

**Industry:** Technology

**Employees:** 101-350

**Location:** Canada, Germany, Ireland, Mexico, The Netherlands, Trinidad and Tobago, United Kingdom, United States

**Solutions:** Employer of Record, Applicant Tracking

# See how Cypfer solved the puzzle of compliant global hiring with **BamboohR**®



Employees in **8 countries**



**260% head count growth**

WITH BAMBOOHR



**2 EOR hires in new countries**



Cypfer is a global cybersecurity firm specializing in ransomware response, digital forensics, and incident recovery. Founded by cybersecurity and risk

experts, Cypfer helps organizations worldwide respond to cyber threats, strengthen resilience, and restore operations with speed and precision.



“I have long-running experience with **BamboohR**. I have implemented this platform twice. I’m definitely a big champion of BamboohR.”

**MIRA HELFRICH | HEAD OF HR | CYPFER**

## Challenges

### Hiring globally without a compliance plan

"When I came on board I was told we would be hiring people in Germany, Ireland, and other countries, but we wouldn't be opening entities. I was tasked with evaluating options and recommending a solution, as some of the initial considerations could have posed compliance risks."

### Managing global HR on a team of one

"I'm the only HR leader for 220 people in eight countries, so I don't have time to mess with multiple systems."

### Facing a technology infrastructure crossroads

"We were already using another EOR for consultants in Mexico, so I knew EOR would be the way to go. However, that platform wasn't working well for us, and I didn't want to continue using it as we expanded into Europe. I like to look at the whole infrastructure of HR. I thought, 'What technology do we have? How can I make this the most efficient process possible while keeping everything under one umbrella?' I saw that BambooHR was offering EOR and I knew it would be worth it to keep everything in one platform as much as possible."

## Solutions

### A single HR systems for all hires

"When I saw that BambooHR® Employer of Record [powered by Remote] was available, I knew that was my solution. I like when things flow through one system. We get to use one platform for applicant tracking, onboarding, offboarding, and everything in between, and now with our EOR hires, too."

### The value of an all-in-one platform

"An EOR competitor gave a very strong push to keep us from going with BambooHR. But because of the functionality and efficiency it offered, I wanted to stay with BambooHR. I am a huge fan of the platform and want to keep everything in one platform as we keep growing."

### An easy hiring process with powerful results

"When I go through the ATS, it is a fairly easy, straightforward process. It isn't crazy complicated or something I can't figure out."

### A cost-effective strategy for global hiring

"We are expanding globally, especially in Europe. It's not feasible to expand with an official entity or office into every country where we'd like to hire someone. It's way cheaper to have EOR than opening an office in every country we want to hire in."

### Achieving expansion goals with EOR

"Since getting BambooHR Employer of Record, we've hired through it twice—in Germany and Ireland. I'm about to do it again in Ireland, and we'd like to bring all our Mexico employees into it as well. It's helping us put more people on the ground where we do business and offer customer support in their local languages."

### Scalable HR for a fast-growing workforce

"We had 65 employees in 2022 and will likely be around 280 by the end of this year. We're growing quickly and feel supported by BambooHR as we do so."

### A reliable, evolving HR partner

"I like how BambooHR evolves its products over time. The functionality is always improving and it makes it a really solid container among all the other HR systems." 🌱

See how BambooHR can set you free to do great work!

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