Case study:
Software Development - SAP

Niche Software Development Talent. Pan-European Scale. Zero Tolerance for Delay.

About the client project.

A leading global enterprise software company is developing a next-generation open-source reference architecture as part of a major EU initiative focused on building sovereign cloud infrastructure across Europe. The project's aim is to give European organisations a genuine alternative to dependency on a small number of dominant global providers.

At its core is an open-source construction kit: reusable components and reference blueprints covering the full cloud-to-edge continuum. It is structured across three technical domains: a Data Fabric for cross-boundary data exchange, a Cloud Operating System built on Kubernetes for portable workload deployment, and a Bare-metal Operating System for hardware-level infrastructure management. Together, they form a modular, interoperable stack that organisations can adopt in full or in part.

For European organisations, the outcome is infrastructure they control. No vendor lock-in. No conflict with EU data regulation. A foundation built to last.

The challenge

The skill set needed for the programme was narrow and specific. Kubernetes Operators, GoLang Development, and broader cloud-native Software Development were the core disciplines. Known as areas where you cannot simply cast a wide net and hope for the best.

There was also a cultural dimension. Developers working on an open, collaborative EU programme needed to be able to engage with colleagues, with other programme participants, and with an evolving brief. Being technically sharp was necessary but not sufficient. Location mattered too. All resources had to be European-based, which immediately tightened the available pool further.

In early 2024, RED Global was invited to participate in an RFP alongside larger SI consultancies. RED Global won two of the twelve seats on offer. Over the following six to twelve months, many of the other SIs struggled with high churn, under-qualified resources, and difficulty managing distributed project teams.

In February 2025, the client approached RED Global directly and asked us to step in and replace one of those SIs. The reason was straightforward: the consultants RED Global had already placed were performing, and others were not.

RED Global's Solution

RED Global drew on its established European delivery network, local entities, regional talent relationships, and specialist Software Development recruitment expertise built over years of operating across the continent.

RED Global's Solution

- Before sourcing began in earnest, RED Global ran an in-depth resourcing workshop with the client to map the genuine gaps rather than make assumptions. The staffing model was contract-based, onshore and nearshore, and entirely Europe-focused.
- First profiles were delivered within 24 to 48 hours of each brief. The consultant success rate was 100%.
  Sourcing combined RED Global's existing European talent network with targeted outreach via LinkedIn and specialist job boards. It was methodical, not opportunistic, and built around a clear profile of what the role needed, technically and personally.
- To date, RED Global has placed 14 specialist Software Developers across the programme, covering:
  - Senior Lead Developer
  - GenAI Developer
  - Cockpit Developer
  - Development Architect
  - DevOps Engineer
  - Integration Developer
  - ORA Cockpit Developer
  - Integration Architect

The outcome

- 14 Software Development consultants placed. Every one of them working across a genuinely complex, pan-European programme.
- In practice, that meant:
  - Delivery across multiple European locations
  - Consultants mobilised within 24 to 48 hours of brief
  - Successful placement of highly niche Kubernetes and GoLang specialists
  - Ongoing support for a programme with a long and evolving runway
  - A partnership that grew from two seats in a competitive RFP to replacing an underperforming SI entirely
- RED Global entered this engagement as one of twelve suppliers. Two years on, RED Global is one of the client's primary talent partners on the programme. Trusted to deliver where others could not.

Let's start a conversation.

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