



The Global Hiring Guide for **Business Services**



Why you need this guide

Business services companies everywhere are hitting the same wall: Client demands are outpacing local talent markets.

Today, your clients need specialized talent like ESG (environmental, social, and governance) compliance experts, AI ethics specialists, and data privacy lawyers. But universities are producing graduates for yesterday's economy, and local talent pools are falling short.

The good news: The specialized talent your clients need exists. The question is whether you're looking in the right place. As a business services leader, you're tasked with speeding project delivery. Global hiring can make it easier to find the skilled talent you need to meet your clients' demands.

This guide explores:

- Three growth challenges for business services companies
- A step-by-step global hiring roadmap
- Three benefits of global hiring
- Real-world success story



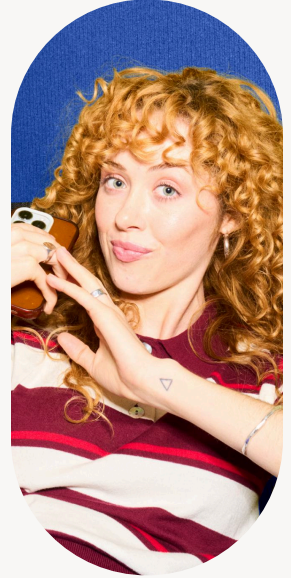


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Chapter 1:

• Three growth challenges for business services



Challenge #1: Talent shortages intensify

The professional services industry generated [USD 72.61B](#) in 2024, growing at an annual rate of 5.62%. Despite this steady growth, business services leaders struggle to secure a stable talent pipeline.

This skills gap isn't an isolated problem. Industries everywhere are feeling the pressure. By 2030, we could see an estimated [85 million jobs](#) go unfilled. That's not a typo. It's the equivalent of every working-age person in Germany suddenly needing employment and finding nothing available.

The financial implications are staggering. It means [USD 8.452 trillion in lost revenue](#) across industries (roughly 8% of the entire global economy). For business services firms, this isn't a distant threat. It's a Monday morning reality.

While job postings in professional services multiply, actual hiring has flatlined. Talented professionals are leaving faster than firms can replace them.

The reality: The specialized talent your clients demand exists somewhere in the world. The question isn't whether these professionals are available. It's whether you know where to find them.

Challenge #2: The speed vs. scale mismatch is breaking business models

Clients want responsiveness. [51% of clients expect 24/7 availability](#) and [72% demand responses within 30 minutes](#). But [the average business services response time is 12 hours](#). While you're offline, competitors with global teams are advancing projects and deepening client relationships.

The scaling crisis is equally unforgiving. Modern engagements require building teams of 50+ people in weeks, not quarters. Clients launch initiatives on Monday and expect fully operational teams by Friday. Traditional hiring cycles (posting jobs, interviewing for weeks, and negotiating offers) simply can't meet these timelines.

Project deadlines don't pause for your time zone. The regulatory question that could derail a USD 10M project arrives at 2 a.m. your time, and the client expects an answer before their board meeting at 9 a.m.

When clients expect 30-minute responses but your hiring process takes 90 days, it's not just a staffing challenge – you're facing a business model crisis.

Challenge #3: The revolving door that's bleeding profits

Certain segments of the professional and business services industry experience [turnover rates as high as 64%](#). Each [resignation costs employers around 33%](#) of the departing employee's base salary. For a consultant earning USD 100K, it means USD 33K in replacement costs. And that doesn't even factor in lost productivity and client disruption.

Global hiring creates a more dynamic talent market. Your top analyst could potentially receive offers with 40% raises and full remote flexibility from companies around the world. While you invest time training employees on new frameworks, competitors are hiring global experts who already have those skills.



Chapter 2:

Three benefits of global hiring



Benefit #1: Access to specialized expertise, regardless of location

Here are some of the top locations to find the best talent for each specialty:

- **Financial analysis and consulting:** India (Mumbai, Bangalore), Philippines (Manila), Poland (Warsaw)
- **Legal and compliance:** Ireland (Dublin), Canada (Toronto), Australia (Sydney)
- **Data analytics:** Eastern Europe (Prague, Krakow), Latin America (Colombia, Mexico)
- **Digital marketing:** U.K., Portugal, South Africa
- **Management consulting:** Germany, The Netherlands, Singapore

The cost advantage is significant:

Role	High-cost market	Emerging market	Savings
Senior financial analyst	USD 119,044 (NYC)	USD 6,100 (Mumbai)	95%
Management consultant	GBP 53,788 (London)	GBP 41,000 (Warsaw)	24%

These savings enable reinvestment in technology and growth while maintaining service quality.

Benefit #2: Get 24/7 client coverage

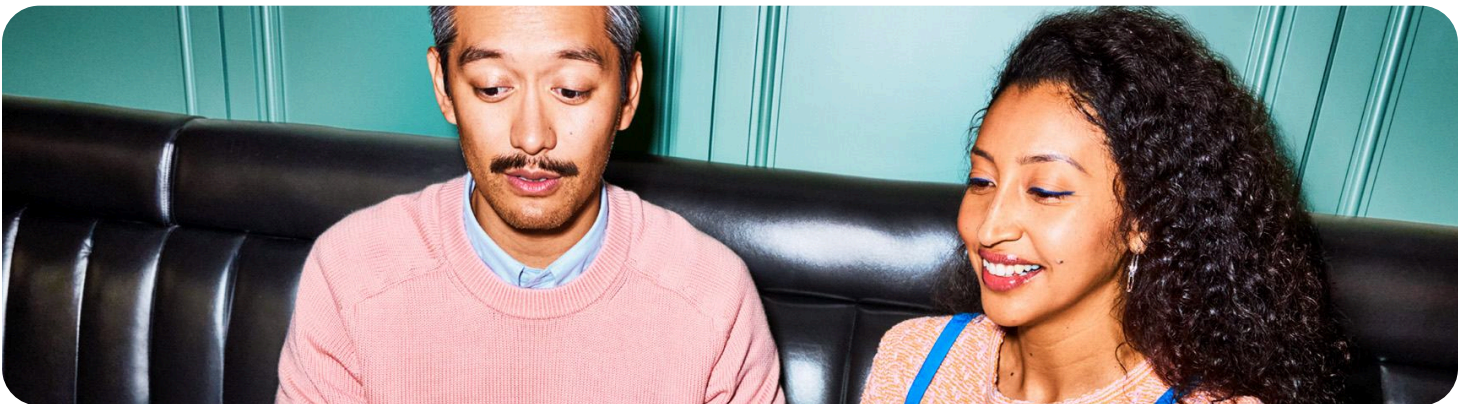
Picture this: While your New York team sleeps, your Mumbai analysts are building financial models. Then, your Warsaw team picks up the work, adds market insights, and hands it over to your London team for client review. By the time you log back on, a complete presentation is waiting for you.

This isn't just operational efficiency. It's a competitive advantage. Research indicates that [follow-the-sun operations can achieve 71.4% more calendar efficiency](#) compared to traditional 9-to-5 models. Clients get answers when they need them, not when it's convenient for your time zone.

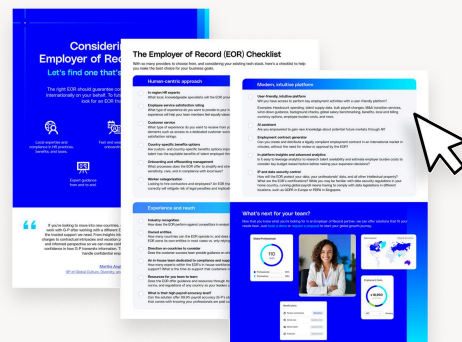
Benefit #3: Scale without overhead explosion

Here's what traditional hiring looks like: expensive offices in major cities, a saturated talent pool, and long hiring cycles with no guarantee of finding the right fit. Here's what global hiring looks like: access to talent anywhere, competitive local rates, and the ability to scale your team up or down based on demand.

The math is simple. You maintain premium client pricing while dramatically reducing delivery costs. You win larger bids because your cost structure beats competitors stuck in expensive markets. And when economic storms hit one region, your distributed team keeps operating while others scramble.



[Download our comprehensive EOR evaluation checklist](#) to assess potential partners against 17 different factors and make an informed choice.



Chapter 3:

Your step-by-step global hiring roadmap



Step 1: Start with support functions

Smart firms start where the risk is lowest and the impact is immediate. Begin with roles that don't require face-to-face client interactions. Roles like research analysts, financial modelers, content creators, and administrative specialists. These have clear outputs, defined deadlines, and can be managed remotely.

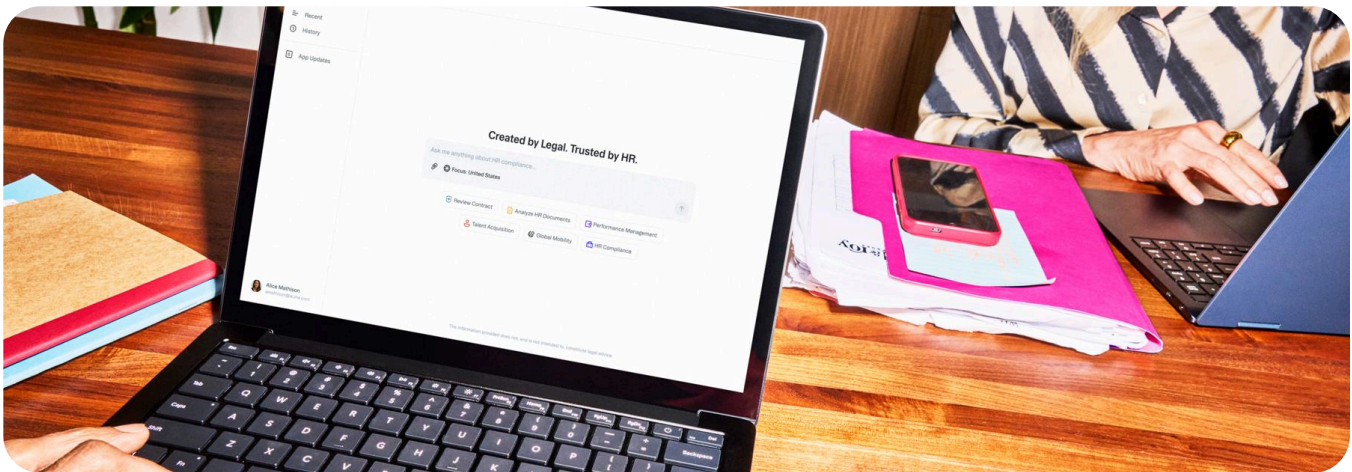
Your success metrics are straightforward: Is the quality as good as your local team? Are projects completed faster? How much are you saving per project? Most importantly, how well is your new global team integrating with existing workflows?



Step 2: Expand to client-facing and strategic roles

Once you've proven the model works, it's time to get bolder. Add junior consultants who can interact with clients, subject matter experts who can lead specialized discussions, and project managers who can coordinate across time zones.

This is where the real work begins. Your global team needs training on how your clients prefer to communicate and what your brand voice sounds like. A direct communication style that works in New York might not be well received in Tokyo. Knowing these nuances separates successful global teams from expensive mistakes.



Step 3: Build integrated global delivery capabilities

The final step is integrating your global talent. Treat them as core team members, rather than outsourced support. Your senior consultants leading client relationships, regional specialists opening new markets, and account managers handling your biggest clients, should all work seamlessly as one integrated team.

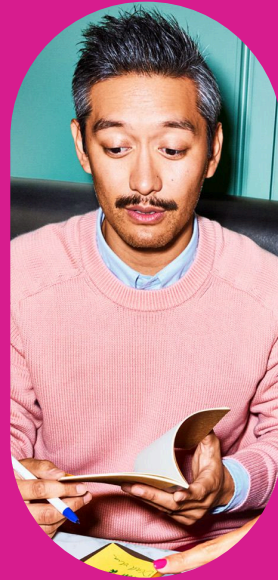
This requires operational discipline. Your teams should use the same methodologies, technology platforms, and tools – regardless of geography. Your client shouldn't be able to tell whether their consultant is in Chicago or Krakow.

Remember the basics:

Throughout every phase, security is essential. Client data protection, IP safeguards, quality controls, and legal compliance must be bulletproof. One data breach can destroy years of relationship building.

Chapter 4:

Real-world success story



Strada: Quick onboarding across 13 markets

When [Strada](#) launched as an independent payroll and professional services company in 2024, they needed to hire payroll specialists across 13 markets: Colombia, Costa Rica, Czech Republic, Ecuador, Greece, Morocco, Norway, Panama, Peru, Romania, Slovakia, Slovenia, and Taiwan.

Traditional entity setup takes months, so they partnered with G-P™ to accelerate the hiring process.

"G-P transformed our onboarding process. What used to take three months is now completed in less than one week, allowing us to quickly integrate new team members and expand into new countries without delay," says Nicola MacDonald-Dodin, Director of International Growth and Transformation at Strada.

The results included zero payroll errors and successful market entry across all 13 regions. "G-P's fast onboarding process has been instrumental in maintaining our operational momentum," MacDonald-Dodin noted.

[Read the full story here.](#)



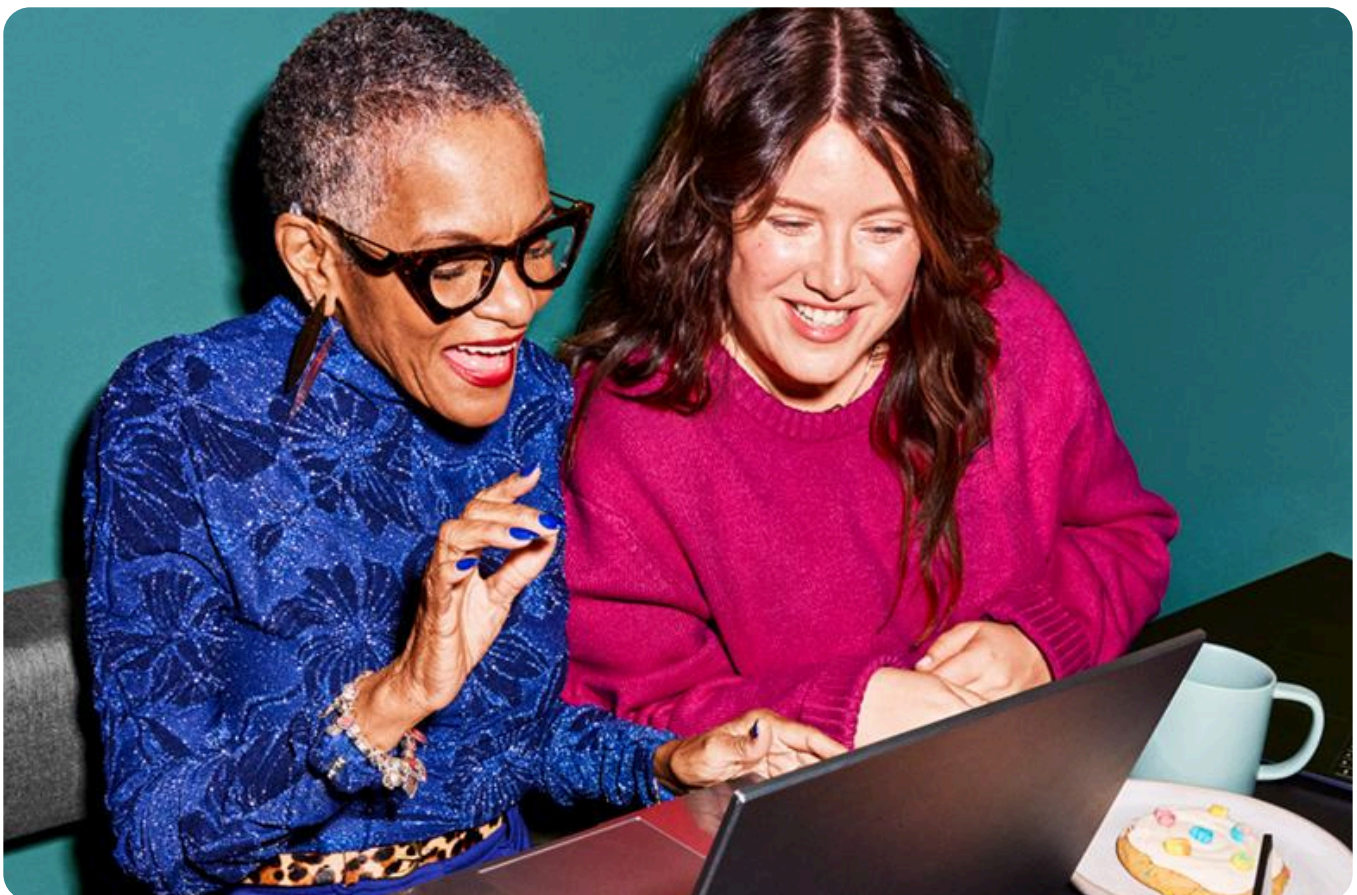
Future outlook

The business services industry is heading toward a USD 1.94 trillion market by 2030 – but that growth comes with a catch. Today’s clients need specialized skills.

Cybersecurity experts are in high demand, with [3.5 million unfilled roles](#). ESG specialists are equally scarce, driving consulting revenue from [USD 12B to nearly USD 49B by 2028](#). Even data analysts – once considered entry-level – are [projected to grow 23% by 2032](#).


Local talent sourcing isn’t enough to meet your clients’ needs. Global hiring opens doors to untapped expertise: Eastern Europe offers analytical powerhouses with EU access. Latin America provides time zone alignment with North American clients plus rapidly growing expertise. Southeast Asia delivers cost advantages without sacrificing English proficiency. Ireland and the U.K. maintain their professional services heritage while offering a gateway to European markets.


The bottom line: The firms that embrace global hiring will dominate the next decade. Those that don't will spend it playing catch-up.



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

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

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



Think global. Win local.

[Book a demo](#)

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

Get personalized guidance for your specific hiring needs.