

Hiring IT Researchers via EOR for a UK-Based IT Recruitment Company



Client Overview

A fast-growing UK-based recruitment firm, focused on sourcing top-tier talent in the IT and technology sectors, needed to increase its research capacity to keep up with client demand. With a strong interest in exploring global talent pools, especially in South Africa, they approached Logic 360 to find and manage a qualified Junior IT Researcher.

The Challenge

The client lacked a legal entity in South Africa and was unfamiliar with local labour laws and employment compliance. They needed a cost-effective, compliant, and low-risk solution to:

- Hire a remote Junior IT Researcher
- Onboard the new team member quickly
- Ensure full compliance with employment regulations
- Handle payroll and statutory benefits without internal overhead

Our Solution

Logic 360 South Africa engaged as the client's Employer of Record (EOR) in South Africa, allowing them to legally hire a Junior IT Researcher without the need to register a local company.

We managed

- End-to-end recruitment and selection
- Drafting and signing of compliant local employment contracts
- Setup of payroll, UIF, and other statutory requirements
- HR onboarding and cultural alignment support
- Ongoing compliance and employment management

Implementation

- We identified and placed a skilled Junior IT Researcher with strong sourcing and tech industry knowledge.
- Logic 360 South Africa handled all onboarding, payroll setup, and communication with the new hire.
- The researcher began working remotely with the UK-based team, fully integrated into daily operations via remote collaboration tools.

Results & Impact

- The Junior IT Researcher quickly contributed to talent pipeline growth for UK IT clients.
- Due to our chosen candidate's success, the client went on to increase their South African contingent to 5. Making a positive impact in a much bigger way!
- The client saved over 70% in operational costs compared to UK hiring.
- Compliance, payroll, statutory requirements were all handled by Logic 360 South Africa, allowing the client to focus on core recruitment goals.

Future Outlook

With Logic 360 as a trusted EOR partner, the client plans to build a small research and delivery team in South Africa to support its UK operations, without the burden of local entity setup or employment risks.