



International Campaigns & Contingent Staffing

tangentInternational

EUROPE • AMERICAS • MIDDLE EAST • AFRICA • ASIA PACIFIC

Global Presence



Tangent is a premier international search organisation that supports blue chip customers worldwide. We carry out selection assignments on a retained basis, as well as providing contingent services wherever required.

Tangent offers extensive recruitment expertise across a number of sectors including: Information and Communication Technology, Legal, HR, Finance, FM and Engineering.

Our consultants have a wealth of recruiting experience and a superior understanding of the markets in which their clients operate. Tangent's success comes from the ability to provide a bespoke approach to permanent recruitment, reflecting the commercial imperatives of our clients.

Regional Resources



International Campaigns

Tangent is a specialist international recruiter. Having worked with clients in over 175 countries and with candidates from 220, there are few organisations that can match our breadth or depth of experience. Our campaign teams provide a complete solution for niche, international, and volume staffing (for hard to find skills).

Our solution allows a customer to fill a number of skilled vacancies quickly, cost effectively and with a substantial reduction in the associated administration – put simply we do it all for you.

Tangent has a demonstrable track record in this arena - We have a 100% 'fill' record because our global reach is limitless.

- ◆ World-wide network of offices and recruiters
- ◆ Database search from 300,000+ in-house talent pool
- ◆ Experienced advertiser; web and media selection
- ◆ Media response handling
- ◆ Benchmarking Analysis/Salary surveys
- ◆ Candidate behavioural profiling and technical pre-screening
- ◆ Provision of concise matrix based information to ease candidate interview selection for clients
- ◆ All arrangements for interviews at customer sites or in pre-arranged international locations (recruiting tours)
- ◆ All post interview arrangements for offers and acceptance.

An international recruitment campaign in practice

Qualifying the requirement

Experienced Tangent staff will spend time with our clients to ensure we have a complete understanding of their needs. This ensures that unsuitable candidates are never short-listed.

Where will the resources come from?

Tangent will advise on the best locations to find a number of skilled candidates. Tangent's reach means that we can source candidates from every nation on earth. If we ascertain that a number of skilled candidates can all be found in one or two locations we may advise a recruiting 'tour'. It is often more efficient that we take our customers' recruiting teams to international locations in order to more efficiently conduct multiple interviews - this will save flying a number of candidates to the home location and will be more effective than telephone interviewing.

Resource selection

Using a combination of database search and media advertising, Tangent will select suitable candidates from hundreds of thousands of applicants. A campaign for 50 staff will result in at least 2500 candidates being pre-screened.

Recruiting 'tour'

All arrangements for an international recruiting tour will be made by Tangent. Tangent staff will be on hand to brief candidates before and after each interview. A customer's technical and HR interviews can be organised on the same day. This means that between 8 and 20 full interviews can be conducted per day. The associated time and cost savings can be enormous.

Offer and acceptance

Tangent will coordinate all candidate offers with our client to ensure the greatest number of acceptances.

“It is our belief that Tangent International has an excellent working method and therefore we have no hesitation in recommending them as a supplier. Their consistent success coupled with their understanding of market trends, makes them an ideal business partner.”

Director, International Wireless Solutions Company

Contingent Recruitment

Tangent has worked with hundreds of customers across the world. We provide a ruthlessly quick and efficient contingent recruitment service. Our global footprint means that we can virtually guarantee to find candidates for any role in our chosen markets.

Local and Regional Capability

Modern international recruitment means providing local, regional and international solutions. Tangent understands the economic realities and restraints of the markets in which we deal – we aim to provide only **cost effective** solutions.

International Expertise

Particularly in niche areas, and at the most senior levels, Tangent International's capability means that no stone is left unturned in the search for key personnel.

Search and Selection

Tangent's specialist headhunters and our team of qualified research consultants can help customers who require the services of a direct, discreet search practice. A bespoke service for diplomatic introductions.

Interim and Contract Consulting ♦ Search and Selection
International Campaigns ♦ Advertised Selection
Media Response Handling ♦ Contingent Permanent Recruitment
Project Resourcing ♦ Skills Leasing
Human Capital Planning

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