

80% Less Backup Effort and Sub-Hour Recovery Tests: How a Leading HR Provider Modernized AWS DR

A shift from manual orchestration to predictable, testable recovery across a large, multi-account AWS environment in one of Spain's most demanding industries.



randstad

INDUSTRY

Human resources

AWS ENVIRONMENT

Multi-account
Multi-region
1000s of EC2 instances,
RDS databases,
EKS containers, and
Serverless workloads.

CHALLENGE

Managing sensitive candidate and client data under strict regulatory requirements with manual backups—which put recovery, compliance, and operational efficiency at risk.

SOLUTION

N2W for automated, policy-driven AWS backup and recovery with tamper-proof security.

RESULTS

Faster, reliable recovery, centralized visibility, and automated compliance with minimal manual effort:

- ✓ Cut backup maintenance effort by **80% in the first week**
- ✓ **8X faster** disaster recovery testing
- ✓ Saw **ROI in days**, not months

The company

Randstad Spain is one of the country's leading human resources and workforce solutions providers. They support large-scale hiring campaigns, manage candidate data, and enable organizations to connect with talent quickly and securely.

They operate as a digital-first, cloud-driven talent platform, where large-scale automation, data-intensive workloads, and strict regulatory requirements make resilient, centralized, and auditable cloud backup and disaster recovery essential to the business.

With thousands of employees and hundreds of thousands of daily digital transactions, Randstad Spain handles enormous volumes of personal and operational data, requiring scalable, automated cloud backup and disaster recovery to ensure business continuity and compliance.

Human Resources: managing large volumes of sensitive data

As a leading human resources company, Randstad Spain handles vast amounts of personally identifiable information, from candidate records to employment and client data—all subject to strict regulations like GDPR.

David Encinar, Cloud Infrastructure Manager at Randstad Spain, leads the team responsible for an exceptionally complex AWS environment. The organization operates a multi-account, multi-region setup with strict separation between production, development, and testing workloads. Its infrastructure spans thousands of EC2 instances, extensive managed services like Amazon RDS, containerized workloads on EKS, and serverless functions.

"In our industry, every architectural decision is viewed through the lens of security and data privacy. There is no room for shortcuts."

David Encinar, Cloud Infrastructure Manager, Randstad Spain

The challenge

Before implementing a dedicated cloud-native solution, the team's primary pain point was the fragmented and manual nature of their data protection strategy. This resulted in several critical issues:

- **Lack of Centralized Visibility:** "We had no single pane of glass to verify backup success, check compliance status, or manage policies across our dozens of AWS accounts."
- **Unreliable Recovery:** "Restoring an entire application environment was a complex, manual orchestration that was both slow and prone to human error, putting our Recovery Time Objectives (RTOs) at significant risk."
- **Audit and Compliance Burden:** "Proving compliance with our data retention policies to auditors was a time-consuming, manual process of aggregating logs and reports from disparate sources."

"We were relying on a patchwork of custom-written Lambda scripts to trigger EBS snapshots, which was brittle and difficult to manage at scale."

The solution: value realized in days, not months

The team discovered N2W in AWS Marketplace. Its exclusive focus on AWS, strong customer reviews, and being an IaaS (which offers greater security) rather than SaaS solution are the top three things that stood out. An additional recommendation from Randstad's AWS Solutions Architect, highlighting that N2W had been "just working" for nearly 15 years for major companies sealed the team's confidence in the platform.

The impact of N2W was immediate. Within the first week, the time David's team spent maintaining and troubleshooting backup scripts dropped by **more than 80 percent**. Policies that once required custom logic were now centrally defined and automatically enforced across accounts using tags. **From Day One, N2W delivered key capabilities that transformed backup and disaster recovery at Randstad Spain:**

Automated DR Drills

The real proof came during Randstad Spain's first full disaster recovery test with N2W in place. A process that had previously required most of a day and several engineers was completed in **under an hour**.

Simplified Policy Driven Backup

With N2W, Randstad Spain shifted to a policy-driven model for backup and disaster recovery. Schedules, retention rules, and cross-region replication are defined once and automatically applied across the environment. As new workloads are deployed, they are **protected by default, without manual intervention**.

Easy To Use

Centralized management provides a single, authoritative view of protection status across the entire AWS organization.

Tamper-Proof Immutability

The team embraced immutable air gapped backup copies of their most recent backup. With the threat of ransomware, having backups that are **logically separated and cannot be altered** or deleted by a compromised account is your last line of defense.

Highly Secure DR

Cross-region and cross-account recovery capabilities support Randstad Spain's resilience and data isolation strategy.

Effortless File-Level Recovery

For most of their day-to-day operational requests, the ability to mount a snapshot and recover individual files without restoring an entire volume saves the team an immense amount of time.

Rapid Compliance

Today, Randstad Spain operates with greater confidence in its ability to protect sensitive HR data, meet regulatory requirements, and recover quickly from disruption.

Lessons from Randstad Spain

For David and his team at Randstad Spain, backup and disaster recovery are no longer a source of operational risk, they are a source of assurance. **David's three pieces of advice to other backup and DR leaders are straightforward:**

- 01 Prioritize Recovery over Backup:** Anyone can back up data. Your value is determined by how quickly, reliably, and securely you can recover it.
- 02 Do Regular Testing:** Test your recovery procedures relentlessly.
- 03 Stop thinking of backup as an IT task:** It's a business-enabling process.

In an industry built on trust, the ability to recover data quickly, securely, and demonstrably is not optional. It is fundamental to protecting candidates, clients, and the brand itself.

DON'T WAIT FOR A DISASTER

Modernize your data protection strategy



- Public Sector
- AWS Outposts Ready
- AWS Marketplace Seller
- Govt. Software Competency
- Storage Software Competency

Learn how N2W can help you improve data backup and recovery, while also helping to keep costs low.



Try it for free

GET STARTED



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GET STARTED