

A large, abstract graphic of blue and teal paint splatters and brushstrokes is centered on the page. The colors range from light teal to dark blue, with some darker spots and a textured, splattered appearance.

THE **RIGHT**  
PEOPLE TO  
**POWER** YOUR  
**BUSINESS**

THE SKILLS YOU NEED | PEOPLE YOU WANT | TALENT YOU REQUIRE



*Connecting Jobs*



## About us:

With its genesis in 1996 in Abu Dhabi, AFAQ Al Khaleej Group has been a conglomerate with interests in diverse industrial products and services. The group has its presence in Middle East and India. Since its inception, AFAQ group has been offering industrial products and services always meeting and often exceeding the exacting requirements of the customers. With robust brand equity assiduously built over nearly three decades of pre eminent presence in the regional industrial market, the group has always laid emphasis on the key to success – the human intellectual capital. The human resource management which is the sine qua non for all the industrial endeavors is the Achilles Heel for most companies. Most ambitious plans of the companies could go awry for want of soft and hard skills and leadership. Talent attrition is the bug bear for entrepreneurs.

Addressing this gripping need for skilled personnel and leaders to drive growth in various industries, the group has conceived and ushered in AFAQ Recruitment and Manpower Services (ARMS). This new business arm of the group seeks to provide one stop shop for acquisition, retention and management of talent for companies across global industrial landscape. With its head quarters in Abu Dhabi, ARMS provides the end to end gamut of integrated HR services and solutions to its clients across the world.

In all our HR centric services to companies to spearhead growth, we follow ethical practices through NDAs and other legal instruments and strive to protect the confidentiality and privacy of clients. Our experts will work with the clients closely to ensure a win-win for the client and the service provider. ARMS aims to transcend business goals to build enduring relationships.

## Our Vision

To be the most preferred platform for industrial clients to acquire talents for growth and for candidates to realize their professional dreams.

## Our Mission

To help organizations to find human assets, and individual talents to find a prolific organization.



## **Our Human Intellectual Capital**

Our team includes top of the line professionals drawn from diverse backgrounds with multilingual and multicultural characteristics. They hold accreditations from leading business schools and possess bouquet of competencies well honed by decades of experience in their fields of endeavor. They have deepened their knowledge by overcoming seemingly intractable strategic and operational challenges in their career. The team has a shared vision towards which they strive together synergistically. Their intuitive and analytical skills enable them to develop a mental model of the client's requirement and their organizational culture and ensure the best fit between the job aspirant and the organization. They pursue systems thinking to offer solutions to alleviate the client's pain areas.

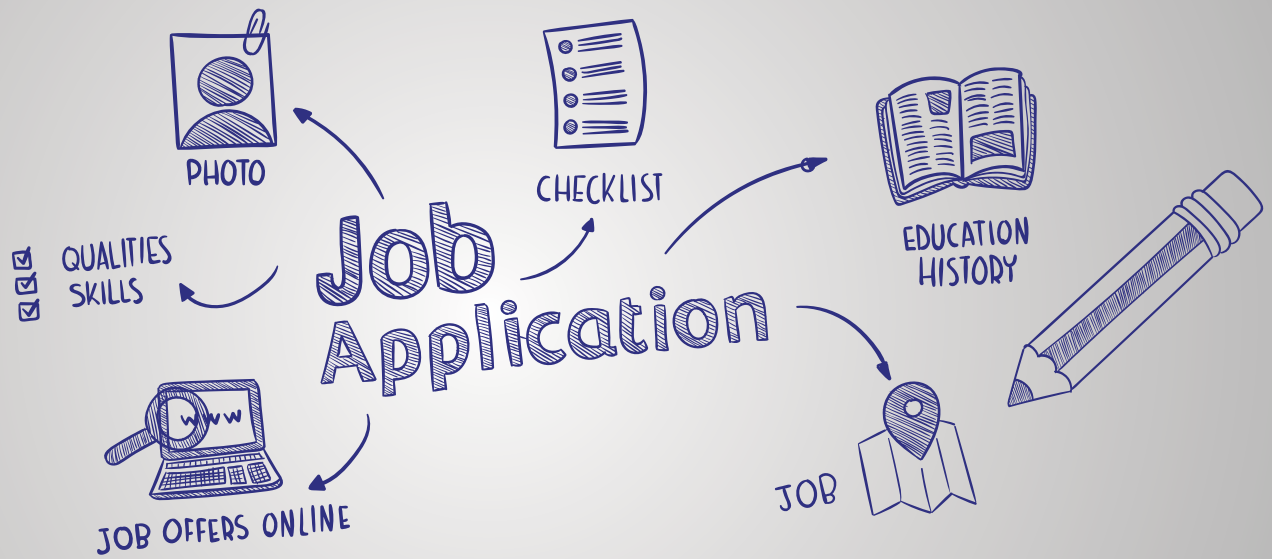
## **Our Structural Intellectual Capital**

Our processes are streamlined to involve the clients in key decisions, so that their specific HR needs are met. The main components of our structural intellectual capital are:

### **Job Portal:**

Our job portal has been designed with dual objectives; to whet the appetite for information of clients and the job seekers. The portal enables fast loading, minimum scroll and prominent and logical navigation. It is visitor friendly with descriptive link text and cross platform browser compatibility. This vehicle enables real time search and retrieval of sharable information. It is built with security of client and candidate information in mind. The privacy and security settings are accredited with SSL certificate. This portal is readable on handheld devices like mobile and tablets and integrated with the social media.

The institutional visitors would find crucial information for their manpower planning. The portal is replete with global, regional and industry specific information such as market insights and disruptive technologies that impinge on the demand for skills. It also provides vital information pertaining to economic, social, political, legal and regulatory environment that helps to forecast manpower requirement and emerging hiring practices. For individual visitors seeking placement, the portal provides personally-tailored career advice from a certified consultant and prevailing compensation packages for skill sets in each industry and region.



## Database

ARMS has built up an extensive database of innumerable candidates and clients across the Middle-East, Europe, United Kingdom, the Indian Subcontinent and South-East Asia. The portal is designed to seamlessly integrate the HR process components such as design of job profile, receipt of applications, screening, selection of personnel, structuring compensation package and communication online. The clients will be able to manage not just their own profile, but also their own watch list of selected candidates with bookmarking, reminders, and many other features.

## OUR VALUE PROPOSITION TO CLIENTS

### Emiritisation

We are committed to the Emiritisation initiative by the Government of UAE and proactively recommend this hiring practice to organizations in the region. We constantly headhunt and mine the best local talents to fill the top management, executive and managerial positions in the government and Public sector. We design specialized recruitment policies to meet the long-term and short-term needs of the government institutions. We participate in and organize job fairs in the GCC region to stay in touch with the graduates emerging out of the universities in the region.

### Staffing :

We have on offer both permanent and contingent work force. In this globalized era, the latter has received traction, through which the companies are able to cut costs and remain agile. Some companies also resort to auxiliary staffing, when a job profile does not necessitate full time deployment. We can offer a spectrum of staffing options such as single placement, project-based staffing, auxiliary staffing, departmental staffing, and large-scale manpower placement. We have an extensive database of talent with local and global characteristics to provide effective manpower solutions to our clients worldwide.

### Manpower Solutions:

We offer skilled and experienced personnel meeting the stringent client requirements. The candidates undergo a well structured and meticulous selection process focusing on the job profile, competency map and client specifications. This process comprises tests to evaluate both soft and hard skills of the aspirant. We offer integrated solution comprising hiring, design of the compensation package and orientation to the client organization.



## OUR MAJOR MARKET SEGMENTS:

### Oil & Gas

There is an acute talent crunch in the industry. We have constantly striven to fill the yawning demand - supply gap. Resident in our multinational online data base are the people with key distinctive talents for varied processes of the industry ranging from exploration to marketing. Our sector experts are well armed to meet the manpower requirement along the value chains of the sector such as:

- Exploration and Production (Upstream)
- Transportation, Storage, and Wholesale Marketing (Midstream)
- Refining, Processing, Purification, and Distribution (Downstream)

### Engineering, Construction & Infrastructure (ECI)

Our quest for talents for the industry is unceasing and global. This quest has yielded an array of experts with competencies required from concept to commissioning of large infrastructure projects; be it roads, railways or power plants. We have engineering talents to create spectacular, robust, tall and functional buildings. We have innate understanding of the constraints of the industry and fulfill the burgeoning demands for laborers, masons, painters, engineers, architects and designers. Our resume database has candidates with expertise in:

- Construction Engineering
- Civil Engineering
- Architecture and Interior Design
- Infrastructure - Roads, Rails and Bridges
- Electricity generation, transmission and utility management





## Healthcare

There is a substantial deficit of health workers world over. The global and local threats to health have shown a marked increase. Several Infectious diseases have staged a dramatic comeback, and chronic diseases are on the rise. We cannot improve people's health without the staff to deliver health care.

Hospitals hire all levels and types of professionals for both clinical and non-clinical jobs. Clinical hospital jobs are those which provide direct patient care, such as nurses, doctors, or allied personnel. Non-clinical hospital jobs are administrative or management types of roles, which could include everything from janitors to executives, and everyone in between.

ARMS maintains close relationships with Medical Institutions and Universities worldwide to recruit the smartest and the best healthcare professionals in the world. We have a network of physicians and health experts who can work on full-time or on project basis.

## Information & Communication Technology (ICT)

In emerging countries, mobile phones, laptops, tablets and the like have actually become the central point of access in the use of IT. The emerging countries are investing massively in their mobile ICT infrastructures and expanding their capabilities in this area.

### Typical positions in the industry are:

- Senior Telecom & ICT consultants
- Telecom & ICT Project and Program Managers
- Certified ICT Professionals and Certified Security Experts and Consultants
- Senior RF Engineers
- Switching and Optimization Engineers

In all the aforesaid areas, we have a wealth of resumes of candidates who can transform the business dynamics of the company. We attend job fairs in the Tier 1 IT universities globally to attract raw talent and to provide qualified skilled workers in the sector.



## **Banking, Finance and Insurance (BFI)**

The paradigm shift in BFI sector has had profound impact on the competency maps. The ensuing years will witness downsizing in the lower band of the skill spectrum, but hiring in the higher bands. The requirement would be for IT savvy finance professionals.

Our partnership with global talent acquisition firms confers us the sustainable competitive advantage in the industry. Our approach to fill the positions for the BFI industry is unique. We search and acquire talents globally and meet the exacting requirements of the clients. Our extensive resume pool comprises Chartered Accountants, Cost Accountants, Bankers, Insurance Experts, Investment Analysts Auditors, Clerks, Treasury, Risk Analysts, Legal Advisors, Compliance Officers, and more.

## **Hospitality**

Prevalence of global cuisine with local touch and increasing buying power of consumers has changed the structure and size of the industry. The growth of the industry in the region has led to augmented demand for numerous positions in the HoReCa (Hotels/Restaurants/Cafe) sector. We provide both single placements for existing and mass recruitments for new hotels. The recruitments here are largely drawn from youth segment including even fresh graduates.

Some of the positions specific to the industry are; Chefs & Cooks, Banquets, House Keeping, Front office, F&B Managers





## Retail & Events

A broader set of technologies interacting with social and economic trends are creating a future of retail. These trends will spawn tremendous talent gap. We have developed a pool of talents from customer service representatives, promoters, marketing experts and sales executives, category and floor managers, and brand executives. Among the segments we cover are: FMCG, Fashion and Jewelry, Fragrances, Automotive, Electronics and Consumer Goods.

Some of the positions in the retail value chain are; Purchasers, Merchandisers, Warehouse Assistants, Logistic Managers, and Supply Chain Executives

In the Events segment, ARMS has a large pool of young, talented, vibrant, impressive, charming and multi-lingual candidates who can manage mega-events in the region. We have candidates from different nationalities, who can meet the client's need for conducting fashion shows, car shows, and other promotional events.





## Aviation

Global alliances have altered the contours of the industry. The impact is not only on the airlines, but also on the efficiency of airports. ARMS is eminently suited to help its clients in the industry to meet the HR challenges in the new paradigm. We have a repertoire of dynamic and talented multilingual and multinational candidates to suit various positions.

Typical positions in the industry are; Pilots, Cargo Managers and Handlers, Air hostesses, Ground Operators and Flight Engineers & Operators

## Marine:

Our extensive database can meet the maritime industry's needs of diverse workforce. We have in our database seafaring as well as shore-based professionals hailing from around the world. From ship breakers to ship builders, from fleet managers to marine risk managers, from naval architects to shipping analysts, the array of choices are as wide and varied as the seven seas.

Some of the typical requirements in the industry are; Marine Superintendent, Rig Mover, Fleet Manager, Diving and Safety Officer, Client Barge Representative

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