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 **FUTURE
OF WORK**
EUROPE

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How to Leverage
Flexible Talenti
for Growth



www.yunojuno.com





Today's Speakers



Joao Martires

Chief Operating Officer

YunoJuno 



James Onyango-Watkins

Head of Talent Acquisition

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The only system an in-house team needs to compliantly **source, manage** and **pay** a **global contractor workforce**.



Source



Onboard



Manage



Pay



Protect



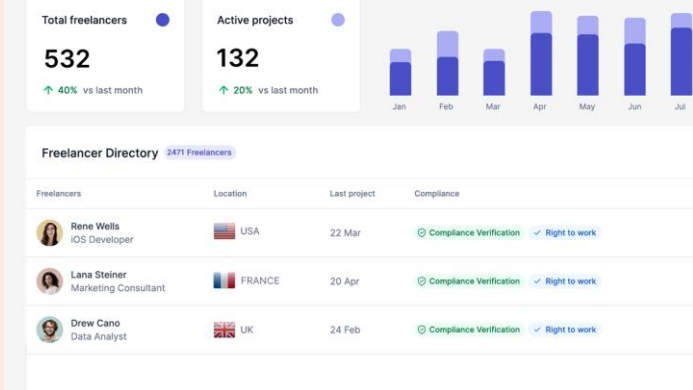
Track

100k+
skilled and
vetted contractors
in marketplace

150
countries

<6hrs
time
to hire

<5 mins
Worker
classification
outcome



HAVAS

gousto

depop

Canon

deliveroo

PEPSICO

skySHOWTIME

Pernod Ricard UK
Créateurs de convivialité

Superdrug

bbc



We're trusted by HR, Finance, Legal, Procurement and Hiring teams of the **world's most innovative companies**



Problem



Solution



Impact



PEPSICO



Fast access to high quality talent



100,000+ vetted talent pool of elite freelancers and contractors.



Time to hire > 75%
90% fill rate in < 24 hrs

Canon



Global compliance



Automated compliance workflows with built-in global worker classification



100% worker classification coverage over 150+ countries

HAVAS



Complex contractor hiring processes across multiple systems



Access to an all-in-one solution to directly source, manage and pay freelancers



£26k+ worth of monthly savings by using freelancer marketplace and internal talent pools



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The **integrated growth** and **transformation partner** to the world's leading organisations, **nurturing** and **developing innovations** that drive outcomes.

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James Onyango-Watkins

Head of Talent Acquisition



Challenges

- **Everyone wants the same talent** (Digital, SEO and Paid-Search)
- **Retention is hard** when you're **transforming** a business
- **What talent, where and when?** Resource management in a transforming organisation where **skills and expertise needs are evolving** (Perm hires vs Short term, AI Specialists, Influencers)

Solutions

- **Deeper talent pipelines** and investment in **tech to drive engagement**
- **Ensuring strong career frameworking** and clear **impact** Sustainability, Recognition, Visibility being key motivators
- Working with the business to **drive holistic resource management planning** with TA input



Skills-shortage data



83%

face challenges in securing talent **equipped with the necessary skills** for their organisations.



76%

say managers are **overwhelmed** by the growth of their **job responsibilities**.



57%


Acknowledge that **skills shortages** are **directly impacting** their capacity to maintain **corporate performance**.




Evolving Organisations

Shifting from jobs to skills-based hiring


Organisations are shifting from org-charts to skills-based mapping, proactively managing skills to increase their competitive advantages.


77%

of executives feel flexibly **moving to skills hiring** is critical to **navigating future disruptions**


65%

of companies plan to **increase their use of flexible talent** in the next 2 years


80%


of **global firms** are now using **flexible talent**

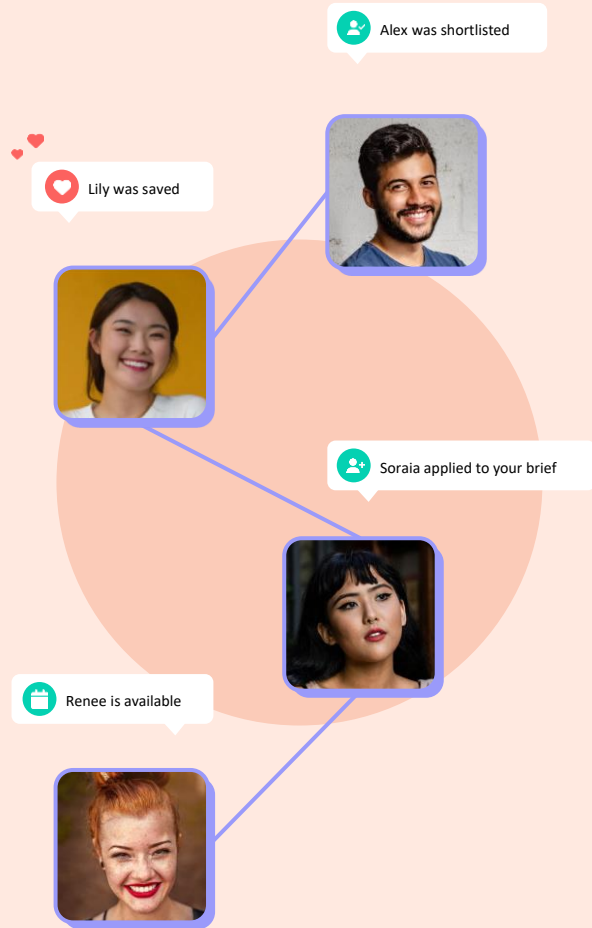


SKILLS-BASED HIRING:

What **insights** can you provide
from what you're **doing or seeing** in
the market?



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FLEXIBLE TALENT:

Contractors, Freelancers,
Contingent Workers)

What's driving this demand?



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How can organisations
leverage flexible talent
and skills-based hiring for
growth?



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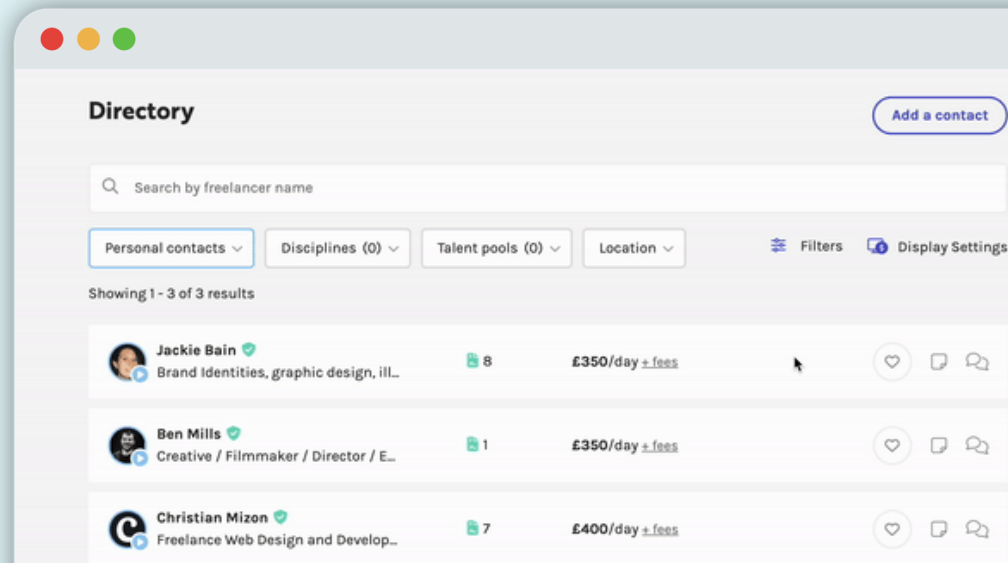


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Leveraging technology to create your own internal skills marketplace

- Create your own skills-based internal marketplace for Direct Sourcing
- Leverage technology to create your own freelancers "CRM"
- Track "availability" and access a bench of talent reducing time to hire to hours (< 6hrs)





Emerging trends for 2025
businesses should prepare
for



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- **Talent Shortages**
More damaging to organisations above other factors like inflation + recession (*Gartner).
Focus on building a suite of solutions that identify, target and engage future talent
- **Hiring for Skills not Education**
Moving away from traditional qualifications
- **Are you competitive** If not, what else can you offer?



Final takeaways on leveraging flex talent for growth



Hiring has become a **key operational challenge**, causing organisations to reevaluate requirements, and **shift** towards **skill-focused hiring models** to increase **competitive advantage**



3 core benefits of this:

- Expanded talent pools
- Better project outcomes
- Reduced bias and increased diversity



Increased need for **contingent workforce management programmes** that can help to **connect skills with flexible talent supply**, from contractors, freelancers and alumni



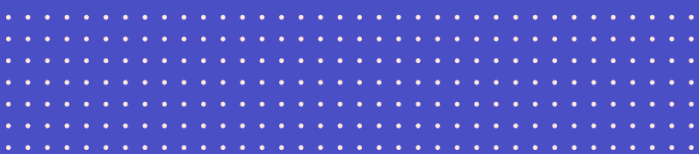
Top 10 HR Trends for 2025 Report

YunoJuno's latest report explores the **Top 10 HR Trends** set to define priorities over the next few years.

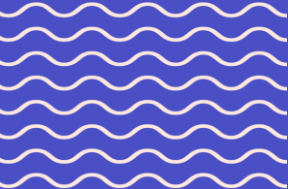
From the rise of **Generative AI** and automation to the evolution of **Diversity, Equity, and Inclusion (DEI)** as a core business strategy, these trends reflect the need for organisations to move **beyond traditional practices** and embrace **new models of leadership, workforce flexibility, and employee wellbeing.**

Get your team a copy today!





Q&A



YunoJuno 

Thanks for
joining us!

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