



Snyk Maintains an International Outlook While Navigating Rapid Growth



Industry
Cybersecurity



Region
Americas



Use case
Employ top talent



G-P Solutions
G-P Meridian Prime™

About Snyk

Snyk is a cybersecurity company that allows customers to embed security into the full software development lifecycle. Founded in 2015 out of London and Tel Aviv with headquarters in Boston, Snyk is a global organization with more than 1,100 employees across eight countries.

Quadrupling headcount in record time – the compliant way

With the global pandemic accelerating the advancement and transformation of technology, Snyk saw both remote work environments as well as demand for their cloud native application security products skyrocket in 2020 and into 2021. Amidst this major growth opportunity, it was imperative for Snyk to identify and onboard the right talent quickly.



“Our product is developer-led, and with many developer outreach programs and conferences temporarily on hold, we had to find new ways to tap into the market and find the right talent to ultimately be able to hire and onboard them quickly,” said Nathan Jeune-Manning, Lead People Partner, Snyk.

The Snyk team managed to rise to this challenge by increasing their headcount by nearly four times, from 170 employees at the end of 2019 to close to 700 as of January 2021.

However, onboarding international talent comes with complex hurdles such as vastly different employment laws and compliance standards from country to country, which can be time-consuming and difficult to navigate.



We ultimately felt more confident and secure working with G-P because of their strong data protection emphasis.”

- Nathan Jeune-Manning
Senior Manager, Global People Operations at Snyk



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“We quickly realized that onboarding an employee in Australia is entirely different than onboarding one in the Czech Republic, and recognized we needed an experienced partner to help us expand while maintaining compliance,” added Jeune-Manning.

Simplicity, ease of use, and quick turnaround

Every country is unique and has different processes for onboarding employees. While evaluating their options, Snyk found they preferred G-P’s premium global growth package, G-P Meridian Prime™, for its usability, simplicity, and ease of use.

“The G-P staff is amazing – professional, friendly, and engaging with better turnaround times than the other providers we considered,” noted Jeune-Manning.

Technology should aim to streamline systems and processes without burdening users, which is exactly what the Snyk team experienced with the G-P platform.

“For us, it came down to useability and speed of response. It’s a similar, consistent process with G-P in each and every country,” Jeune-Manning added.

More onus on data privacy and security

Data security is extremely crucial for companies, especially when dealing with international employees. Having worked with other industry providers in the past, Snyk found G-P’s increased onus on data privacy and security to be an important differentiator.

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Employee experience focus

Delivering a positive employee experience is crucial for talent retention and has a direct impact on the bottom line. In a world where there is always a risk of “death by systems,” Snyk found that they were able to successfully deliver a positive experience to their team using the G-P platform.



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“Simply put, we’ve found that anything you can do to make it as easy as possible is a win for our employees,” explained Jeune-Manning.

The right Employer of Record partner – more than a vendor

Finding the right partner with complementary capabilities can help your company grow faster.

“G-P gave us the flexibility to move fast. Previously, we had to go through the process of trying to research things in new markets like benefits, illegal processes, hiring, firing, etc.,” concluded Jeune-Manning. “It was far easier to have G-P provide that in-country support and insight. There’s no doubt we could not have expanded as fast and as effectively as we have if not for our partnership with G-P.”



About Us



G-P helps growing companies unlock their full potential by making it possible to build highly skilled global teams in days instead of months. Through the #1 SaaS-based Global Growth Platform™, we help customers find, hire, onboard, pay, and manage team members, quickly and compliantly, to expand growth opportunities for everyone everywhere – regardless of entity status.

G-P: Global Made Possible