

Case Study

Maven Wireless

An employer of record services
case study featuring HRsolution





About Maven Wireless

Founded in 2016 and headquartered in Stockholm, Sweden, Maven Wireless is a global provider of wireless technology solutions. Through its Distributed Antenna Systems (DAS) innovation, Maven Wireless products bring mobile connectivity to locations where base stations cannot reach, such as tunnels and large buildings.

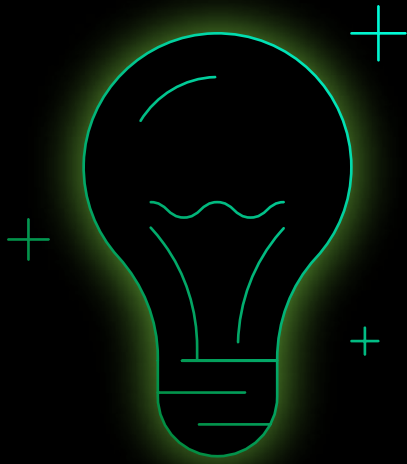
With its mission focused on “supporting the digitalization of society and building smart cities” worldwide, the firm continues to grow into new and emerging country markets. Its global presence and growth trajectory inherently come with complexity and risk in ensuring compliant operations and speed to market, which is essential in a hyper-competitive telecom sector.

Challenges

Supporting a growth-oriented global organization in a rapidly growing sector comes with significant complexity, especially when it includes a growing employee footprint with operations across twelve countries and strategic plans that could result in new countries of operation.

Since its inception, the firm leveraged a state-owned managed services partner to support its HR and payroll needs but grew increasingly frustrated with the poor service quality and a declining customer experience. Timeliness of support and accuracy of results were chronic issues leading to growing concerns for the vendors’ ability to support Maven Wireless and its multi-country complexity along its growth journey. Further, speed to market was a critical requirement for Maven Wireless, and its lack of local presence, entities, and expertise to operate compliantly was a roadblock to its growth plans.

Thus, Maven Wireless sought an employer of record and payroll services partner to enable a compliant growth engine capable of rapidly onboarding and employing talent in target countries where the firm lacked a presence and expertise. It also sought to reduce the complexity, challenges, and effort required to employ and support a globally distributed workforce.



Solution

Seeking a new HR and payroll services partner to address its workforce needs in Germany and France, Maven Wireless turned to HRsolution International AG (HRsolution) for help. The engagement began with the rapid onboarding of two workers to the HRsolution EOR services infrastructure, which included a single point of contact for coordinating services, support, and on-demand compliance inquiries.

This mix of speed and expertise is where Maven Wireless found tremendous value and leaned into HRsolution as a partner to fuel its growth. With its footprint continuously expanding, the HRsolution infrastructure of service-enabling technology, expertise, and entities continues to enable the Maven Wireless strategic path, which now includes support for seven workers across six countries, including England, France, Germany, Australia, Singapore, and the U.A.E.

Impact



Harmonized HR and payroll to a single vendor solution and support model across seven countries



Reduced time spent on HR and payroll processing and compliance



Improved timeliness, accuracy, and responsiveness through a single point of contact for services



Provided a compliant, turn-key employment model to enable agility and scalability in supporting Maven Wireless' growth journey

Why HRsolution

Key factors of Maven Wireless selecting HRsolution as its go-to global employer of record provider include:



Ease of engagement and time savings



Peace of mind that the organization is employing workers compliantly



On-demand support for compliance inquiries and challenges



Speed to market in accessing new countries and talent



Organizational agility to meet strategic demands



Value and ROI (speed, agility, peace of mind)

I don't need to do much work...
HRsolution takes care of everything.

Claudia Munoz,
CFO, Maven Wireless



HR|SOLUTION
20 years of good work!

About HRsolution

With over 20 years of experience in international HR, HRsolution has developed extensive expertise in addressing the challenges businesses face when expanding globally, particularly in the field of getting people hired and paid in jurisdictions in which the business has no legal entity. To support their clients' global expansion, HRsolution provides payroll solutions in over 120 countries worldwide and entity setup services in select countries.

HRsolution's diverse team, hailing from various backgrounds and nationalities, brings a broad perspective and innovative thinking to their work. This diversity enables them to tackle unique challenges with customized solutions, refining their skills with each new problem they solve. Over the years, HRsolution has successfully resolved numerous complex issues, establishing itself as the go-to European partner for finding the right solutions in global HR and payroll management.



About Pete A. Tiliakos

Pete is globally recognized for his extensive knowledge, coverage, research, and advisory in the payroll, employer of record services, payments, and HCM technology marketplace. His research and perspectives are widely leveraged by both practitioners and providers as he is a regular contributor to industry publications, associations, and events and the co-creator and co-host of the HR and Payroll 2.0 podcast and host of The Source by DailyPay podcast.

Pete leverages unique market expertise from over 30 years in HR and payroll technology, services, and transformation. His experience includes roles in Fortune 100 payroll leadership, HRO pre-sales, and solution design, 'Big-4' consulting, and Director of HR Technology and Services Research for leading analyst firms.