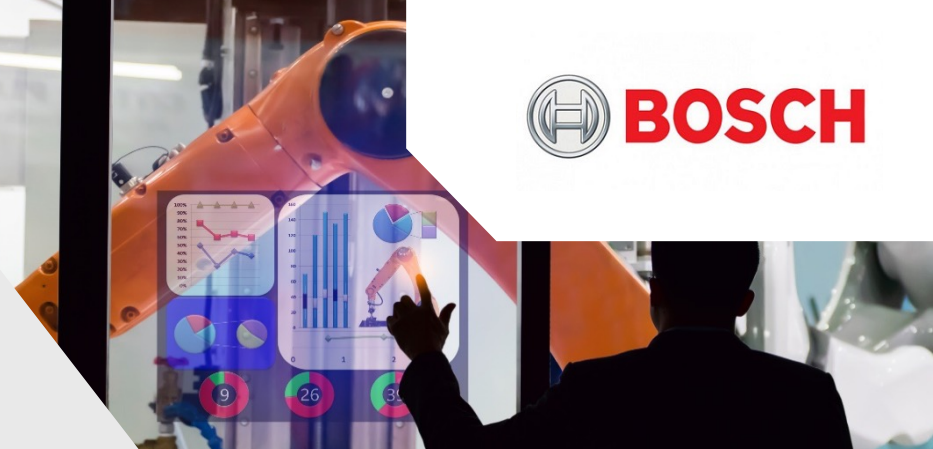




# Full SAP lifecycle support for a leading global manufacturer.



## CHALLENGE

- › For the implementation of SAP across 300 of the clients' associated companies, the tech giant needed to build an experienced and reliable roll-out team.
- › Internal recruitment resources, however, weren't able to deliver the consultants that were required for a project of this size and had exhausted all avenues of finding the correct quality and quantity of resources. Both local and global resources were needed to ensure the global templates complied with local needs.
- › The client partnered with RED's specialised recruitment team for full SAP lifecycle support to get access to the SAP consultants they needed for a successful implementation. RED and the client agreed on an initial 6-month period of exclusive engagement to help fill the relevant global demand for SAP consultants.

[redsap.com](https://www.redsap.com)

m

## RED SOLUTION



- › RED formed an experienced recruitment team that was 100% focussed on managing the task, ensuring a seamless roll-out.
- › RED identified possible candidates from their own database and other external sources, approached and shortlisted candidates, qualified them for the opportunity and ran interview days, which took place in carefully chosen locations to maximise the attendance of talented SAP individuals.
- › RED's innovative recruitment campaign involved targeted recruiting into consulting firms nationwide, local Stuttgart-based SAP end users and the wider German SAP marketplace. RED was able to prove to have access to the right sources.

## RESULTS

- › **RED's comprehensive access to the active and passive talent pool, RED was able to reach the best qualified SAP consultants and delivered the following:**
- › **367 qualified CV's**
- › **215 initial interviews**
- › **71 final interviews**
- › **44 SAP hires**





A global SAP roll-out team of over 100 SAP consultants at a leading manufacturer.



## CHALLENGE

- › The initial engagement focussed on helping build a core SAP design and configuration team for a global SAP template. Building on the excellent relationship nurtured during the design phase, RED was engaged to build a global roll-out team.
- › RED's commitment to the client was further expanded as the roll-out continued in other countries where RED played a more hands on consulting role, by conducting the gap analysis across several crucial operating units.

## RED SOLUTION

- › The expansion of SAP within the client led to a SAP Competence Centre being created. The client selected Budapest, Hungary, as the venue for the Competence Centre and engaged RED to find suitably talented resources to build this essential foundation unit for the ongoing support of SAP.
- › Flexible resource was critical to enabling the SAP Competence Centre to deliver global roll-out projects and acquisition integration projects wherever needed.
- › RED supported the client throughout their full build, roll-out and support SAP lifecycle, providing the specialist talent for each cycle and ensuring the business flexibility that was crucial to the client's continued success.

## RESULTS

- › **In the initial programme stages, RED supplied over 100 expert SAP consultants to the company HQ in Mexico and 5 roll out centres across Europe. No less than 75 consultants were on the project simultaneously.**
- › **RED helped find the core permanent staff to build their Eastern European competency centre, including program managers, centre managers and support staff across logistics and finance.**



Delivered a team of SAP leaders at a tech manufacturer.



## CHALLENGE

- › Having purchased SAP and engaged an implementation partner, the client highlighted the need of having its own SAP team. 15 hires within a 12-month period were planned with the first 4 being SAP Team Leaders.
- › The implementation partner was asked to help determine the SAP skills needed to help with the engagement process. The conflict of interest for the implementation partner proved to be insurmountable with the first few interviews being poorly run with no progress to report.
- › The client needed a more focussed approach, better recruitment understanding and more targeted outcomes and got in touch with RED.

[redsap.com](https://www.redsap.com)

m

## RED SOLUTION



- › RED assigned a robust approach that involved all parties but focussed on the client's highest priority of hiring the best people fast. Remote initial interviews were jointly carried out by RED's consultants supported by the implementation partner purely on a technical front.
- › Further and final interviews were held with the RED consultant, the CIO and HR. The process proved a success for all parties concerned.

## RESULTS

- › **The new process enabled the client to hire the first critical team leader (SAP SD/Logistics Team leader) within a 3-week period from initial CV received to a contract being signed.**
- › **This initial success was followed by the client hiring 7 SAP experts in the following quarter and a further 9 over a 6-month period completing their SAP support team.**

20 YEARS OF  
red



Delivered the local SAP talent for the relocation of the CoE at a biomedical manufacturing business.

METTLER TOLEDO



## CHALLENGE

- › Seeking to reduce internal costs, the client made the decision to move their European IT CoE from Zurich to Warsaw.
- › They offered the Warsaw-based vacancies to their existing Swiss workforce, but the uptake was limited.
- › This left the client with a huge deficit of headcount in their European CoE.
- › After engaging with their existing recruitment suppliers in Poland, the client realised the demand exceeded the capabilities of the local delivery partners.

## RED SOLUTION



- › The client identified RED as a leading global SAP talent solutions provider and engaged with their permanent division to run their recruitment campaign.
- › With their extensive network, RED was able to identify and deliver candidates from the local and European market, utilising its global talent pool when it experienced local skill shortages.

## RESULTS

- › **Demonstrating RED's reach, high quality candidates were sourced from countries including Poland, Italy, Spain, Ukraine, Russia and India.**
- › **Mettler-Toledo fulfilled their candidate requirements quickly and efficiently.**
- › **In addition to the bulk of permanent placements, RED provided contractors to the client to cover any immediate skill shortages in the business – skills such as PI, Hybris and Java.**

[redsapsolutions.co](https://redsapsolutions.co)

m

20 YEARS OF  
red



## Delivered reliable SAP talent in hard-to-find skills & competencies.



**SANDVIK**

### CHALLENGE

- › The client, a global engineering group, had been engaged in implementing a new business and IT platform called Enterprise Business Platform (EBP) enabling real-time information sharing and provides better customer support support to business units within the client group. The template solution is based upon SAP and is being rolled out to 32 countries across Europe, Asia and America.
- › The internal team required augmenting its capability by the provision of an external specialist consultancy on a temporary basis.
- › The client needed to engage with a flexible SAP talent provider who was capable of understanding the project aims and objectives and quickly source and provide SAP experts who were not readily available within the geographical confines of Sweden.

redsapsolutions.co

m

### RED SOLUTION



- › RED engaged with the clients' stakeholders at all levels of the program and offered a reliable source of SAP contractors to ensure that the program was served consistently by the best available talent. RED used its expertise to find and supply skilled consultants in low cost locations, and moved them to high cost locations, and ensured all the necessary local requirements were met (tax regimes, right to work etc). This provided the client with a cost-effective and reliable flow of expertise which could then be flexibly deployed as and when required.
- › RED supplied the client with 10 contractors sourced from talent pools across Europe (UK, France, Greece, Netherlands, Lithuania and Portugal) and covering various skills, including: Project Management, Technical Lead, SD,MM, NetWeaver, ABAP, Data Migration and Basis

### RESULTS

- › **A reliable source of hard-to-find skills were before delivered with accuracy and speed. This was a cost-effective solution to managing the "peaks and troughs" of skills provision throughout a long and complex implementation program.**
- › **A supplier who can locate the right expertise at the right time from a very wide geographical area and deliver them to site at a cost-effective rate.**
- › **To ensure customer satisfaction, RED makes regular trips to Sandviken to engage with both key client stakeholders and RED consultants. This enables RED to more effectively predict future requirements and streamline the service to the client.**

20 YEARS OF  
red



## Delivery of the in-house SAP team at an energy management business.



### CHALLENGE

- › After successfully implementing a core SAP solution called Bridge in 2005, with a consulting partner, the client aimed to maintain, support and deploy its SAP systems in-house.
- › Owing to limited internal capacity and capability, the client turned to RED to provide key SAP resources both in France and abroad to continue with the SAP roadmap.
- › RED was identified as a potential partner having provided key resources in finance and logistics.

### RED SOLUTION



- › Through RED's expertise of the French SAP market and the ability to provide the client with experts in both of their main French locations (Grenoble and Paris), RED became an official referenced partner.
- › A framework agreement was implemented with key objectives focused on delivery times, cost savings and quality control. By concentrating its SAP staffing activities with a smaller number of suppliers, the client reduced the time its SAP managers were spending on sourcing SAP profiles and improved quality levels.

### RESULTS

- › **Over the course of 5 years, RED has provided the client with over 100 SAP resources internationally.**
- › **RED accompanied the client through changes in their technological roadmap. For instance, when they phased out SAP CRM for Salesforce, RED provided qualified resources to manage and support the integration.**



Sourced the SAP global template team for a top 10 FMCG business.



## CHALLENGE

- › The client looked for a partner for its IT department to help build an SAP team of local country specialists to support the global roll-out in individual countries. The first roll-out team in Hungary was supplied after a template design with Accenture and a pilot implementation in The Netherlands.
- › They worked directly with the client's core team (central business process owners and program managers) who maintained responsibility and control of their own project supplying flexible resource of local experts in multiple countries for gap analysis, template localisation and deployment.

## RED SOLUTION

- › RED identified and delivered a series of project teams, comprising local SAP resources across multiple SAP skill sets, managed by the client in collaboration with RED's account management team.
- › Further roll-outs were planned to utilise the same resource model reference – Global PMO Director.

## RESULTS

- › RED supplied 15 SAP contract staff for the roll-out – 10 for the Hungarian team, 3 in the business process team and 2 in the Dutch local team at the clients HQ. The SAP Project Team consisted of:
- › Client's specialists business process owners and PMs
- › Local SAP contractors supplied by RED
- › Client's business users
- › These were all project-managed by both client project managers and RED's account managers providing consulting services. The project was successfully delivered on time and under budget.



## Sourced local SAP experts to implement a global SAP template rollout

AkzoNobel



### CHALLENGE

- › RED's relationship with the client, a chemicals production company, was established when they were rolling a template out from the Netherlands to the APAC region.
- › The challenge the client had was not being able to source local SAP experts with a specific skill set and who were able to form a solid team ethic to deploy the template.

### RED SOLUTION

- › By having a supplier with the knowledge of the local cultures and the best freelancers in the region, it meant RED was able to build productive teams with a high retention rate over the course of the deployment.
- › Due to RED having vast experience in similar projects where a template is rolled out from one region to another, dependant on local skills, RED was able to source 80% of the vacancies on a global basis.

*I have been working with RED since 2009 and I can **confidently recommend** RED to provide good **quality** consultants.*

**Global Supply Manager**  
Akzo Nobel

### RESULTS

- › 105 SAP consultants have successfully been sourced across EMEA, Africa, China, APAC, North and South America with the average contract lasting 15 months.
- › **RED managed to deliver the full suite of SAP modular areas needed including SD, MM, WM, FICO, APO, BI, BO, Integration, Project Management, Authorisations, GRC and MDG.**
- › **At the peak of the project, RED had deployed 49 consultants in various global locations.**

**redsapsolutions.co**

**m**

20 YEARS OF  
**red**





## Global template build at a top pharmaceutical company.



### CHALLENGE

- › The pharma client is built on a strong heritage of local manufacturing with more than 5 billion tablets being produced per year at its manufacturing facility in Devon. A program of significant investment has ensured the company is well equipped to support the supply chain demands of its customers both now and in the future. Through numerous acquisitions, the client generated a complex, highly fragmented IT landscape.
- › The client wanted to create a single, global SAP platform to enable and enhance growth. The company's aim was to define an SAP global template for all non-core business processes that would be piloted in Iceland and establish common processes. The challenge was to find the expertise to build a global template and local resources to run the pilot in Iceland.

[redsapsolutions.co](https://www.redsapsolutions.co)

m

### RED SOLUTION



- › Initially, RED delivered a team of 10 contract process experts to help design the template as well as the technical solution architect to ensure a stable platform for ongoing system exploitation.
- › As the project progressed, RED assisted the client in building the ongoing support team to ensure that the SAP solution continued to add value after the initial roll-out. All 6 key permanent team positions, including SAP Core Team Manager, Technical Manager and SAP Validation Manager, were engaged to help the client embed and exploit the power of SAP.

### RESULTS

- › **The initial outstanding results meant that the client's SAP team provided their business with a fully operational, flexible SAP solution that delivered significant benefits.**
- › **RED's ability to quickly find and engage the best SAP talent both locally and globally meant that the client's initial requirement to find SAP experts on a contingent basis led to RED being invited to find the key permanent SAP talent for the next support phases for them.**

20 YEARS OF  
red



## Rebuilding the internal SAP capability of a global pharmaceutical organisation.



### CHALLENGE

- › The client aimed to rebuild the internal SAP capability as it centralised its function from divisional to corporate level. The company needed to restructure, re-skill and regenerate internal SAP competency in the areas of design, development and support and build internal capability and reduce dependency on external sources.
- › The client looked for a partner to provide an exclusive onsite recruitment service under severe time constraints – recruitment solutions within tight budgets at all levels from global leaders to development programmers as well as local SAP resource in different countries; Eastern Europe first, followed by other main European centres.

redsapsolutions.co

m

### RED SOLUTION



- › RED built a project team to source, qualify and manage potential recruits through the client's process and assisted in the organisation of the assessment days.

### RESULTS

- › **RED successfully placed a new Vice President into the deployment organisation and placed a further 10 key staff into the client team, in line with the client's strict time and budget requirements.**
- › **For areas of mass or volume hiring, RED managed and resourced recruitment events in the form of assessment days. RED continued as a preferred partner to source further hires placing over 30 SAP professionals over a four-year period.**

20 YEARS OF  
red



## Delivered SAP project teams across 9 countries for a pharma client.

**SANDOZ** A Novartis Division



### CHALLENGE

- › The client was looking for a global SAP template rollout in ECC6.0, BI 7.0, APO 4.0 and NetWeaver XI 3.0, to achieve joint initiative between business functions and IT and create a rationalised and harmonised business and system.
- › The client required the supply of local resources for the rollout in Brazil, Austria, France, Germany, Croatia, Turkey, Poland, Nordics and the Czech Republic. For the second phase of rollouts, they required staff across Germany, Spain, the Netherlands, Canada, Romania, Argentina and Russia.
- › They were looking for resource competency centre roles with local experts for post go-live support and on-going enhancements as well as key personnel to central BI & APO teams.

### RED SOLUTION



- › RED provided the client with a series of project teams, comprising local SAP resources across multiple SAP skill sets managed by both the client and RED account management team.
- › A direct dual sourcing model was established with them adopting a dual partner model with a consultancy partner and RED as preferred complementary agency partner.

### RESULTS

- › **40 consultants were engaged in roll-out teams across 9 different countries and 20 consultants were placed in the ERP competence/support centre.**
- › **RED delivered high quality local resources in diverse countries quickly and efficiently at a lower cost than consulting partners.**
- › **A loyalty scheme was established to ensure project continuity – consultants tied in with a bonus and a handover scheme was funded by RED, the client and the consultant.**
- › **In addition, a SAP team, managed by client project managers, was established.**

**redsapsolutions.co**

**m**

20 YEARS OF  
**red**



## Sourced the right niche expertise for EPO.



### CHALLENGE

- › The client, a medical manufacturing company, was engaged in a 3-year program known as European Process Optimisation (EPO), which consisted of SAP harmonization across 17 countries in Europe.
- › As a global organisation, the client had a large internal pool of SAP consultancy expertise and its Centre of Excellence could provide most of the skills required to deliver the program.
- › However, there were occasions where specific niche skills were required on a contract basis. Therefore it issued an RFP to select suitable suppliers of these resources.

### RED SOLUTION



- › The scope and scale of the client's RFP lay perfectly within the "Sweet Spot" capabilities of RED: Europe-centric, SAP-centric, multi-project, multi-national, varied resource requirements, Life-Science related, validated environment.
- › RED quickly presented multiple case studies of similar programs of work where it had delivered consistent and significant value to global clients.

### RESULTS

- › During the program, RED placed 4 permanent employees in the client's SAP team and engaged 12 contractors both in Europe and the US and, as a result, was chosen as a preferred supplier to them.
- › A further project was planned for SE Asia and Australasia. RED was able to provide a reliable source of hard-to-find skills delivered with accuracy and speed and a cost-effective solution to managing the "peaks and troughs" of skills provision throughout a long and complex implementation program.
- › RED located the right expertise at the right time from a very wide geographical area and delivered them to site at cost-effective rates. Locations included South Bend in the US, Zurich, Amsterdam and York in Europe.



## Flexible template roll out at a global pharmaceutical client across 15 countries.

Pharmaceutical  
client



### CHALLENGE

- › The client's animal health division has been running a legacy project for over 10 years, supported by a large system integrator (SI).
- › The animal health division were looking for a more flexible approach to rollout their global template, rather than following the exact same approach used by other entities within the group.
- › The solution by the client's SAP Program Manager was to engage with a single supplier for their global template rollout. With tight project timelines, one point of contact to fulfil all their hiring requirements across various SAP skills and multiple time zones, was the preferred approach.
- › Despite the client's access to local providers, their global capabilities were limited. Recognising RED's global reach, previous experience and proven track record with the SAP Program Manager at their former organisation, RED was secured as the recruitment partner to fulfil the requirements for this time sensitive rollout.

### RED SOLUTION

- › RED appointed a global account manager to the client who focussed exclusively on servicing the client - ensuring the right set of resources were in place for the next country in the global template rollout and offering a dedicated support against strict timelines.
- › RED's experience of successfully supporting similar global rollouts for large-scale pharmaceutical companies, meant they had access to a significantly wider talent pool to fulfil requirements.
- › Due to the demands of the industry regulations such as GXP, GMP, compliance, validation and documentation, a core part of RED's strategy was to work exclusively with highly experienced candidates in the pharmaceutical industry. RED submitted top-tier candidates and at times, turned interviews into advisory sessions for the client.
- › Many projects were Greenfield, therefore a lot of change management was involved. RED ensured that candidates put forward had the soft skills to manage the changes within the acquisition environment of the client.

### RESULTS

- › **As the single recruitment partner for this large-scale project, RED successfully delivered the resources for all the client animal division's rollouts across more than 15 countries.**
- › **281 CV's delivered**
- › **124 initial interviews**
- › **49 final interviews**
- › **50 SAP hires**
- › **50 contract extensions**
- › **As an organisation that relies on its external workforce, it was imperative for the client to hire consultants who could support their long-term plans. Due to the diverse experience of the consultants provided by RED, the client was able to retain the majority of the contractors to leverage their skills in future projects. RED continues their partnership with the client and is currently building a strong network in new technology areas, supporting the client's growth strategies.**



## Sourced for the future across the five pillars of SAP.



Infosys

### CHALLENGE

- › The client, a multination IT consultancy, was looking for a partner to help them build up their SAP competencies in key areas of growth.
- › The company was looking for skilled SAP experts across 3 continents and 24 different locations and was relying on RED to help them recruit for 83 different SAP vacancies.
- › The client looked forward to working with local talent acquisition teams across the US, Brazil, UK, Switzerland and Germany.
- › Existing live assignments ranged from vacancies in core Business Applications to Big Data Specialists, BI & Analytics Consultants and Enterprise Architects.

[redsap.com](https://www.redsap.com)

m

### RED SOLUTION



- › RED organised a series of project teams working exclusively for the client, comprising of local consultants sourcing local candidates with knowledge across multiple SAP skill sets.
- › Different project teams, managed by several locally based Account Managers, were responsible for the successful completion of the hiring assignments as per their SLAs.
- › The Account Managers were overseen by a Divisional Director and a Business Development Director responsible for Strategic Accounts.

### RESULTS

- › **450 contract hires**
- › **144 permanent placements in various locations across UK, Switzerland, Belgium, USA, Brazil, China, Germany, Mexico, Netherlands, India.**

“RED built up a dedicated recruiting team for us with a great spirit of partnership and high commitment to our ambitious recruitment targets. The entire team has worked with great effort, always fair and transparent and extremely focused on meeting our common goals.”

**Partner & Consulting Segment**  
**Head Manufacturing Europe**  
IT Consultancy

20 YEARS OF  
red