



Global Employer of Record Services

# Acumen International

## Report Abstract

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## Who is This Vendor Assessment For?

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NelsonHall's Global Employer of Record (EoR) services profile on Acumen International is a comprehensive assessment of Acumen International offerings and capabilities, designed for:

- Sourcing managers monitoring the capabilities of existing suppliers of Global EoR services and identifying vendor suitability for security services RFPs
- Vendor marketing, sales, and business managers looking to benchmark themselves against their peers
- Financial analysts and investors specializing in the Global Employer of Record sector.

## Key Findings & Highlights

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Acumen International, headquartered in London, U.K., is a provider of global employer of record services. The firm was formed in 2001 by current CEO Nick Ganzha as a local staffing and recruiting agency. In 2011, Acumen entered the global employer of record services space after supporting a German-based client with hiring a new team in Romania, where the client lacked an established legal entity. After navigating the complex global employment process, it identified an opportunity in the marketplace to support other firms with compliant global expansion services, and thus pivoted to its current business model.

Acumen International offers a comprehensive set of services in support of firms seeking compliant global expansion and talent acquisition, including:

- International PEO and payroll services, including
  - Preparation of mandatory documents for in-country employment and payroll
  - Compliant client and worker onboarding and offboarding in 190 countries (on the client's behalf)
  - Detailed payroll calculations (base salary, statutory bonuses, sick leave, holidays, etc.)
  - Monthly pay-slips; employee and employer tax calculations and returns
  - Monthly invoicing
  - Local tax payments and reporting to local authorities
  - Additional benefits provision (medical insurance, dental treatment, cars, laptops, and cell phones provision, business trips processing, etc.)
  - Express Global Employment (EGE): compliant, expedited employee onboarding within 72 hours
  - International recruitment and staffing (enabled through partner integrations)
  - International benefits and compensation support
  - Work permits, residence permits, and business visas: immigration support for expatriate personnel employment post-immigration support.

Acumen International targets its global employer of record services to growing multi-national corporations of all sizes, seeking global expansion and talent acquisition support for small populations of employees and operations in new geographies, as well as firms seeking to convert their current independent contractors into employees. Its client base is primarily derived from North American and EMEA headquartered firms, with the majority of its worker footprints distributed globally.

## Scope of the Report

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The report provides a comprehensive and objective analysis of Acumen International's global employer of record services offerings and capabilities, and market and financial strengths, including:

- Identification of the company's strategy, emphasis, and new developments
- Analysis of the company's strengths, weaknesses, and outlook
- Revenue estimates
- Analysis of the profile of the company's customer base including the company's targeting strategy and examples of current contracts
- Analysis of the company's offerings and key service components
- Analysis of the company's delivery organization including the location of delivery locations.

## **Global Employer of Record Services Vendor Assessments also Available for:**

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Globalization Partners

Papaya Global

Safeguard Global

Shield GEO

Velocity Global

## About The Author

Pete is a Principal Analyst at NelsonHall, with shared responsibility for HR Services research globally with Nikki Edwards and Liz Rennie. Pete covers HR Services research in the areas of payroll services, global EoR services, HCM technology, and RPA and AI in HR outsourcing.

Pete has been part of NelsonHall's HR Services analyst team since 2016, providing comprehensive and insightful coverage of HR services markets in the world. In particular, he is known for his extensive knowledge and coverage of the global payroll outsourcing market. Pete assists both buy-side and vendor organizations in assessing opportunities and supplier capability across HR service lines.

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## About NelsonHall

NelsonHall is the leading global analyst firm dedicated to helping organizations understand the 'art of the possible' in digital operations transformation. With analysts in the U.S., U.K., and Continental Europe, NelsonHall provides buy-side organizations with detailed, critical information on markets and vendors (including NEAT assessments) that helps them make fast and highly informed sourcing decisions. And for vendors, NelsonHall provides deep knowledge of market dynamics and user requirements to help them hone their go-to-market strategies. NelsonHall's research is based on rigorous, primary research, and is widely respected for the quality, depth, and insight of its analysis.

We would be pleased to discuss how we can bring benefit to your organization. You can contact us via the following relationship manager: Guy Saunders at [guy.saunders@nelson-hall.com](mailto:guy.saunders@nelson-hall.com)

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