

# Working with Legal and Procurement

## To Buy Transformative Talent Acquisition Technology

Procurement and Legal are two of the most important stakeholders in the enterprise buying process, and can be a great source of support to the talent leadership team if they are involved early and given the information they need.

### Procurement

The procurement department is a gatekeeper to the rest of the enterprise, and aims to ensure that the talent team acquires technology that:

- Brings value to the business by generating a positive ROI
- Doesn't expose the business to unreasonable financial, reputational or security risks
- Is acquired following internal buying guidelines around billing, discounts, user numbers or contract commitments, among other criteria

### When to bring Procurement in

Bring procurement in as soon as the talent team receives a cost proposal, or from the beginning of the buying process if it's driven by the procurement team through RFP requests. In either case, Procurement sits in a Project Manager role for the buying journey, and will maintain communication between all stakeholders.

### What to share with Procurement

- ❑ **A business case** for the Talent Acquisition platform
- ❑ **Commercial terms**, such as billing frequency or contract commitment
- ❑ **Due diligence** prior to selecting a provider
- ❑ **Information relevant to the Finance or IT departments** (find more information in our Working with IT and Working with Finance resources)

### Legal

The legal department's involvement usually doesn't start until the Talent team receives a contract. However, a little advance preparation can ensure the contract review and negotiation go much faster down the line.

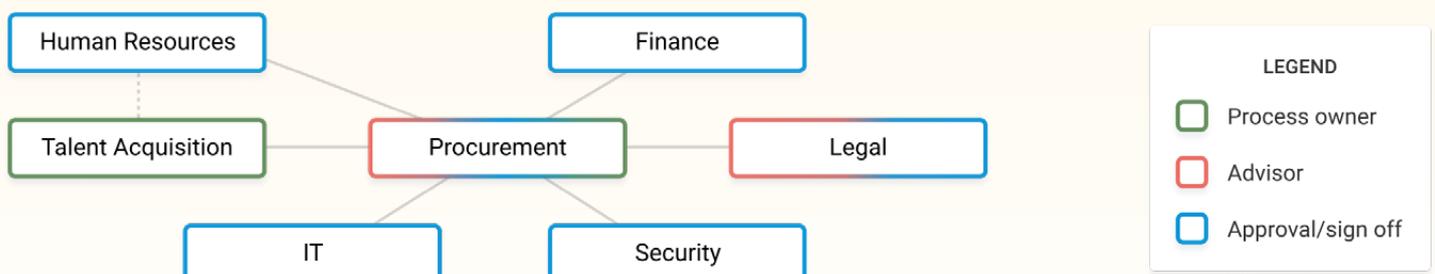
### What to share with Legal

The legal team's responsibility is to reduce business risks, so anything that reduces ambiguity or uncertainty around the new talent acquisition platform helps.

- ❑ **A brief introduction** of the talent acquisition process to the legal team, including what programs your team usually runs, and how candidate data is typically used.
- ❑ **A highlight of the functionalities and features** of the new platform that are likely to have legal ramifications – your provider can do this
- ❑ **A product demo** with the legal team members

In other words, make sure the legal team isn't operating in a silo during this buying process.

The procurement team will likely be the one to sign the buying contract, so along with the legal team, they will be involved with the buying process at least until that final step. Instead of seeing them as blockers, talent leaders in mature enterprises know how to access the value these partners can bring to the process.



For more information on how to attract, engage and retain talent with Beamery, go to [beamery.com/signup](https://beamery.com/signup).

## About Beamery

Beamery's mission is to be the Talent Operating System through which the world's best companies acquire their greatest assets: their people.

Beamery's Talent Operating System combines Talent CRM, Talent Marketing, Automated Compliance, and a Connected layer to legacy systems, which gives enterprises the tools they need to address modern talent solutions, from forecasting and planning, to employer branding, to recruitment operations and business transformation. With Beamery, companies can attract, engage, and retain candidates on one unified platform, build relationships with top talent, and deliver better talent acquisition - at scale.

Founded in 2014 in London, Beamery is one of the leading UK technology companies and trusted by global organizations such as Continental, Zalando, Commvault, Grab and Balfour Beatty. Beamery has offices in London, Austin, and San Francisco.

For more information, visit the [Beamery website](#), follow [@BeameryHQ](#) on Twitter, or email us at [info@beamery.com](mailto:info@beamery.com).

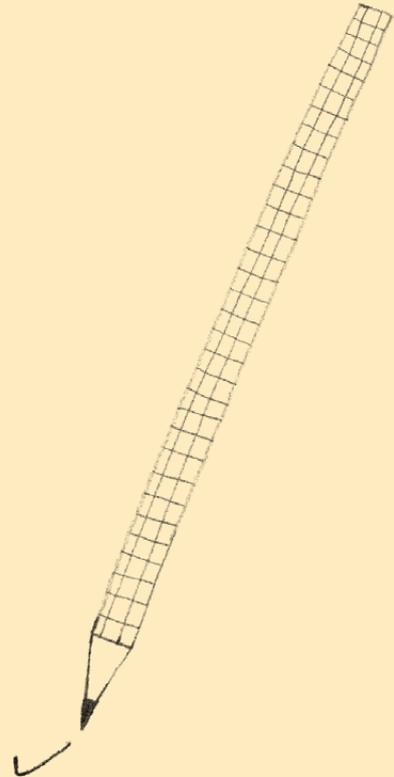
*"The best candidate experiences are powered by Beamery".*

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