



Rakuten Symphony Deutschland

# Case Study

## Overview/ Business Challenge

Rakuten Symphony Germany delivers cloud-native telecom infrastructure, automation, and Open RAN technology for operators across Europe. As part of a major greenfield programme in Germany, the company needed rapid access to specialised Open RAN, cloud-native, and network engineering expertise to meet aggressive deployment timelines.

The German talent market posed significant obstacles. Open RAN experience is still rare across Europe, competition for cloud-native engineers is intense, and Germany's strict labour laws and long notice periods made scaling teams quickly especially challenging.

### Key challenges included:

- Severe shortage of engineers with Open RAN deployment experience.
- Competitive demand for cloud-native talent (Kubernetes, CI/CD, automation).
- Germany's strict regulatory environment slowing hiring and onboarding.
- Security and compliance checks required for national telecom infrastructure.
- Need for rapid team scaling across RAN, Core, Cloud, Integration, PMO and Infra.
- Difficulty positioning a new, unconventional telecoms brand in a market dominated by incumbents.



## Objectives

- Build a scalable recruitment model capable of supplying niche telecom and cloud talent at pace.
- Overcome German regulatory constraints using compliant contractor and AÜG hiring options.
- Run parallel sourcing streams across RAN, cloud, core, integration and PMO.
- Identify candidates with both telco AND cloud-native competency.
- Position Rakuten Symphony as an attractive employer in a competitive market.
- Accelerate hiring to meet aggressive rollout timelines and avoid project delays.

Specialist **Open RAN** and **cloud-native** teams mobilised within weeks

–

**100%** compliant, **zero** delays.



## Solutions

### Targeted Global Talent Mapping

RIZE expanded the search beyond Germany to talent-rich regions including the Nordics, UK and Eastern Europe. By tapping into engineers with proven Open RAN deployments and cloud-native telecom backgrounds, RIZE built niche pipelines otherwise unavailable in Germany.

### Compliance-First Hiring Under AÜG and Freelance Models

To bypass Germany's slow hiring cycles and long notice periods, RIZE delivered contractors and AÜG-employed specialists ready to start immediately. This allowed Rakuten Symphony to launch project phases without waiting for permanent hires.

### Parallel Sourcing for Large-Scale Rollout

To support simultaneous streams across RAN, Cloud, Core, Infra and PMO, RIZE deployed multiple dedicated recruitment teams. Role clusters ran in parallel, ensuring speed and uninterrupted delivery.

### Skill-Specific Screening for Cloud + Telco Hybrid Roles

RIZE refined the screening process to focus on engineers with both telecoms and cloud-native skills - Kubernetes, automation pipelines, containerised network functions - significantly reducing failed interviews and shortening time-to-hire.

### End-to-End Market Entry Support in Germany

RIZE supported compliance, onboarding, equipment logistics and stakeholder coordination, acting as a local extension of Rakuten Symphony's German operation. This ensured fast, frictionless mobilisation of technical teams.

### Outcome

- Multiple specialist hires delivered under tight deadlines.
- Teams mobilised quickly using freelance and AÜG models.
- Reliable talent flow established across Open RAN, cloud-native, DevOps, integration and PMO roles.
- Significant reduction in time-to-interview and time-to-hire.
- Project delivery maintained without operational delays.



## Conclusion/ Result

RIZE enabled Rakuten Symphony Germany to overcome one of the most challenging hiring environments in Europe - niche technology, a competitive cloud-native market, and strict local regulation.

Results achieved:

- Rapid deployment of Open RAN and cloud-native engineers.
- 100% compliant hiring through AÜG and freelance solutions.
- Faster interview cycles and improved conversion through targeted screening.
- Operational continuity, avoiding project delays during critical rollout phases.
- Sustainable pipelines built for future network build and automation programmes.

This collaboration shows RIZE's ability to deliver at the intersection of cloud, telecoms, and next-generation network innovation - where compliance, speed, and precision are non-negotiable.

Need niche telecom or cloud-native talent  
in a challenging market? –  
[Talk to a Specialist](#)