

LOCAL PROBLEMS REQUIRE GLOBAL THINKING



How [IDEA](#) Filled Specialist Roles with a Global Mindset

When a growing Glasgow based engineering company found itself unable to fill critical engineering roles through traditional recruitment channels, the team knew they had to adopt a fresh approach. Despite established recruitment avenues, the lack of positive results in this area prompted a strategic pivot.

The Challenge

Finding engineering talent in a competitive market is always difficult but in this instance, Abhishek Bhatia, Managing Director of IDEA, knew other options must be available.

Despite offering attractive career prospects and competitive packages, the limited candidate pool available in the UK made the challenge a difficult one, and not one unique to IDEA.

Rethinking the Recruitment Strategy

IDEA's leadership explored multiple options of unconventional talent sources to solve their problem.

They identified India's engineering talent market as a viable option for specialist design roles.

This shift required reevaluating what their image of a traditional worker was and how they support them when it comes to communication workflows, and remote working processes.

Implementation: Building a Hybrid Team

To integrate offshore engineers effectively, IDEA:

- Partnered with a specialist agency in offshore talent sourcing to ensure they could navigate new territory in a structured and compliant way.
- Realigned some working practices to bridge any gap in utilising offshore staff with timezone-friendly training sessions, mentorship and communication protocols which catered for this new style of working.
- Balanced the team with UK-based leads overseeing project objectives and India-based engineers driving design delivery.

Results and Impact

IDEA successfully onboarded three high-quality design engineers from India within ambitious timescales.

Recruitment cycles shortened, and resource planning became more flexible.

Cost savings on recruitment fees and salaries were an unintended bonus to this new approach and helped strengthen the business case for increasing their team size.

Cross-cultural collaboration sparked fresh ideas and enriched solution design.

Key Takeaways

Global talent pools can alleviate local specialist shortages.

Structured onboarding and minor amendments to working practices will bridge any timezones and cultural gaps.

Hybrid teams offer strategic oversight locally and execution excellence offshore.

At the end of the project Abhishek said “By embracing a global recruitment strategy, IDEA not only filled vital roles but also unlocked new efficiencies and innovation. The balanced mix of local and offshore resources now positions the company for sustained growth in a tight talent market - sometimes local problems require global solutions.”