



# SAP EXPERTS



## Selecting the right recruitment partner is more important than ever.

### EXPERTISE

With over 60 years' combined experience, Maslow partners with leading organisations to supercharge In-house teams, and provide specialised resources for local and global programmes.

### GRANULAR-DETAIL-GEEKS

We're proud to fixate over the tiniest of details which most wouldn't even consider. For us, nothing is too small to overlook, or leave to chance in our pursuit of sourcing the best SAP Experts globally.

### CUSTOMER OBSESSED CULTURE

The culture of Maslow is one of high EQ, with our customers needs, as our primary priority. The team at Maslow are selected based on their skills at keeping partners delighted with our service, not simply the outstanding results we generate for them.

# ABOUT US

Businesses want to engage with recruiters who offer a quality-led service and putting the customer at the centre is how we continue to create successful and long-lasting partnerships.

**We are experts in SAP.** Our unrivalled network, market knowledge and our ability to attract and engage SAP experts at all levels, is why our customers rely on us for advice and choose us exclusively to provide an expert level of service that our competitors often fail to deliver.



**We offer a service that  
attracts the very best SAP  
talent for your business.**

# WHAT WE OFFER

## EXTENSIVE GLOBAL SAP NETWORK

Rapid access to 100,000s of SAP professionals.

## EXTENSIVE INDUSTRY KNOWLEDGE

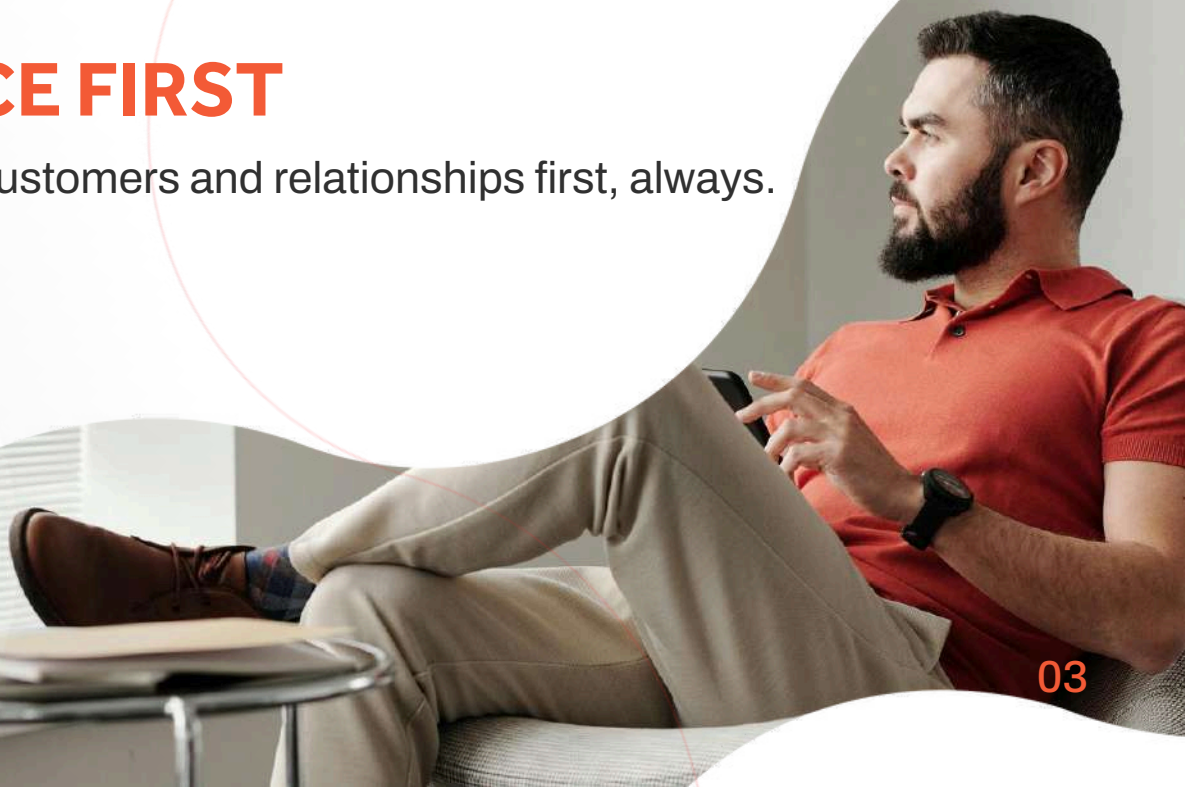
Decades of SAP Recruitment experience to share with our customers.

## BRAND AMBASSADORS

We know how to attract who you need through promoting brands and sharing compelling stories.

## SERVICE FIRST

We put our customers and relationships first, always.





## HOW WE WORK

**We have proven expertise when it comes to partnering with our customers to introduce best in class SAP & HRIS experts.**

We provide a single point of contact to manage the relationship between you and Maslow, someone who will really get to know your business and what challenges you need solving.

**We are not unique in what we do, we are just very good at doing it in the right way.**

# OUR PROCESS

**01** Gather your requirements via our fact find process, on-site or remotely.

**02** Offer a bespoke approach to how we will identify and introduce the right talent (typically from our existing network).

**03** Agree a go to market plan, and set timescales that are both realistic & acceptable.

**04** Offer feedback during our search, keeping you informed of any challenges or changes.

**05** Present an accurate and engaged shortlist of 1-3 candidates, fully engaged and bought-in to your business.

**06** Arrange all interviews and diary management, feedback sessions, offers, onboarding & candidate/client aftercare.

# WHAT WE RECRUIT FOR

## SAP ECC & S/4HANA

The full suite of SAP at all levels - Functional, Technical, BTP, Analytics, Integration, Testing, Project & Support.



## SUCCESSFACTORS

The full suite of SFSF at all levels - Functional, Technical, Analytics, Integration, Testing, Project & Support.



**SAP SuccessFactors**

## MANAGEMENT & EXECUTIVE

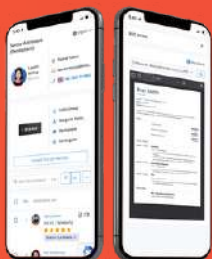
SAP Directors, SAP Managers, Architects, Project & Programme Managers.





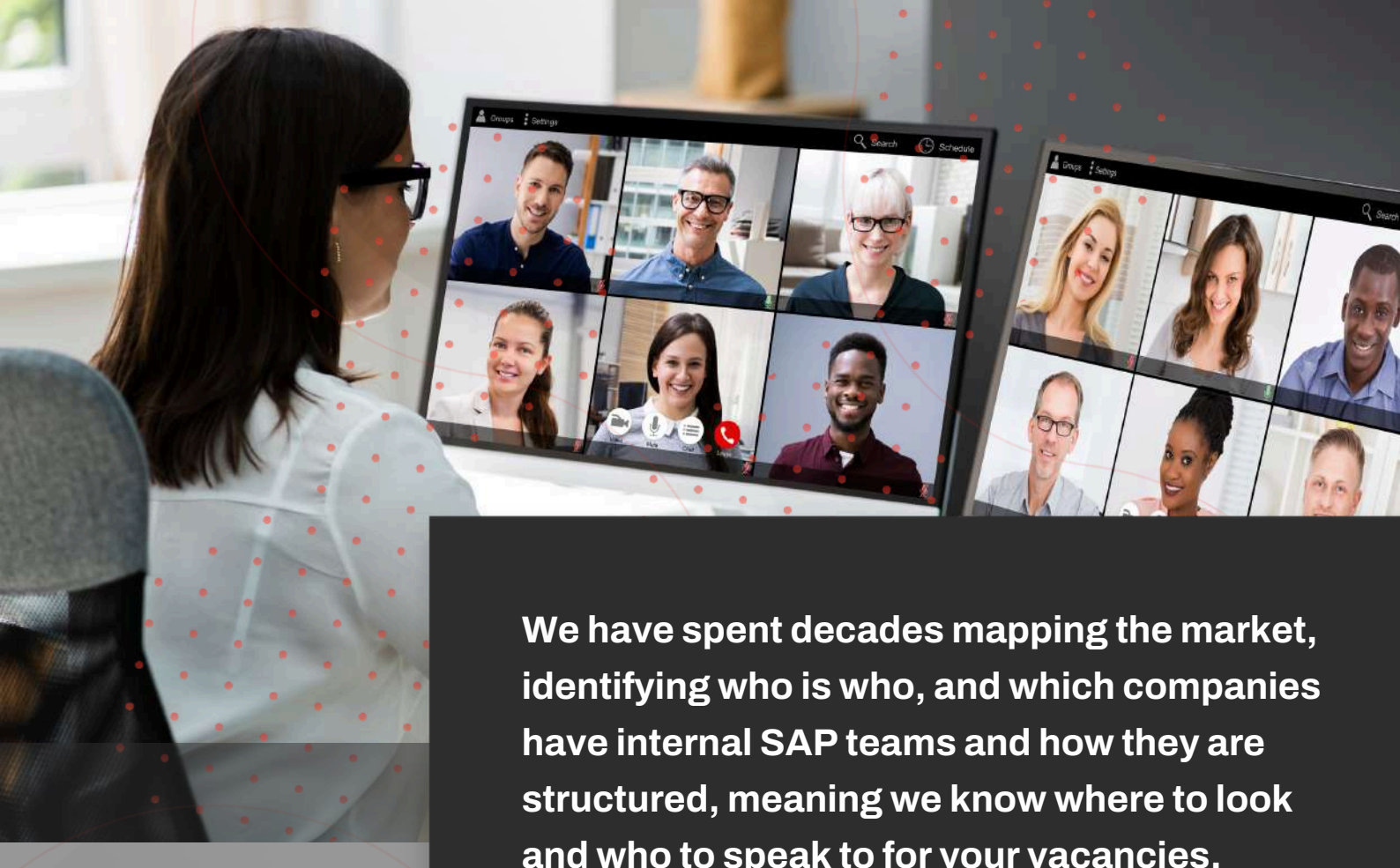
# BENEFITS OF PARTNERING WITH US

Our goal is to **save you time, positively increase your brand awareness in the market and to identify and introduce the 'RIGHT' experts** whilst ensuring they have a great candidate experience.



**Maslow's customers get their very own candidate management tool for desktop, or mobile. Save time & money with Maslow.**





**We have spent decades mapping the market, identifying who is who, and which companies have internal SAP teams and how they are structured, meaning we know where to look and who to speak to for your vacancies.**

## **SAP IS NOT YOUR TYPICAL IT PRODUCT**

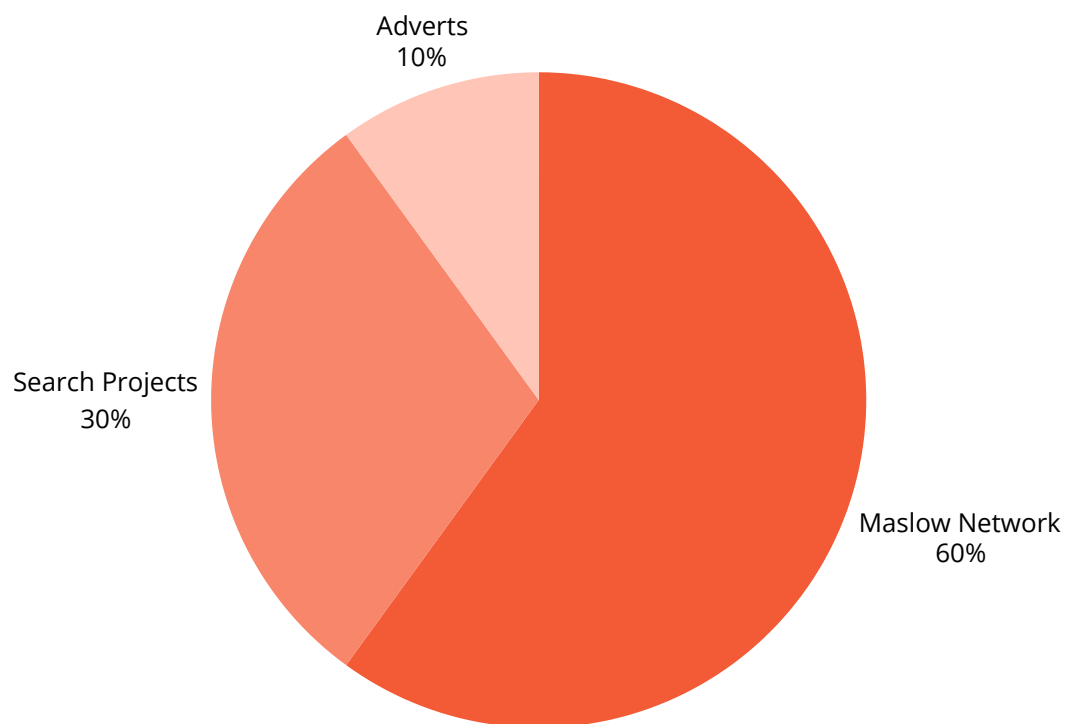
In most cases, it's managed by the business, which is why business-savvy SAP consultants make the best hires. They understand not just how to do their job, but also why they are doing it, and these are the professionals we seek to work with.

Generalist IT recruiters risk a keyword search and conducting a numbers game to find you a candidate, whereas **a specialist agency relies on knowledge, network and years of relevant experience to introduce the best business-savvy hires to you.**

Do you want your vacancies posted on every job board and disclosed to irrelevant candidates, by multiple recruiters, potentially damaging your brand?

# WHERE OUR CANDIDATES COME FROM

More than 50% of our placements come from our own network and 90% of the time we don't just rely on adverts.



# MOVING TO S/4HANA?

## HOW WILL YOU MANAGE THE SKILL SHORTAGES AND CANDIDATE DEMAND?

Unlike other technology areas, new SAP specific talent isn't really being created. There's an ageing workforce and it's getting smaller.

If you have experienced any attrition in the past few years, has this been down to people leaving to work on newer SAP areas, to retire, or for more salary? If so, what if new SAP customers offer both of these things - are you at risk to lose even more employees?

Some companies will naturally look to reduce their workforce, but others will want complete control of their environment and ramp up their in-house teams.

**Regardless of your direction, one thing is clear: if demand increases, rates may increase, and reduced candidate availability will follow. We are due to see the S/4HANA transition peak between now and 2027.**

**Aside from the widening talent gap, the S/4HANA migration deadline is fast approaching. More talented SAP professionals will be urgently needed to lead the digital transformation.**

ONLY

14%

**OF EXISTING SAP CUSTOMERS HAVE FULLY MIGRATED TO S/4HANA**

**At Maslow, we work with the best SAP consultants, and they know that we also work with great clients, so our calls to consultants are answered and not ignored.**

By partnering with us, you gain access to the best SAP experts. We work around the clock to ensure that your needs are met, thoroughly screening potential candidates until we are confident that you will be satisfied too.

If demand increases as expected, you will need an agency with **immediate access** to the best consultants, not one that always needs to find them.

> 25 K

CONNECTED WITH  
OVER 25K ERP EXPERTS

93%

CV TO INTERVIEW

87%

VACANCY FILL RATE\*

**We offer free consultations on how to improve your hiring methods based on years of experience and good old fashioned trial and error!**

**BOOK A FREE CONSULTATION**



# SERVICE ● OPTIONS

When it comes to recruitment, one size doesn't fit all, which is why we offer tailored, bespoke recruitment solutions to suit all needs.

Whether you have a one-off permanent role to fill, a full project team, or a mixture of permanent and interim needs, we will work with you to design a process that will maximise the best results.



- Outside, or on your PSL
- Exclusive Partnerships
- RaaS | Recruitment as a Service
- Bespoke Packages



# WHERE WE COVER

# 4

LANGUAGES  
SPOKEN ACROSS  
OUR CONSULTANTS

# 12

OPERATING ACROSS 12  
COUNTRIES, COVERING  
EUROPE & NORTH AMERICA



# TRUSTED BY



# WHAT OUR CUSTOMERS SAY



Steve and the team at Maslow are superb. From start to finish the team take the time to understand your recruitment needs and take the pain out of hiring specialist SAP skillsets.

You get a handful of quality candidates and don't get bombarded with average CVs, timewasters or candidates with unreal expectations.

Professional, diligent and honest recruiters that deliver quality candidates. Highly recommended.



Steve's knowledge of the SAP market is invaluable to me as an employer and Steve's approach is always friendly, thorough and helpful. He obviously knows his candidates very well and takes the time to understand our business requirements, both technically and interpersonally.

Steve is a pleasure to work with, and his approach always inspires confidence. As a recruiter, I have complete confidence in him, always my first contact in the SAP world!





# GET IN TOUCH

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**OUR TALENT **  
**IS FINDING  YOURS**