

GIBBSHYBRID

CLIENT:

CRYPTOCURRENCY COMPANY

The Challenge

Our client, a pioneer in the financial industry offering a comprehensive technological bridge between the traditional and digital worlds, were looking to establish a partnership approach to build a Scrum team in Wroclaw, Poland. The client currently does not have an entity in Poland but was considering their location strategy to build a Technical Centre of Excellence.

Why Gibbs Hybrid?

Our experience of Build, Operate, Transfer projects transcends to delivering one of the largest BOT initiatives for one of the world's largest financial institutions. We completed the project, processing 700 resources into the client's operation, which grew to 3000 employees.

- We could establish a facility in Poland allowing for fast start-up onsite, while a permanent location is being provisioned.
- Our market expertise and operations in Wroclaw gives immediate access to talent and local market knowledge.
- We drive lean thinking into our process development, operating in an Agile, continuous improvement environment.
- Partnering allows us to fulfil our purpose of building a great and sustainable company that delights its clients and creates value for our people, communities and stakeholders.
- Innovation is in our DNA. We continually innovate to create new sources of value for our customers.
- We value relationships over transactions.

- Because of our customer-centric approach, we deliver transparency throughout the project, with the flexibility that comes from always working with senior management.
- Diversity is our strength. It's at the core of our business and drives a greater understanding of our clients' challenges.

How We Helped

- Gibbs Hybrid identified, selected, secured, furnished, equipped and connected office space for the initial project phase, split between personnel space and common space.
- Gibbs Hybrid provided general and physical oversight of the resources at the facility, which included ensuring suitable working conditions, network/communications access/functionality, and security (physical and data).
- The Gibbs Hybrid corporate technology and HR team supported the implementation of security and governance policies and procedures that were consistent with and compliant to client policies and in-country regulations.
- We provided a flexible, agile, managed resourcing approach to onboarding suitably skilled technical professionals in Wroclaw, which allowed the client to ramp up/ramp down, depending on programme requirements.
- Delivered quick turnaround time to onboarding skilled resources.
- Built a capable and efficient technical talent pool/capability for the client.



GIBBSHYBRID

Build, Operate, Transfer Service Overview

The Build-Operate-Transfer Service (BOT) from Gibbs Hybrid is designed to allow our customers to successfully establish a new presence in a selected country quickly with minimal risk or disruption to the customer's key personnel. Since each company's needs have many unique elements, Gibbs Hybrid quickly identifies and adapts its methodologies to deliver success for that specific customer. The service can be expanded or contracted to suit the specific situation and reflects a very close partnership with our customer.

A unique feature of this offering is that Gibbs Hybrid can directly employ all resources on behalf of our customer until such time as our customer chooses to convert resources to their own employment. Rates are agreed upon beforehand, and all processes, procedures, culture, orientations, and directions reflect our customers themselves. The intent is to allow rapid onboarding and commencement of our customer's activity in parallel with the company's formation at the new location. It also allows our customer to develop its unique understanding of its new presence and location, work through orientation and processes and, in general, get a good 'feel' for their new entity without the burden of payroll and personnel management.

Gibbs Hybrid acts on behalf of our customers to successfully:

- Facilitate introductions to highly qualified entities required to establish a legal entity in the selected country
- Facilitate introductions to legal and tax professionals
- Identify appropriate facilities and reputable realtors to deliver options and effect rental or purchase transactions
- Modification of position descriptions to unite the customer's position profiles and culture with the professional profiles and culture of the selected location
- Identify, screen, interview, engage and orientation for all selected resources
- Conduct, manage and report upon all compliance elements for all recruited resources
- Facilitate opening, press releases and relationships, general community outreach
- Conduct team-building and relationship-building events for new employees
- Effect a pain-free transition to our customer's employment if the transition is requested
- Continue in an ongoing relationship with our customer in a number of capacities, including all Statement of Work needs, as their HR division, compliance organisation, staffing partner, and professional contracting partner.

CASE STUDY

About Gibbs Hybrid

Gibbs Hybrid offers a single source integrated solution with talent sourcing, programme technology solutions and business process outsourcing initiatives for mid-market and fortune 500 companies.

We unlock value, innovation and creativity within our clients' organisations. We overcome client challenges with an open, experienced and focused mindset that adds value and intelligence from the first day of engagement. Our approach is consultative, identifying the issues and agreeing on how to resolve them. We use a systematic approach and best practice to empower the client with a thoughtful, rigorous and expert execution.

Our three lines of business – talent sourcing, programme technology solutions and business process outsourcing – offer access to and visibility of the best talent in the marketplace. We are a minority woman-owned business and a corporate member of MSDUK, the UK's leading non-profit organisation driving inclusive procurement. We are a corporate member of WEConnect International, the global network that helps women-owned businesses succeed in global value chains.

www.GibbsHybrid.com

STATISTICS

Success ratio for every 2 candidates submitted resources we offered engagements

Three development teams hired in 2021 in a very competitive market

We secured a local office to service our client

25% of the team are female

