



Tillman Infrastructure LLC

Case Study

Overview/ Business Challenge

Tillman Infrastructure LLC is a leading U.S.-based provider of telecommunications infrastructure, supporting wireless network operators with turnkey tower development, management and operational excellence.

As part of its European expansion, Tillman entered the German market to deliver mobile network infrastructure projects. However, with **no local entity established**, the company faced challenges around **labour law compliance**, **local hiring**, and **access to niche technical expertise**.

Key challenges included:

- Navigating complex German employment laws without a local presence.
- Recruiting telecoms engineers and build professionals with deep technical experience.
- Ensuring compliant onboarding under AÜG labour leasing requirements.
- Avoiding delays in project delivery and maintaining client commitments.



Objectives

- Establish a compliant and scalable hiring solution to operate in Germany.
- Engage qualified telecoms engineers and project delivery specialists at short notice.
- Build local workforce capacity before the legal entity setup was finalised.
- Maintain flexibility to transfer employees once Tillman's German operations were established.

**Fully operational
in Germany within 2 weeks**

**100% compliant,
zero downtime.**



Solutions

Consultative Market Entry Support

RIZE partnered exclusively with Tillman Infrastructure to design a **bespoke recruitment and workforce solution** for its German expansion. Our consultants advised on local hiring regulations, market salary expectations, and workforce structuring options to ensure full legal compliance and cost efficiency.

Rapid Talent Deployment Under AÜG

To address immediate project needs, RIZE delivered qualified telecoms professionals through its **German AÜG labour leasing licence**, enabling Tillman to operate compliantly without a local entity. Candidates were sourced, screened and onboarded within days — ensuring project delivery could begin without delay.

Cross-Border Recruitment & Screening

Leveraging our German and international networks, RIZE identified professionals with hands-on experience in mobile tower construction and network rollout. Our candidate mapping focused on **technical expertise, project readiness, and local availability**, allowing Tillman to build a field-ready workforce quickly.

End-to-End Process Management

RIZE managed every stage of the recruitment lifecycle — from candidate sourcing and interviews to onboarding and payroll. Acting as an extension of Tillman's HR function, RIZE handled compliance documentation, employee engagement, and transition support once Tillman's own entity was established.

Outcome

- Complete project team mobilised in less than two weeks.
- Operations launched compliantly before the local entity was active.
- Seamless transfer of staff into Tillman's structure upon entity registration.
- Zero project downtime, ensuring client obligations were met on schedule.



Conclusion/ Result

Through a **strategic partnership**, RIZE enabled Tillman Infrastructure to establish and scale its German operations efficiently and compliantly.

Results achieved:

- **Operational launch achieved ahead of schedule** through AÜG labour leasing.
- **Freelancers and employed contractors mobilised within 24 hours** of contract signing.
- **Zero compliance risks** during pre-entity operations.
- **Flexible workforce model** allowing smooth transition to permanent employment post-launch.

This collaboration demonstrates RIZE's ability to act not just as a recruiter, but as a **market entry partner**, helping international telecoms businesses expand into Germany's highly regulated labour environment with precision and confidence.

Expanding into Europe?
Build your team before your entity is ready.
[Book a call with us](#)