



HOW 1NCE HIRED STELLAR GLOBAL TECH TALENT WITH AN EOR

AT A GLANCE

Who: 1NCE

Where: Germany

Company Size: 450+

Industry: IoT Connectivity
& Software

Globally Hired: Software
Engineers, Sales Managers,
Senior IoT Solution Experts,
Product Owners & more

From: Algeria, Vietnam,
& 18 other countries

How did a German IoT connectivity provider rapidly scale its global team, overcoming local talent shortages? Read on to find out.

📍 THE NEED TO GO GLOBAL

“We had to fill 150 open roles in one year”

1NCE experienced exponential growth, scaling from 120 to **450+** employees. This rapid expansion highlighted the severe shortage of tech talent in Germany, making it difficult to find qualified candidates locally. To maintain their growth trajectory, they needed to access a global talent pool, especially for niche and tech-related roles.

DID YOU KNOW?

Germany faces a serious tech talent shortage

- By **2035**, projections indicate a **deficit** of **7 million skilled workers**
- At present, there are **700,000** skilled positions that remain **vacant**
- **2.6 million** young adults do not possess the necessary professional qualifications to fill these roles

📍 GOING BEYOND BORDERS WITH AN EMPLOYER OF RECORD

From Algeria to Japan: How 1NCE built a global team with an EOR

- The tech talent shortage hinders business growth.
- Businesses struggle to fill critical tech positions.
- Companies limit their growth potential by focusing solely on local markets.
- Global hiring becomes essential for scaling tech teams.

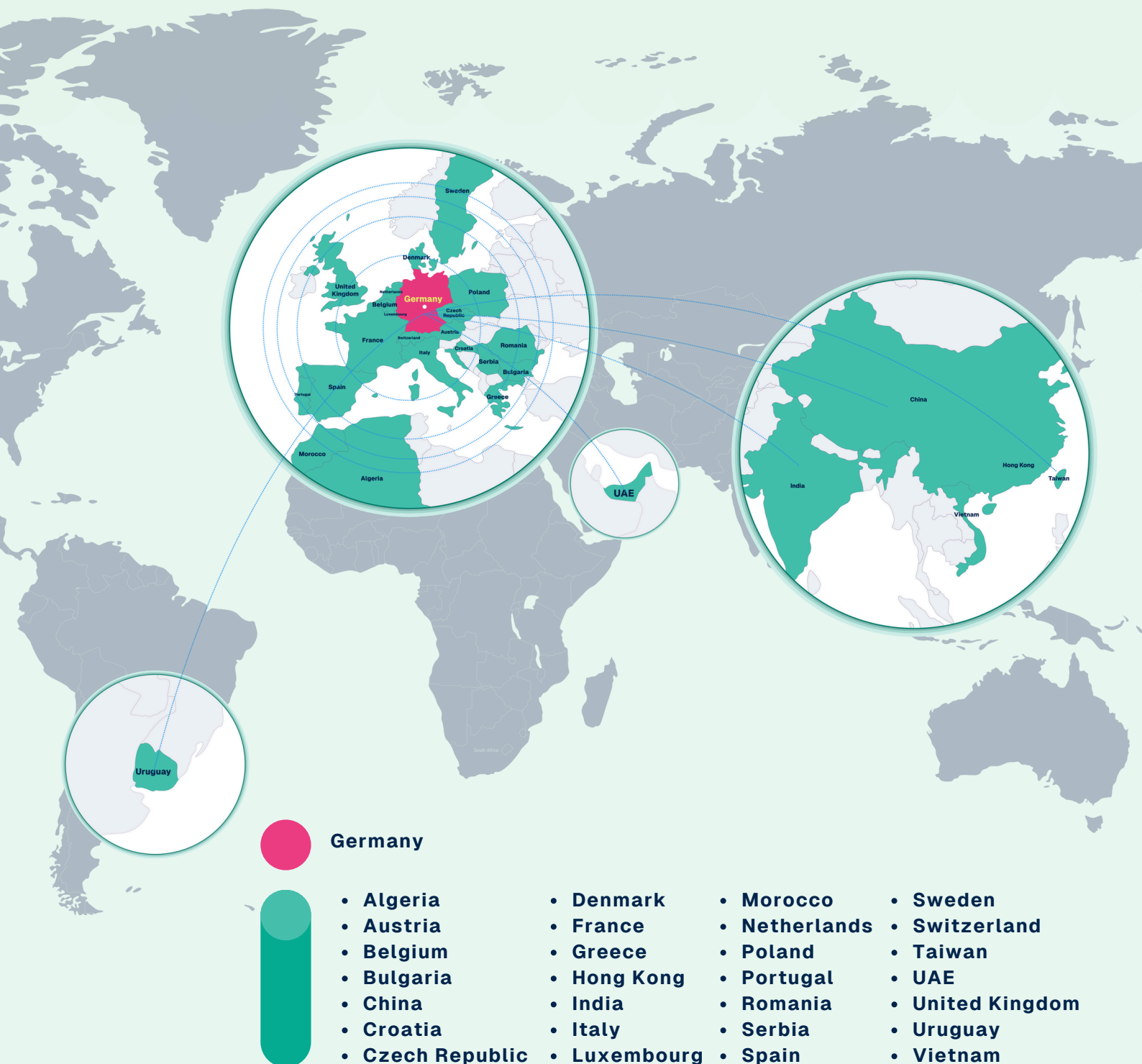
1NCE partnered with WorkMotion's Employer of Record (EOR) solution to overcome these challenges. They have now remotely hired over **35 employees across 20 countries**, from Algeria and Vietnam to China and Serbia. Handing over admin tasks to an EOR that managed compliance, paperwork, and payroll, enabled 1NCE to focus on their core business.

📍 THE IMPACT ON THE BUSINESS

“EOR was a huge cost-saver for us”

Now, 1NCE efficiently hires top global talent, accelerating their expansion and saving **thousands of euros** in setup and running costs. WorkMotion's platform provides real-time updates and seamless onboarding, ensuring transparency and efficiency. 1NCE has significantly sped up their hiring process and unlocked access to a diverse range of skills and perspectives, enabling them to fill vacancies faster and reduce hiring costs.

Countries they hired in to overcome the local talent shortage



Job positions they filled thanks to global hiring



Software Engineer



Security Specialist



Scrum Master



DevOps Engineer



Product Owner



Senior Test Automation Engineer



Senior Cloud Engineer



Business Analyst IT



Lead Customer Interface & Design



Solution Designer



Account Manager



Senior IoT Solution Expert



UX Lead



Sales Manager



Sales Director



Head of Sales

“When we were dealing with complex employment laws in Japan, **WorkMotion’s** EOR handled contract drafting and ongoing employee relations. **This saved us time, reduced costs, and ensured compliance.**”

Janika Rüger
Global HR Business Partner at 1NCE

Would you also like to expand your remote team and **build a global team?**
We’re always happy to talk.