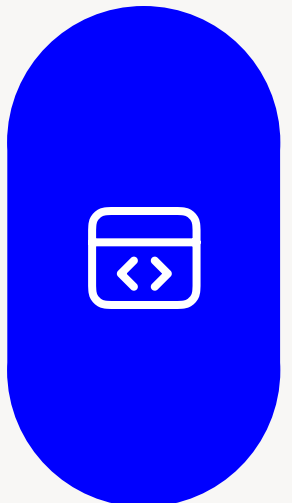
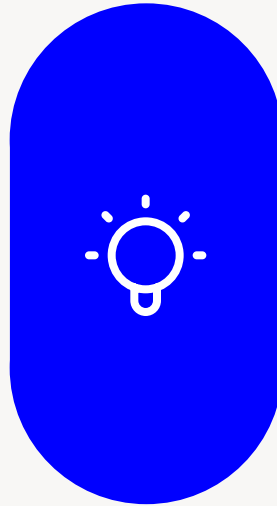




The Global Hiring Guide for **Technology** Companies



Why you need this guide

Technology moves at blistering speed: AI models shift weekly, user expectations reset every quarter, yet your hiring processes drag on for months. A [McKinsey analysis](#) of 4.3M job postings across technology sectors revealed an alarming skills gap. Fewer than half of potential candidates have the high-demand tech skills listed in job postings.

With [4M unfilled cybersecurity roles globally](#) and [AI job postings on LinkedIn surging 38% since 2020](#), tech employers are struggling to find the advanced technical skills they need. Local talent pools simply can't meet the demand.

The good news is, there's a solution that can turn things around: global hiring. The talent you need may not be in your home country, but that doesn't mean it doesn't exist. With global hiring, your talent pipeline can finally move at industry speed.

This guide explores:

- Three challenges for technology companies
- Three benefits of global hiring
- Your step-by-step global hiring roadmap
- Real-world success story



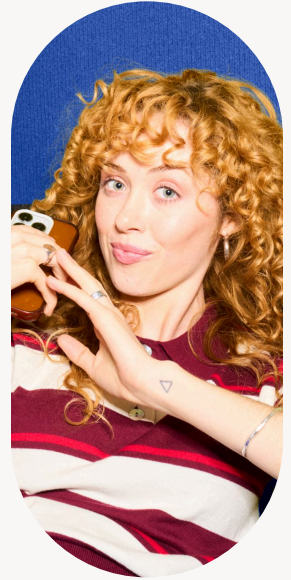


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Chapter 1:

- Three challenges for technology companies



Challenge #1: The specialized talent shortage

The bar for tech innovation is higher than ever. You need domain experts with cutting-edge skills to stay in the game. But tech's rapid invasion across different industries has created a high demand for these professionals. [Recent studies predict](#) that there will be a shortage of 85M tech professionals globally by 2030.

Areas with the highest talent shortages include:

- Software and mobile app development
- Cybersecurity
- Artificial intelligence and machine learning
- Cloud computing

The timeline pressure makes it worse. When you're racing to launch a product or patch a security vulnerability, those extra weeks of talent sourcing can be the difference between success and missing your market opportunity.

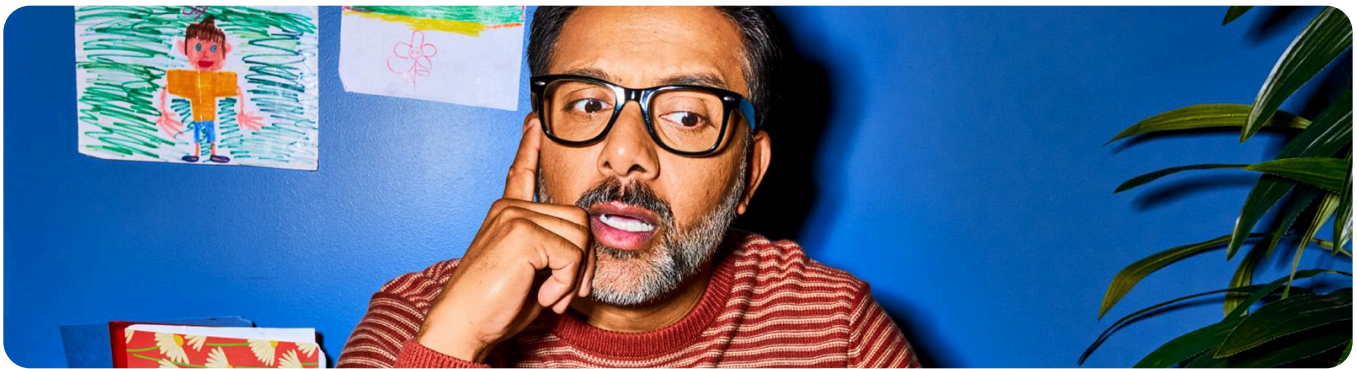


Challenge #2: Building global products with local knowledge

You can't build a successful product for Germany and expect it to work the same way for Brazil. And your payment integration that runs smoothly in the U.S. won't even function in many Asian markets.

It gets more complex when you factor in technical restrictions. That sleek social sharing feature you designed is unusable in China, where different platforms dominate. Your cloud infrastructure has to comply with data residency laws that vary greatly by country. Even something as simple as date formats or color preferences can make or break user adoption in different regions.

Tech companies win by innovating quickly and iterating. You need people who understand these nuances from the inside, not someone trying to research cultural preferences from thousands of miles away. Local expertise means catching these issues before they become expensive mistakes that hurt your growth.



Challenge #3: Skills become outdated faster than you can train

Today, technical skills in AI, machine learning, automation, cybersecurity, cloud computing, and systems architecture are the most in-demand. But valuable skills today might be irrelevant in a few months. Niche technical skills have a shelf life of around 2.5 years. This creates an impossible training challenge.

You can't constantly retrain your entire team on every emerging technology. It's expensive and disrupts productivity. But you also can't afford to fall behind while competitors access cutting-edge skills and approaches.

Different regions lead in different technologies. Estonia pioneered digital identity systems. South Korea developed advanced mobile payment infrastructure. Silicon Valley moves fast on AI. And Eastern Europe is ahead on cybersecurity frameworks.

Your local market might not have the field experts you need, but there are global professionals who are already working with the latest tools and approaches.

Chapter 2:

• Three benefits of global hiring

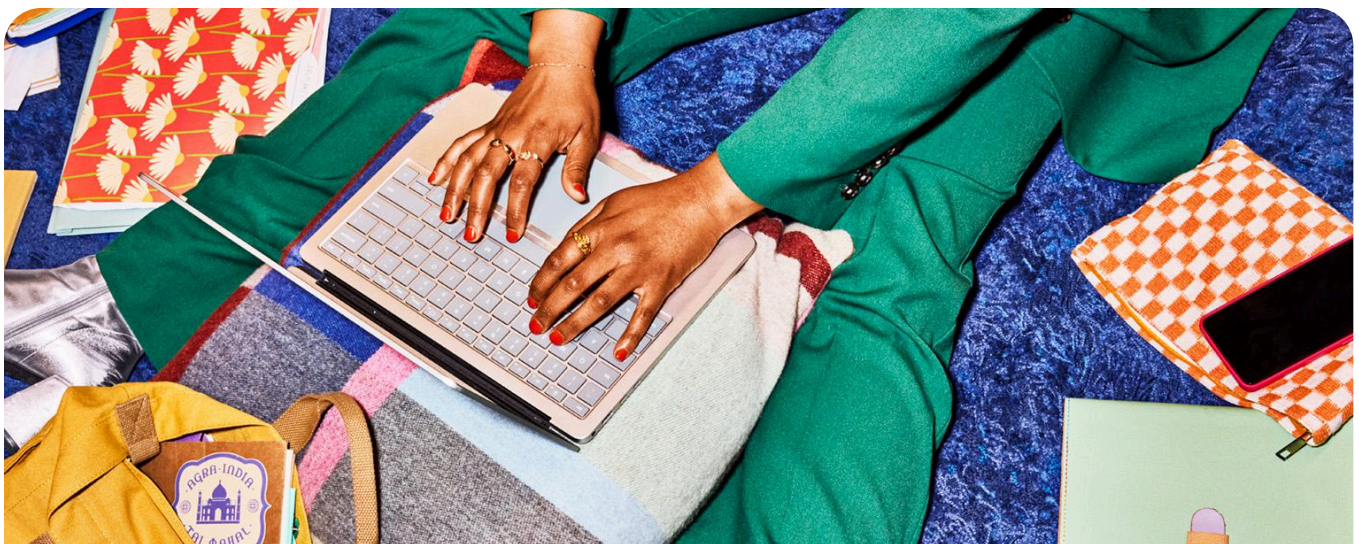


Benefit #1: Move at the speed of technology

When you're hiring globally, you don't have to wait months to find that one local candidate with the exact skills you need. Somewhere in the world, someone has that skill right now and can start quickly.

India alone graduates [1.5M engineers](#) annually, yet only 10% were expected to find jobs in 2024. Poland has a [72.4% employment rate](#) among working-age adults, creating a deep bench of active professionals. Mexico's STEM graduate pool [surged 30%](#) from 2015 to 2020.

The economic advantage of global hiring is also substantial. For example, cybersecurity engineers in New York earn around [USD 165,000](#) compared to [PLN 245,000](#) (USD 67,450) in Warsaw. That's a 59% reduction. Global hiring not only gives you access to specialized talent, but it can also reduce costs.



Benefit #2: Get local market expertise where you need it

That payment integration problem in Asia disappears when you have developers in Singapore who've built similar systems dozens of times. Data privacy compliance in Europe becomes straightforward when your Berlin team understands GDPR from daily experience, not theoretical research.

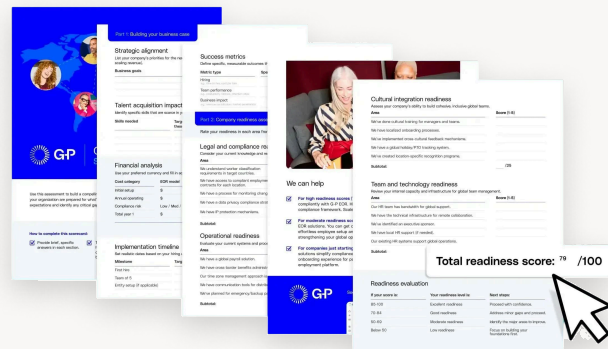
Global teams give you invaluable local insights. They know which APIs actually work reliably in their region and which user interface patterns local customers expect. With global hiring, you can build products that resonate with each market while avoiding costly mistakes.

Benefit #3: Access cutting-edge skills where they're developing

Instead of waiting for new technologies to reach your local market, you can hire people who are already using them. Estonia's digital identity expertise comes from years of real-world implementation. South Korea's mobile payment innovations emerge from a cashless society. Eastern European cybersecurity advances develop from constant threat exposure.

Augment your local team with specialized knowledge that may otherwise take years to develop in your home market.

Use the [global hiring readiness scorecard](#) to identify your critical global hiring gaps



Chapter 3:

Your step-by-step global hiring roadmap



Most companies' global hiring downfall is trying to do too much too fast. They jump straight into complex client-facing roles and wonder why they're dealing with compliance headaches.

The most successful tech companies take a phased approach, starting small, learning fast, and building from there. This roadmap breaks it into three clear steps.



Step 1: Start small with backend development roles

You don't want to test global hiring with your most critical, customer-facing roles. Start with the work that happens behind the scenes. Your backend developer in Warsaw can push code at the end of their day while your team in San Francisco reviews it the next morning.

Best starter roles:

- Backend developers: API development, database optimization
- DevOps engineers: infrastructure, CI/CD pipeline management
- QA engineers: automated testing, quality assurance
- Data engineers: pipeline development, data processing
- Security specialists: vulnerability testing, compliance

The key is picking roles where success is clear and measurable.

Step 2: Expand to product development and customer-facing functions

Once your backend is humming along with global talent, you can start expanding to roles that need more collaboration. This is where things get more complex.

Critical elements for this phase:

- Product philosophy training for global teams
- Brand voice and customer communication guidelines
- Cross-cultural collaboration best practices
- Advanced project management across time zones

The payoff is huge when you get diverse perspectives on product development and round-the-clock progress on features.



Step 3: Integrate with operations for long-term scale

After your teams are comfortable and systems are proven, the final step is integrating global talent into core operations.

Success factors include:

- Equal access to strategic planning and decision-making
- Career development paths, regardless of location
- Cross-location mentorship and knowledge sharing
- Consistent performance evaluation standards

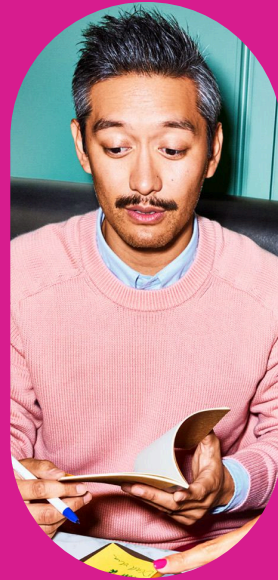
Remember to formalize your approach to risk

Your source code and customer data need protection, regardless of where your teams are located. As you scale, build security processes that protect your IP without blocking global teams from accessing codebases or development environments. Ensure compliance with GDPR and System and Organization Controls (SOC 2) requirements.



Chapter 4:

A real-world success story



Deliverect: from regional startup to global food tech leader

In 2019, Deliverect had 30 employees in five offices. Flash-forward four years, and they have 500 employees across 40 markets. By going beyond borders and tapping into global talent, Deliverect is now a top player in a highly competitive space. Deliverect's mission was clear: become the universal backbone of on-demand food by helping restaurants manage digital orders from delivery platforms.



We've been in hyper growth mode for several years because we want to reach as many restaurants as possible.”

Zhong Xu
Co-Founder and CEO

[Read the full story.](#)



Traditional entity setup would have killed their momentum. “It’s not always a fast, easy, or cost-effective process to set up a legal entity in each country we wish to hire in,” explained Regina Simao, Global Head of Reward. “The needs of hiring someone in a certain location are sometimes urgent.”


Instead, Deliverect used [G-P EOR](#) to enter new markets and hire immediately. Rather than focusing on local legislation and logistics, they could focus on expansion strategy and talent acquisition.


Today, Deliverect powers operations for more than 43,000 hospitality businesses. When speed matters, global hiring can be the difference between capturing market opportunities versus watching competitors win the race.




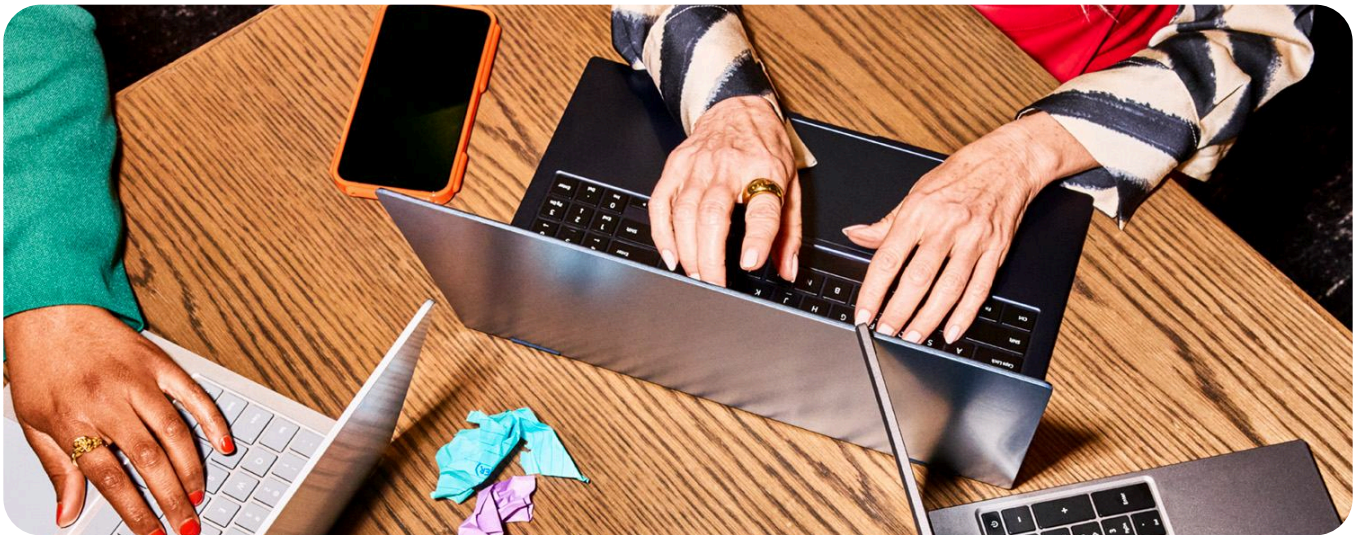
Transform your technology company

A successful global hiring strategy is built on the combined efforts of HR, finance, and legal teams working together. From recruitment frameworks to financial planning and compliance guidance, these resources will help you build a complete and effective hiring strategy.

 **If you're an HR leader:** Download the [HR Leader's Global Hiring Toolkit](#) for business case templates, hiring model comparisons, and step-by-step implementation guidance. Get frameworks for international recruitment and compliance.

 **If you're a finance executive:** Download the [Finance Leader's Global Hiring Guide](#) for cost analysis and implementation timelines. Build accurate budgets and manage financial risk.

 **If you're a legal/compliance professional:** Download the [Legal Leader's Global Hiring Guide](#) for risk assessment frameworks and regulatory guidance. Navigate compliance and minimize legal risk.



Think global. Win local.

[Book a demo](#)

See how G-P™ global employment products and EOR solutions simplify every aspect of global hiring.

Get personalized guidance for your specific hiring needs.