



GCC, Middle East,  
and Africa

**tangent** International

Europe - Americas - Middle East - Africa - Asia Pacific

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## Global Presence

### **Serving the MEA region for 30 years**

Tangent are a firm of Specialist International Recruiters. We concentrate on Executive, Mid Tier, and Technical recruitment assignments on a permanent, interim, and consultant basis. We work in over 130 countries globally and more than 50 in the region. We completed our first Gulf search assignment in the early 1970's and have been providing service to the GCC ever since. Our first assignment in Africa was in the late 1970's and once again we have continued to develop our business on the continent for over 25 years. We have a track record in recruiting candidates from the region and have developed an impressive labour pool of MEA based candidates to compliment our global search activities.

Our proprietary candidate database contains the records of more than half a million senior and technical candidates from over 200 nations and we are therefore confident of being able to match any vacancy with an impressive array of candidates.

Our dedicated account management and recruiting teams are some of the most experienced working anywhere in the world today. They are thoroughly trained, constantly mentored and encouraged to develop long term relationships with their customers.



## Regional Resources

### Industry Sectors supported in MEA include

- Telecommunications - Tangent are a supplier to the worlds leading Telecoms Manufacturers and Carriers. We have provided Digital Wireless specialists for nearly 20 years across entire role spectrum.
- Information Technology and Software Integration - Tangent have over 30 years experience working with the leading names in software and hardware development. Tangent has provided expertise to thousands of projects across over 100 countries.
- Design and Construction - Tangent have wide ranging capabilities, and are equipped to provide certified professionals from the conceptual design of the project, right the way through to completion and successful build of the project.
- Manufacturing - Tangent provide experts in R&D, Production, Sales and Marketing, and Post Sales and work with a diverse customer base in this sector.
- Sales and Marketing (general) - A supplier of Senior Brand and Product specialist and sales champions to a wide range of industries. We recognise that this is a specialist sector that requires knowledge, understanding and complete discretion.

# Local Solutions

## **Executive and Mid Tier Search**

Tangent design truly bespoke solutions to enable our customers to find the key personnel that they require. No assignment is ever the same and we genuinely take the time to understand the needs of our customer before we embark on a project. We understand that for the recruiting 'period' we are representing our customer, and that a professional and accurate approach is required at all times. We work on both retained and contingent assignments and our Account Directors will devise the best strategy with our customer's representatives.

## **International Campaign's**

Tangent's campaign team provides a complete solution for niche, international, and executive team staffing. Our bespoke solutions allow a customer to fill a number of vacancies quickly, cost effectively, and with a substantial reduction in the associated administration. We have a track record in supporting customers across the Middle East and are proud of our 100% success rate.

## **Interim Management**

Tangent have developed an extensive pool of interim managers many of whom have already worked in the Middle East. Our Interims have managed budgets of up to one half of a billion dollars and are painstakingly matched by our researchers before being proposed to a client.

## **Contract Consulting**

Tangent have supplied literally thousands of Contract consultants across the region in Project/Programme Management and Mid - Senior tier technical roles. Our extensive labour pool means that we are able to match each vacancy with a number of appropriate candidates giving our customer both security and choice.

*"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

## **GCC Case study 1**

Our Customer - a highly prominent Wireless Operator in the Gulf - had difficulties filling 30 open positions within their Technical Department. The roles in question ranged from RF Engineers to Core Network Planning Specialists. An urgent solution was needed as the positions needed to be filled within a 6 week time frame. Tangent immediately put together a bespoke Recruitment Campaign which offered 3 key advantages to the Customer: (1) Rapid identification of candidates (2) Fully-Managed bespoke Service (3) Highly-efficient 3-phased interview process.

A team of five Senior Tangent Recruiters was put together and travelled to 3 South East Asian countries in the space of 2 weeks, accompanied by representatives of this Operator (HR and Technical). The interview rounds were an instant success, and Tangent ended up placing 10 more specialists than originally requested by the Customer, for a total of 40 engineers. The success of this operation rested in Tangent's ability to (1) very quickly offer a bespoke managed service, (2) ability to quickly identify a suitable candidate pool (3) ability to deploy the recruitment process internationally with diligent ease. The exercise also offered a highly attractive volume discount scheme which benefited the customer. On the back of this successful operation, Tangent was again approached 6 months later by the same Customer to conduct another Recruitment Campaign, this time requesting 35 placements for a different Department.

## **GCC Case study 2**

Our Customer, a major player in the Luxury and Consumer goods sector decided to develop its local presence from a new base in Dubai. Tangent were selected as the exclusive supplier for Senior Management and Technical Resource for this initiative (having worked with the customer successfully before). Over an 18 month period Tangent has managed to successfully recruit all of the key roles and remains the exclusive supplier for onward recruitment across not only the GCC, but for the rest of Middle East, and Africa. Tangent's success is based upon a genuine understanding of the customers requirements built from regular face to face briefings, and the 'virtual bench' research methods employed by our resourcing teams.

By working with our customer to develop a bespoke recruiting system that works time and again for them, we have recruited an entire management team, saved them significant amount of time, and have almost eradicated the instances of candidate loss through 'counter offers'.

Interim and Contract Consulting ■ Search and Selection

International Campaigns ■ Advertised Selection

Media Response Handling ■ Contingent Permanent Recruitment

Project Resourcing ■ Skills Leasing

Human Capital Planning

## Locations

### Middle East

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