

Gunderson Dettmer Represents SmartRecruiters in its Acquisition by SAP

Client News

August 1, 2025

Gunderson Dettmer represented client SmartRecruiters, a leading talent acquisition software provider, in its agreement to be acquired by SAP, a German multinational software company. Founded in 2010, SmartRecruiters Software-as-a-Service solutions and platform enable more than 4,000 organizations globally to efficiently manage their hiring workflows end-to-end, offering a compelling experience to recruiters, hiring managers and candidates.

SmartRecruiters' expertise in high-volume recruiting, recruitment automation and AI-enabled candidate experience and engagement are considered an ideal addition to the SAP SuccessFactors human capital management (HCM) suite. The acquisition will strengthen SAP's all-in-one HCM suite, so customers have the tools they need to attract and retain top talent in an increasingly competitive landscape.

In the [announcement of the acquisition](#), Muhammad Alam, member of the Executive Board of SAP SE, SAP Product & Engineering said, "Hiring the right people is not just an HR priority – it's a business priority. With this planned acquisition, we will help our customers attract and hire the best talent so they can advance their talent acquisition agendas with speed and agility, while lowering their total cost of ownership."

SmartRecruiters CEO Rebecca Carr said, "SmartRecruiter's mission has always been to make hiring easy. Joining forces with SAP presents a tremendous opportunity for enterprises worldwide to benefit from our industry leading approach to talent acquisition. I couldn't be more excited for the opportunity this planned acquisition presents for our customers, partners and employees as we build the future of hiring together."

The Gunderson deal team was led by corporate partners Jose Rivera and Ken McVay and included corporate associates Darien Pun, Eric Peshkin, Greg Miele and Jaime Lacson, M&A partner Andrew Luh and associate Alex Walsh, Strategic Transactions and Licensing partner Katie Gardner and associates Erica Davis, Emily Miller, Madeleine Matsui, Paroma Mallick, Regulatory and Compliance partner Gregory Kinzelman, Tax partner Jace Clegg and associate Morgan Otway, Executive Compensation partner Emily Cabrera and associate Sofia Rattes, Data Privacy associates Cecilia Jeong and Carrie Brown, Employment & Labor of counsel Jeff Salomon and associate Jordan Simon and paralegal Helen Cheng.

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