

Agile Workforce for the Gig Economy

M3S Solutions helps companies find the right contract talent for staffing needs to mitigate risks in uncertain times.



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Robert Sheffield
Managing Director – Greater China
Morgan McKinley

The advent of the gig economy has propelled a global demand for contract talent recruitment. In response, global recruitment consultant Morgan McKinley launched M3S Solutions to cater to this specific sector, with its Hong Kong office opening in 2021. M3S assists medium to large-scale corporations with their human resources requirements over a short duration. The company offers an extensive range of flexible talent solutions, such as Recruitment Process Outsourcing, Talent Pooling and Graduate Recruitment Outsourcing, helping clients to attract and recruit talent for their companies.

Top-tier Talent Pool

According to Robert Sheffield, Morgan McKinley’s Managing Director for Greater China, M3S Solutions’ Hong Kong office is positioned to service human resources gaps in the Guangdong-Hong Kong-Macao Greater Bay Area (GBA). “M3S exists to solve problems for clients. The market is currently seeking agility and flexibility, especially during COVID-19. The ability to mitigate risk through hiring contractors has increased,” he said. “We are keen to increase our GBA presence and view Hong Kong as core to enhancing our involvement,” Sheffield said. “We can capitalise on the city’s unique strengths and common

culture with the GBA to attract talent from around the world.”

Hong Kong boasts a strong contractor base for financial services including talent in banking, digital banking and insurance. Further, the recent digital transformation paved the way for international startups to enter the Greater China market. M3S has also assisted major Hong Kong non-governmental organisations (NGOs) to build their technology teams. “Everything can be achieved through great people,” affirmed Sheffield. “In the short term, M3S aims to improve corporate culture including looking after mental health. In the medium term, we will continue to build our scope of services using the right technology to drive efficiency.”

Multicultural and Multilingual Assets

At the moment, M3S has 55 staff members; Sheffield anticipates that it will continue to grow with potentially 70 people in a year. He feels that Hong Kong’s multicultural and multilingual talent pool is one of the city’s biggest assets. “There is a huge benefit to hiring locals,” he said. “We work in a multilingual environment with more than 75 percent of our staff being university-educated Chinese who speak fluent English, Mandarin and Cantonese.

We also have French and Spanish-speaking colleagues. The common factor is a robust work ethic and strong commitment, enabling us to create a real sense of community.”

For the United Kingdom-born Sheffield, Hong Kong offers a singular experience: “Hong Kong is like no other city. There is a fantastic array of business opportunities. There are hiking and other leisure opportunities that allow for a high quality of life. With Hong Kong and the world opening again, the city is absolutely a fantastic place to work and live.”

M3S Solutions

- Founded in 1988 and headquartered in Cork, Ireland, Morgan McKinley is a global professional recruitment consultant
- M3S Solutions evolved out of Morgan McKinley to focus on outsourced talent solutions, with 19 offices worldwide

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