

CASE STUDY

CLIENT BACKGROUND

Juniper Networks is an American multinational that develops and markets networking products. These include routers, switches, network management software, network security products and software-defined networking technology.

The world's biggest and busiest wired & wireless carriers, content & internet service providers, cloud & data centre providers, and cable & satellite operators run on Juniper Networks. As do major banks and other global financial services organisations, the world's top-ten telecom companies, national government agencies, healthcare & educational institutions, and energy & utility companies.

Juniper Networks has a significant commitment to contingent labour across a range of EMEA territories and Advantage xPO now runs Juniper's MSP in Belgium, France, Germany, Ireland, Italy, The Netherlands, Kazakhstan, Latvia, Pakistan, Romania, Russia, Spain, Tunisia, UAE and the UK.

Challenge	Advantage xPO Solution	Result
No compliant solutions in some countries	Our specialist Advantage xPO compliance team sources compliant providers to meet Juniper's requirements	Compliant solution in each country of delivery
Recruitment team with no direct recruitment experience, resulting in the high use of third party agencies Lack of scalability to meet fluxing demands	We provided a scalable on-site team that integrated fully into Juniper's HR department, improving candidate attraction and engagement We also re-negotiated supplier margins	Time-to-hire reduced by 30% Focus on direct fulfilment and re-negotiated supplier margins significantly reducing third party spend
No VMS tool and resulting lack of reporting data	We researched, project-managed and implemented the most suitable VMS for Juniper's needs	Streamlined and consistent processes covering recruitment, compliance and supplier management Enhanced payrolling and invoicing capabilities Easy access to critical data and improved reporting, resulting in more business opportunities

The combination of all the above have allowed Juniper to extend their customer base and bandwidth across the EMEA region.

It is very refreshing to work with the team at Advantage xPO, as they clearly know what they're doing, enjoy doing it, and always try to deliver the best service possible.

No request is too big or small for them and they will always try to do what is right both for Juniper and the candidates.

Advantage xPO really do make a difference.

Business Operations Senior Manager