

How a Global Recruitment Firm Scaled International Hiring with **Dhi ADT**

Case Study

Technology Recruitment

EOR

Global Payroll

Compliance

Multi-Country

The Challenge

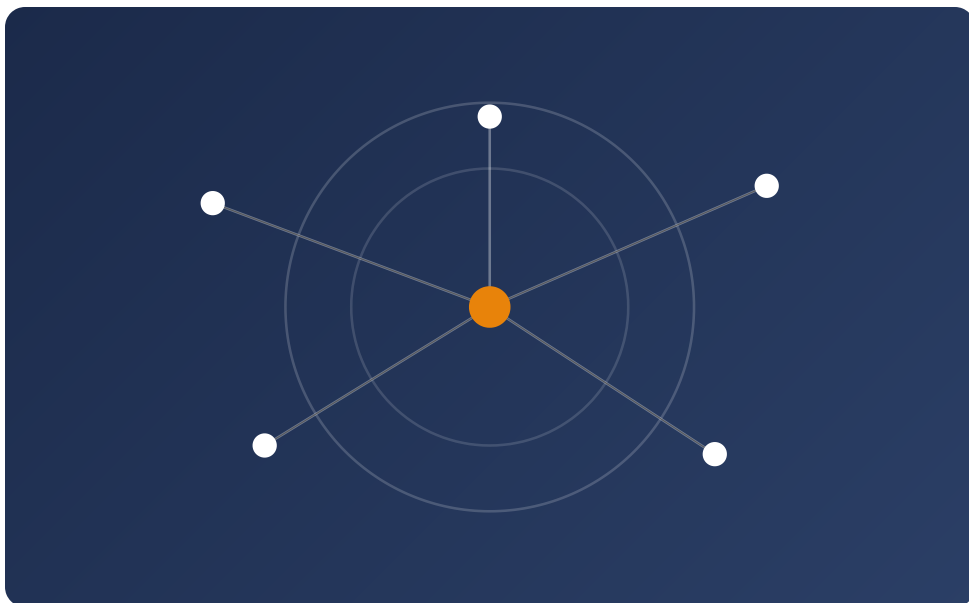
A global technology recruitment and workforce solutions company was growing rapidly and hiring talent across multiple countries. As the business expanded, managing employment, payroll and compliance through different local arrangements was becoming increasingly complex — each market introducing its own regulations, payroll requirements and administrative overhead.

- ✓ Hire quickly
- ✓ Stay compliant
- ✓ Maintain flexibility
- ✓ Avoid building unnecessary infrastructure

The Situation

The business was supporting clients and talent across multiple international markets and needed a reliable way to employ people compliantly while keeping operations lean. Creating legal entities country by country would have required significant time, cost and ongoing administrative effort.

Leadership wanted to focus on growth and client delivery — not payroll administration, local employment regulations, or coordinating multiple local vendors. They needed an operating model that could scale with the business.



Working closely with leadership

Dhi ADT worked with the leadership team to design a streamlined workforce structure that supported international hiring across key markets — without adding operational friction.

How Dhi ADT Helped

- **Employer of Record** EOR
Compliant employment support across every market the client hired into.
- **Multi-Country Payroll** Payroll
Unified payroll administration across all active jurisdictions.
- **Local Employment Contracts** Contracts
Contracts aligned with each market's local labor regulations.
- **Ongoing Compliance Support** Compliance
Continuous monitoring to keep every hire compliant as regulations evolve.
- **One Operational Framework** Unified
A single framework replacing fragmented local processes and vendors.



Growth without added friction

By working with Dhi ADT, the company kept its focus on serving clients and growing the business — instead of managing employment infrastructure.

The Outcome

- ✓ Expanded internationally without setting up multiple local entities
- ✓ Simplified payroll and employment administration across countries
- ✓ Reduced operational overhead and compliance complexity
- ✓ Hired talent faster while maintaining local compliance
- ✓ Gave leadership and internal teams greater visibility and confidence as the business scaled

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For this client, the challenge was never access to talent — it was building an operating model that allowed growth without adding operational friction.

International growth creates operational complexity long before most companies expect it. Payroll, employment contracts, compliance obligations and local workforce regulations multiply quickly when operations span several countries. By combining technology with human expertise, Dhi ADT helped create a workforce structure that kept operations simple, scalable and compliant.

ABOUT DHI ADT

Dhi ADT helps companies hire, pay, relocate and stay compliant across 50+ countries — combining technology with human accountability so growing companies can build global teams without unnecessary operational complexity.

Ready to scale your global workforce compliantly?

Let's talk.

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