

CASE STUDY

How **Global Expansion** Transformed **Smiths Detection's** Global Reach



**GLOBAL
EXPANSION** × **smiths
detection**

EXECUTIVE SUMMARY

Smiths Detection is a global leader in threat detection and screening technologies. Every day, their tech and people make the world safer.

With over 70 years of experience, they provide solutions to protect society from explosives, prohibited weapons, contraband, toxic chemicals, and narcotics.

Smiths Detection had never used an Employer of Record (EOR) provider before. Their HR leadership team needed help hiring a professional in a new market where they didn't have an entity.

CASE STUDY

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INTRODUCTION

Smiths Detection is a growing organization dedicated to supporting its clients with skilled personnel. The EOR solution allows them to hire the necessary staff to assist their clients directly, ensuring professionals are available where needed.

smiths
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PROBLEM STATEMENT

Smiths Detection faced the challenge of supporting a client in a location where they had no presence. They needed to quickly onboard and deploy an employee to assist their client.



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APPROACH & METHODOLOGY

The HR Manager researched the EOR model and potential providers. The HR team reviewed costs and details from Global Expansion (GX) to choose the right partner for their needs.

After selecting GX, they quickly implemented the program, focusing on onboarding the client and managing finances. This ensured smooth data flow and efficient management of professionals through the GX¹ platform.



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ANALYSIS

Working with Smiths Detection highlighted the value of:

- ✓ Having a dedicated client service team.
- ✓ Employing personnel in complex, emerging markets requires close collaboration.
- ✓ Understanding local labor laws and contracts is crucial for success.

The GX team simplified these processes, making it easier for Smiths Detection to operate in new locations.



Results & Outcomes

GX completed the onboarding of personnel in two different locations. Our details were shared across other departments/teams of the business.



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LESSONS LEARNED & BEST PRACTICES

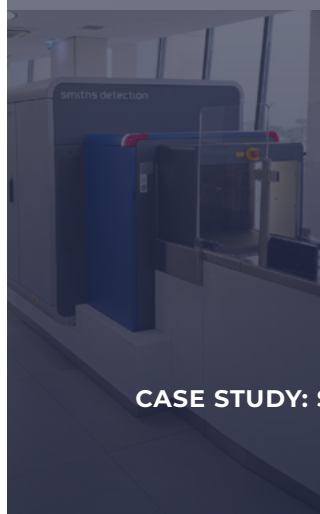
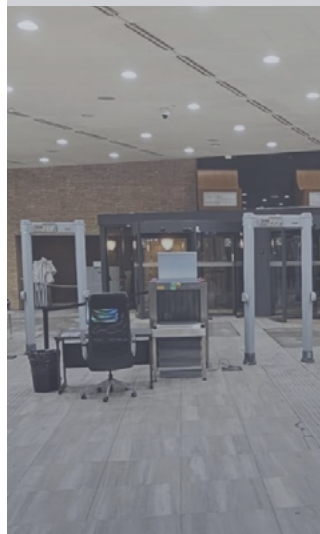
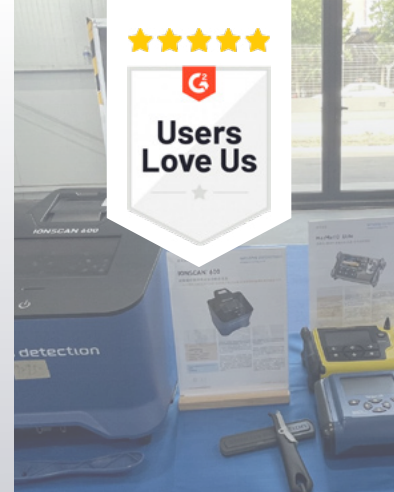
Understanding that different parts of the business have unique needs and support processes is crucial. These processes must follow timelines set by their clients.



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SMITHS DETECTION GROWS WITH GX SUPPORT

After partnering with GX, Smiths Detection could plan and deliver resources for their projects and use GX to support their ongoing growth.





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