

TAX CENTER OF EXCELLENCE

CASE STUDY

SAPRO transformed global expansion challenges into seamless, scalable growth opportunities.

SCOPE

A rapidly growing organization sought to expand its global footprint while ensuring seamless team integration and operational efficiency. To achieve this, they needed a strategic partner capable of delivering top-tier talent across multiple industries and skill levels. Their goal was to onboard 25-50 highly skilled resources by Fall 2024, forming a cohesive global team to drive their expansion efforts.

SOLUTION

- **Strategic Talent Sourcing & Delivery**

SAPRO leveraged its well-established infrastructure to own the end-to-end delivery of tax and advisory services, ensuring a streamlined hiring and onboarding process.

- **Cost-Effective Resource Mix**

The organization was provided with a carefully curated combination of junior and senior professionals, ensuring cost efficiency while maintaining the required level of expertise across different roles.

- **Dedicated Team Integration Managers**

For each skillset and delivery practice, SAPRO appointed Team Integration Managers responsible for:

- Supervising the quality of work.
- Overseeing the seamless onboarding of resources.
- Providing ongoing guidance and leadership to ensure optimal performance.

RESULTS

- Successful onboarding of new resources within a three-month period.
- Stronger team cohesion through structured leadership and integration strategies.
- A scalable, sustainable approach to future hiring needs.

CHALLENGES

- **Global Expansion Needs:** Scaling operations across new international markets.
- **Talent Acquisition & Integration:** Identifying and onboarding experienced professionals across multiple industries and ensuring smooth integration into a single, unified team.
- **Diverse Skillset Requirements:** Balancing a resource mix of junior and senior professionals to optimize cost-efficiency while maintaining high-quality expertise.
- **Efficient Team Management:** Structuring leadership and oversight to maintain high performance and accountability.

By partnering with SAPRO, the organization was able to accelerate its global expansion with a structured, efficient, and high-quality talent acquisition strategy. The rapid onboarding, combined with expert oversight and integration, set a strong foundation for long-term success.