

Logic 360 UK - Scaling Recruitment Delivery for a UK Staffing Company via Logic 360 South Africa's EOR Model



Client Overview

A leading UK-based staffing company specialising in aviation, warehousing, and automotive sectors was facing increasing pressure to deliver high volumes of skilled temporary workers across multiple sites. To scale their operations efficiently and cost-effectively, they needed a reliable recruitment delivery engine, without expanding their UK headcount or infrastructure.

The Challenge

- A scalable recruitment team to support rapid hiring demands in fast-moving industries
- A way to reduce operational costs without compromising quality or speed
- Full legal compliance with employment and data protection standards
- Seamless integration with UK-based systems and processes

However, setting up a legal entity in another country would be time-consuming and complex.

The Solution: Logic 360's South Africa-Based EOR Recruitment Team

Logic 360 South Africa became the Employer of Record (EOR) solution to provide and manage a dedicated team of 7 skilled recruiters based in South Africa. This allowed the client to:

- Access high-quality, English-speaking talent
- Avoid the overhead of setting up a local entity
- Delegate employment, compliance, and payroll to Logic 360 South Africa
- Focus on scaling their client delivery in the UK

Implementation

Logic 360 sourced, onboarded, and now manages 7 full-time recruiters across:

- Aviation talent sourcing (ramp agents, check-in staff, loaders)
- Warehouse and logistics staffing (pickers, packers, forklift drivers)
- Automotive recruitment (vehicle technicians, drivers, admin staff)

All recruiters are employed under Logic 360 South Africa's EOR framework, with:

- Local contracts compliant with South African labour laws
- Monthly payroll processing and tax compliance handled end-to-end
- Ongoing HR support and team engagement initiatives

Results & Impact

- 7 dedicated recruiters fully operational
- 50% cost savings compared to UK-based recruiters
- A flexible delivery model that allows the client to scale the team as required based on seasonal needs
- Strong cross-border collaboration, with daily syncs and integrated tools

Future Outlook

The client has seen outstanding ROI and is now exploring an expansion of the South African team. Logic 360 continues to be a trusted partner, providing compliant, efficient, and scalable staffing delivery via its EOR platform.