



Connecting
Curious People

MA Case Study: Delivering 443 Tech Placements Across Europe For Capgemini

Supporting Contract, Permanent
and Digital Transformation Hiring
Since 2011

Partnership Timeline

- **2011–2015: Foundation & Growth**
 - Partnership established in France
 - 111 placements delivered
 - Focus on SAP, ERP, BI and Application Development
 - High volume of new contract engagements
 - Supporting large-scale project delivery teams
- **2016–2019: Expansion Across Techs**
 - 151 placements delivered (113 new placements, 38 extensions)
 - Expanded into Cloud, Data, Java and .NET recruitment
 - Increased delivery of senior specialists, architects and tech leads
 - Long-term contractor retention became a growing priority
- **2020–Present: Strategic Partnership**
 - 87 placements delivered
 - Shift towards consultant retention and contract extensions
 - Continued support across SAP, Cloud, Infrastructure and Data
 - Permanent hiring expanded across multiple European markets
 - Ongoing payroll and retained search solutions

Client Overview

Capgemini is a global leader in consulting, technology services and digital transformation. Since 2011,

Montreal Associates has partnered with Capgemini across Europe, providing specialist technology talent to support large-scale enterprise transformation programmes, managed services and strategic technology initiatives.

Business Objective

Support Capgemini's technology consulting and digital transformation programmes by providing specialist contract, permanent and retained recruitment solutions across multiple European markets while ensuring workforce continuity and access to hard-to-find technology talent.

European Coverage

Supporting Capgemini across:

- France
- Germany
- Belgium
- Ireland
- Italy
- Luxembourg
- The Netherlands
- Sweden
- Switzerland



Technology Expertise Delivered



France (324 placements)

- Infrastructure, Cloud, Software Development, Oracle, SAP and ServiceNow talent.



Germany (48 placements)

- Salesforce professionals and SAP contractors.



Belgium (33 placements)

- SAP specialists and senior IT sales professionals.



Italy (12 placements)

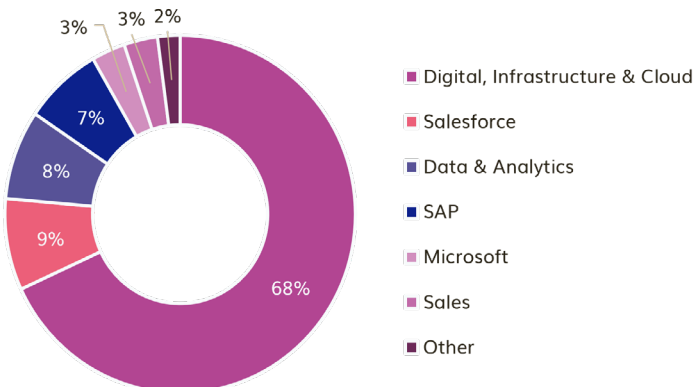
- Microsoft Dynamics AX and Dynamics 365 consultants.



Additional European Markets

- Ireland, Luxembourg, The Netherlands, Sweden, and Switzerland.

Categories of Placements



Key Outcomes

- 443 placements delivered across Europe
- 15+ years supporting Capgemini's technology hiring needs
- 9 countries supported through a single talent partner
- Expertise spanning SAP, Salesforce, Microsoft, Cloud and Infrastructure
- Proven capability across contract, permanent, payroll and retained search
- Long-term partnership supporting enterprise technology and digital transformation programmes

Results

Contract Staffing

- 300+ contract placements delivered
- 268 contractors placed in France alone
- Long-term contractor retention model supporting programme continuity
- Specialist support across SAP, Infrastructure, Cloud and Software Engineering

Permanent Recruitment

- 84 permanent tech hires delivered
- Strong delivery across Germany, Belgium and Italy
- Expertise across Salesforce, SAP and Microsoft technologies

Workforce Solutions

- 57 payroll assignments delivered
- Retained search projects completed in Germany and Ireland
- Flexible talent solutions tailored to regional hiring needs

If your organisation requires structured, long-term tech workforce support, MA can design and implement a scalable staffing framework aligned to your enterprise systems roadmap — including SoW and managed service agreements.

Contact our team to discuss how we can support your enterprise delivery strategy.

Contact our sales team