

# Case Study

**fusion.**  
CONSULTING

[www.fusion-cons.com](http://www.fusion-cons.com)

**Industry:**

Consulting/Pharma

**Region:**

Global

**bluewave Solution:**

- S/4 HANA Project Management
- Integration Management
- Change Management
- Cutover
- PMO
- Communication Management
- Ariba
- Concur
- S2P
- P2P
- O2C
- R2R
- 3PL
- PM
- QM
- OP-DM (PP-PI)
- SD/MM
- Treasury
- Data Migration (MDM/MDG)
- LE/ILOL
- CATS
- Production Execution
- Validation/Testing

**Customer since:**

2017

**bluewaveSELECT's global network of SAP consultants help deliver a Greenfield S/4 HANA solution across 5 continents.**

Fusion Consulting is a leading global consultancy organisation that specialises in the delivery of highly-complex SAP transformation programmes for its customers. Fusion is headquartered in Switzerland with offices around the world.

**The challenge:**

Fusion Consulting required a single-source SAP recruitment solution that could deliver local and international SAP professionals in multiple locations all over the world with minimal notice to enable the on time delivery of a global S/4 HANA solution for a €15bn pharmaceutical customer with diverse operations across 100 countries.

Additional challenges included the need for all consultants to have previous SAP GxP pharmaceutical experience, be fully compliant to work in each region and speak business-level English as well as local languages.

**Why bluewave?**

Fusion engaged with bluewave via recommendation and based on our track record over many years of providing specialist and scalable SAP recruitment solutions for similar highly-complex programmes.

**The solution:**

bluewave was engaged at a point where failure to secure the right SAP resources in diverse geographic locations via Fusion's existing suppliers had put programme delivery at risk. The brief was to implement a robust staffing strategy and to quickly mobilise a multi-lingual, multi-country SAP team that could successfully design, build and roll out the programme's global template on time and to budget.

**The result:**

To date, bluewave has introduced over 30 industry-recognised SAP experts to Fusion worldwide to enable the successful delivery of the programme's first 3 Phases on time and to budget across the UK, Germany, Italy, Spain, Austria, Greece, Singapore, Malaysia, China, India, Mexico and Canada.

All candidate short lists for Fusion requirements are delivered by our account team within 24 hours and with an almost 1:1 CV-to-interview ratio. Knowing that they have a capable recruitment partner that is aligned to their business long term saves Fusion both time and money and allows the programme team to focus on key deliverables whilst implicitly trusting us to deliver on their requirements which ever corner of the world they are in.

We are very happy to be Fusion's number one supplier for SAP professionals globally and have been invited to partner on other SAP programmes outside of the current scope.

**Testimonial:**

"In this business it's really rare to find recruitment partners who are not running after you on a daily basis purely based on fast profit thinking. bluewave is one of the few agencies that focus on consistent high levels of delivery and quality of candidate. Also, the consultants who we work with staffed via Bluewave are the only ones who I have never heard complain about payments and contracts, so keep the good reputation!"

Tony Bochmann, PMO Delivery Lead

