



Capturing Top Talent Globally:

How Snyk Maintains an International Outlook While Navigating Rapid Growth

About the customer

Founded in 2015, Snyk aims to make the world a safer place by empowering developers with the right security tools. By leveraging Snyk products, software-driven businesses can continue to develop quickly while also staying secure by embedding security into the full software development lifecycle (SDLC). As a global company employing more than 800 people, Snyk today has major office hubs in the U.S. (Boston), UK (London), and Israel (Tel Aviv).

Quadrupling headcount in record time — the compliant way

With the global pandemic putting digital transformation on steroids, 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 its headcount by nearly four times in the past year, 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 difficult to navigate as well as time consuming.

“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 Globalization Partners’ full stack global employment platform for its usability, simplicity, and ease of use.

“The Globalization Partners 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 Globalization Partners’ platform.

“For us, it came down to useability and speed of response. It’s a similar, consistent process with Globalization Partners in each and every country.”



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 Globalization Partners' increased onus on data privacy and security to be an important differentiator.

"We ultimately felt more confident and secure working with Globalization Partners because of their strong data protection emphasis."

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 employee experience to their staff using the Globalization Partners platform.

"Simply put, we've found that anything you can do to make it as easy as possible is a win for our employees."

The right Employer of Record partner — more than a vendor

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

"Globalization Partners 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, legal processes, hiring, firing, etc. It was far easier to have Globalization Partners 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 Globalization Partners."

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