STalentOS

CASE STUDY · GLOBAL WORKFORCE

MONGODB · GLOBAL CONTRACTOR PROGRAM

One partner, one rate card, one portal across 7 countries

How a global database company went from scattered spreadsheets and a vendor per country to one live, transparent contractor program.

Global database company | Started with contract recruiters | 7 countries · several functions | US on ADP TotalSource · international via Deel | Now a multi-country program

7	1	2	Seconds
countries under one partner	system of record for every contractor	service models on one rate card	to price any role in any market

01 Where global contractor programs break

One question, five places to look
How many contractors, where, at what cost? The answer lives in email, spreadsheets, a shared drive and finance tools.

A new vendor for every country
Each market adds another provider, another rate and another reporting format to reconcile.

The true cost is hidden
Statutory costs, benefits and paid leave differ by country, so the all-in cost of a worker is hard to see.

Rates that don't line up
Bill rates drift across markets, and nobody can explain why the same role costs more in one place.

Compliance in every jurisdiction
Employment law, payroll and background checks change country by country, and the risk sits with you.

No shared view across teams
Procurement, Finance, Legal and HR each ask for the same status in a different way.

02 The challenge at MongoDB

Contractor data lived in email, spreadsheets, a shared drive and the finance system. Each new country added a vendor, a rate and a reporting format, and Procurement, Finance and HR had no single view of headcount or cost.

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MONGODB · ONE PROGRAM, 7 COUNTRIES

03 What Sustainable Talent did

GROW

From recruiters to a program

Grew from contract recruiters to running the contractor program across 7 countries and several functions.

EMPLOY

Compliant in every country

Recruits, employs, pays and keeps every worker compliant: US on ADP TotalSource, international through Deel.

SEE

A co-branded STalentOS portal

Every contractor, onboarding step, timesheet, invoice and background check, in real time.

PRICE

A rate calculator, live

Prices any role in any market in seconds, all tied to one transparent rate model.

CHOOSE

Two models, one rate card

Fully managed. We recruit, onboard and run it.

Payroll-only. MongoDB finds the person; we employ, pay and keep them compliant.

04 Results

1

system of record replacing scattered spreadsheets

7

tailored portal views for TA, Procurement, Legal, Finance, HR Ops and hiring leaders

[CLIENT TO CONFIRM]
Active contractors · functions covered · time saved on reporting

> Sustainable Talent closed the gaps we had across our contractor program and gave us one portal that covers everything we need, from requests and onboarding to timesheets and compliance. What makes the partnership so strong is the blend: an operator-led team that understands how hiring actually works, backed by a platform built around our needs. It has made running a global program simpler and more compliant.

Magaly Jacome
Project Manager, Recruiting Operations, MongoDB

05 Why global teams choose Sustainable Talent

We hand you the math
All-in rates covering statutory costs, benefits and paid leave, with a stated markup.

Local-currency rate cards
Published at a stated exchange-rate date, so international pricing is consistent and checkable.

Steady margin by market
Country-tier pricing means you never overpay in one country to make up for another.

One partner, many countries
One contract, one invoice rhythm, one compliance owner instead of a vendor per market.

STalentOS, built by us
Your own portal, shaped around how your program runs, not bolted on from another vendor.

Supplier-diversity ready
A WBENC-certified, woman-owned business that counts toward your diverse spend.