



true blue

Technology Recruitment Solutions

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ABOUT US



FOUNDED IN APRIL 2022, BANGKOK



INTERNATIONAL TEAM



UNRIVALED IT RECRUITMENT EXPERIENCE



EASILY VERIFIABLE



TRUSTED BY LEADING ENTERPRISES



Embedded Recruitment Project Case Study

Building a team from ground up

Recruited the foundational team for a newly licenced Thai fintech entering the market.

Talent Acquisition at scale

5-month engagement

Oct 2025 – Mar 2026

1 On-site embedded recruiter

58 full time hires



The Engagement



Recruitment Process Outsourcing (RPO)

Delivered end-to-end recruitment for a newly established fintech, building the team behind one of Thailand's most significant financial services ventures.



Embedded Recruiter

First member of the Talent Acquisition Team, a dedicated Recruiter working on-site.



Initial scope

3 months, 30 hires



The outcome

5 months, 58 hires – 98% over target

Problem Statement

What was needed



Rapid Growth – Key Hires

Building a fintech from ground up meant one thing. High volume of specialist hires, fast.



Sourcing Qualified Tech Talent

Specialist roles demand specialist sourcing. True Blue's technology expertise was key to identifying and securing qualified hires.



Dedicated Recruiter

Hands-on, bilingual and full embedded. Handling the complete hiring process from brief to offer.

Our Methodology

How we delivered

Embedded Partnership

Senior Recruiter with RPO experience was fully embedded on-site, operating under client's branding, collaborating closely with leadership and hiring managers for a seamless, hands-on recruitment approach.

Active Pipeline Strategy – Direct to talent

Pipeline development was driven by direct sourcing and proactive outreach – not job boards. Drawing from an active Thai tech talent database, targeting 40 CVs per month, 4 per role, with a 75% interview conversion benchmark.

End-to-end Recruitment Ownership

Sourcing to signed. Full process ownership, start to finish.

Track, review, handover

Weekly progress reports and regular hiring review meetings kept stakeholders full informed and aligned throughout. All active cases were documented and handed over to ensure seamless continuity beyond the engagement.

Fully Equipped to Deliver

Infrastructure, tools and team support needed to recruit effectively from day one



LinkedIn Recruiter

Full licence enabling proactive outreach, sourcing and headhunting



LinkedIn Job Advertising

Dedicated credits for sponsored and targeted postings



AI Sourcing Platforms

AI-powered recruitment tools integrated into sourcing process – accelerating candidate discovery and reducing time to shortlist



11,000+ Tech Candidate Database

Immediate access to deep pool of active Thai tech professionals



Job Boards

Premium listings placed across leading Thai job boards, maximising candidate visibility

Supported by the full team

One recruiter on-site, backed by the wider team at True Blue. Providing candidate research, market mapping, quality assurance and specialist input on hard-to-fill roles.

Specialist Team, Always Available

Senior consultants and recruitment leadership are on hand for complex and urgent briefs. No role is left to a single point of expertise; additional sourcing capacity can be scaled quickly when volume demands.

Output & Impact

What we delivered

What began as a 30-hire, 3-month mandate closed at 58 confirmed hires across 5 months. Nearly double the original scope.



5

Months of
engagement



58

Full-time hires
confirmed



~98%

Over initial
30 hire target









1

Dedicated
Recruiter

Key Hires

Directly sourced specialist roles

-  Chief Information Security Officer (CISO)
-  Data Engineering & Analytics Manager
-  Lead AI Enablement
-  Project Managers
-  Data Scientist & Risk Modelling
-  *Engineering Function*
 - Lead QA Engineers
 - Senior QA Engineers
 - Senior Backend Engineer

A Transparent, Fixed Price Solution

Specialist recruitment firm expertise, delivered at a fraction of ad-hoc agency hiring



One fixed monthly fee

No per-placement fees, no unexpected invoices. Costs are fixed from day one, with scope clearly defined



All the capacity of an expert firm

A dedicated recruiter, supported by a specialist team, full recruitment tooling and an active database of 11,000+ candidates. Delivering everything an internal TA team would provide, without the cost or complexity



Significant Lower Cost Per Hire

Compared to a standard 15-20% agency fee model, RPO delivers significant cost savings at scale. The more you hired, the greater the savings.



Full Transparency Throughout

Weekly reporting, clearly defined SLAs, and regular review meetings ensure full visibility at every stage. Clear visibility on current pipeline and progress.

Ready To scale your Tech team?

Talk to us about a
transparent, fixed price
RPO engagement
tailored to your hiring
goals

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