

# People, Process & Performance

Middle East | Africa | Europe







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## About RFS HR

RFS HR Consultancy is your trusted talent solutions partner specialising in direct, tailored and HR solutions along with Trainings & Organisational development initiatives. With our vast network of resources, extensive databases and defined recruitment processes, we've been successfully bridging talented job seekers of the highest calibre to the employers as per their human capital requirements. We've successfully built a stellar reputation by maintaining high ethical standards, specialized focus and unparalleled services. Hence, emerging as one of the truly global specialized staffing firms focusing on end to end recruiting solutions for our clients globally with a sizable presence across different industry levels with footprints in the competitive markets of Asia, Middle East and the African region.

With our presence in MENAT region, we help our customers in locating the best talent, enabling them to retain their competitive edge and sharpen their focus on their core businesses. We strive hard to find the right talent with the right skills to meet our clients requirements. We share excellent relations with Consulates, Airlines, and local government authorities who help us to ensure a quick completion of formalities and mobilization.

## Corporate Philosophy

# “Words we live by”



### Vision

We see RFS growing to become the regions leading provider of Talent services to the biggest and most well-respected companies, there by contributing to fulfilling the ambitious visions of the nation.



### Mission

To be the preferred Talent solution partner for the organisations in the MENASA region, recognised and sought after for our services ,solutions and fair treatment of all people.



### Values

Building Impeccable relationships with clients as a key business partner rather than a talent solutions provider. Ensuring that every individual we recruit is treated fairly and offered all his basic human rights. Focus on finding a win-win business solution that satisfies the interest of all the parties.

## Service Segments

### Finding the best people for the job

Finding the precise balance between professionalism, talent, expertise, requirement, company culture & values, business objectives can be harder than it appears. With our consultative approach and industry-focused expertise we partner with our customers and help them in finding the relevant talent within the given timeline. Our clients rely on us for the below mention essential services:



### HR Consultancy

**Our HR Consultancy Services are endless, we can assist in delivering:** Job Description Design, Evaluation and Benchmarking, Leading on Recruitment Campaigns and Selection, Performance and Pay Reviews, Systems Implementation, Absence Management, People Management and Leadership Development, Talent Management and Retention, Investigations (Disciplinary, Grievance, Whistle Blowing), Redundancy and Outplacement Management, Mediation, Consultations and Restructuring, Staff Surveys, Workplace Wellbeing Strategies and so much more...



### Executive Search

Our consultants are fully trained in the processes of both domestic and international executive search. We are able to source senior professionals and those with rare skill sets at all levels who are difficult to attract through advertised selection and database resourcing. This approach also ensures confidentiality is maintained when dealing with sensitive senior positions. We have an in-house research team who are up to date with current market trends, and have a deep understanding of the individuals within it.



## Contractual Staffing

"Getting the job done for you" Sometimes the most effective solution is not to recruit your workforce directly but to take advantage of a skilled outsourcing agency to acquire flexible human resource. RFS/TBP offers contract staffing where employees are on boarded as per client specifications. We also create comprehensive manpower supply solutions either by the day or for the duration of the project. Whether you are looking to have a project completed quickly or provide added support to an existing team during a busy period our temporary staffing solutions can help you complete tasks, meet deadlines and keep your projects moving forward.



## Manpower Recruitments

The recruitment of skilled, unskilled and semi-skilled workers is a challenging task that requires a highly specialized company to conduct it in a effective manner. It requires extensive international reach, the means to assess and select the right work- ers, and the scale to handle large numbers of recruits effectively.

RFS takes pride in its vast international network of offices covering a majority of locations in Asia. In addition, we have access to state of the art testing facilities backed with latest testing equipments and experienced technical examiners so that candidates skills and abilities can be objectively tested on-location before selection.

RFS has also set up training centers for workers where they can take courses or practice and hone their skills to match the requirements and expectations of employ- ers. Our expert training staff has many years of experience working in the GCC, which allows them to provide excellent theoretical and practical training.



## Corporate Trainings

We believe in delivering quality Learning &Skill Development solutions that have a direct & measurable impact on client's key performance indicators. Whether it's maximizing productivity at a retail outlet improving sales for a financial service offering or sourcing & providing pre-hire trainings for an organisation from the hospitality sector– all our interventions have one common goal which is impacting business out- comes.

We focus on a scientific assessment of each client's need and an accurate eval- uation of the trainings delivery and the end results.



# Industry segment

An in-depth understanding of the sectors our clients work in is instrumental to your transformation and our mission is to find, focus and drive the most talented people who can contribute to the growth and prosperity of your business, whether you are a government, semi-government or private entity. That's why we are thrilled to provide our clients with professionals of various backgrounds who are experts in the sectors we serve.



## Our Clients:





## Positions We Have Placed For Our Clients:

- Head of Digital – MENA – For a multinational food chain client based in Dubai.
- Head of Product – For a leading fashion retailer based in Dubai.
- CEO – For a financial services client in KSA
- AVP – Risk Management – For a Stock Exchange based in Dubai.
- AVP – Listing – For a Stock Exchange Based in Dubai.
- AVP – Product – For a Stock Exchange Based in Dubai.
- CTO – For a leading bank in Dubai.
- VP Investments – For a Private Equity firm based in Dubai.
- Chief Investment Officer – For an Investment Group based in Abu Dhabi.
- VP – Commercial Leasing – For Financial Regulator based in Dubai.
- Senior Director Technology Innovation – For a leading conglomerate based in Dubai.
- Group Director Audit – For a leading integrated facility management organization in Dubai.
- Head of E-Commerce KSA – For a leading marketplace based in Saudi Arabia.
- Group CFO – For an investment company based in Abu Dhabi.
- CFO – For a Beverage PJSC company based in Dubai
- Chief Sales Officer – For a leading dairy company based in Abu Dhabi.
- COO – UAE – For a conglomerate with a business value over AED 1 billion based in Abu Dhabi.
- SVP – Finance – For a leading real estate organization based in Dubai.
- Chief Technology Officer – For a Facility Management organization based in Dubai.
- Group CFO – For a holding company with a business value over AED 700 million based in Dubai.
- Regional Head of Corporate Communication and social media – For a leading food & beverage company in Abu Dhabi.
- Director – Accounting – For a local automotive dealer in Dubai.
- HR Director – For a leading manufacturing client in Dubai.
- Chief Marketing Officer – For a leading FMCG company in KSA.
- Project Commercialization Director – For a leading FMCG company in KSA.
- Supplier Quality and Food Safety Manager – For a leading QSR client based in Dubai.
- Supply Chain Manager – For a leading QSR client based in Dubai.
- Strategy and Corporate Performance Manager – For a leading FM client based in Dubai.
- Channel Sales Manager HORECA – For a leading MNC beverage client based in Dubai.



## Energy (Oil & Gas)

Oil & Gas

Power

Nuclear

Wind

Solar

Sustainable Energy



## Retail & Hospitality

FMCG

Distribution  
&  
Logistics

Product  
Management

Hotel  
Management

Food &  
Beverage

Operations

Wholesale



## Information Technology & Telecommunications

Networking  
& Infrastructure

Quality  
& Security

Applications

Help Desk &  
Technical Support

Operations  
& Maintenance



## Healthcare

Compliance,  
Audit & Risks

Medical

Pharmaceutical

Medical  
Manufacturing

Medical Research  
& Development



## Engineering, Construction & Property



## Corporate & Professional Services



## Aerospace & Defence



## Banking & Financial Services





# Why Us

We are focused on helping people grow and succeed professionally by changing the way job searching is done. Through powerful industry contacts and 24/7 online presence, varied human capital pool, and vast job board networking, we bring to the table a perfect platform for job seekers to find the right jobs and meet the employers. For employers, we understand that time is money. Our screening process ensures that you meet the right set of candidates, thus ensuring your time is well spent.



## Why you should work with us

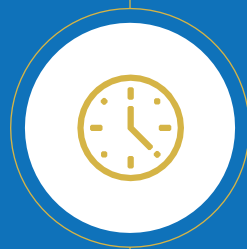
**International Experience:** Extensive network of international clients and domain expertise across various industries, functions, geographies and nationalities.

**Locational Advantage:** Ideally positioned to leverage its presence across commercial, IT and Engineering hubs in countries like UAE, Saudi Arabia, Bahrain, Kuwait and Oman to offer consulting solutions globally.



## Team

The framework of our long market-standing is supported by our experienced team. Our team has worked in various verticals and has held positions in middle and top level management and hence we specialize in identifying and sourcing candidates exactly as per the client's requirement. Our team of qualified, experienced, industry friendly experts, with senior consultants from diverse fields, invests their rich experience & knowledge to beget the best suited candidate for our clients.



## Time Frame

We understand that the recruitment process is of utmost importance to the client and ensure suitable candidates are referred at the earliest. Upon receiving the interest from the client, our team extensively under-takes the search process and ensures that suitable human resource is provided within the stipulated and agreed upon time frame. We realize the time value of money is extremely critical, and ensure that no delays occur from our side in the entire recruitment.



## Systems

Rare combination of systems and process orientation with entrepreneurial decision making flexibility at every stage of value chain.



## Methodology

Well trained consultants with the approach and search methodology to deliver across sectors, industries, functions, levels and cultures.



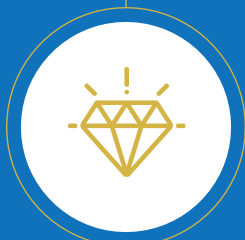
## Management

Dynamic management comprising of first-generation entrepreneurs, bringing complementary expertise into the company.



## Advisory

Support to client for all related services like visa endorsements, medical examination formalities travel, hotel booking etc.



## Values

Strong belief in Discipline, right Attitude and the will to Re-engineer



## One stop shop for talent solutions

With a combined experience of almost a decade in recruiting for organizations spread globally and specifically in the MENASA region, we know how to meet any talent challenges you and your company face. We can provide what you need, from incidental staffing to consulting that drives your business success.



# Emiratization

Since RFS Consultancy has been involved in the Emiratization recruiting industry, we have access to a sizable database from which we may choose the ideal applicant for your business.

This database is regularly updated, and because we have worked with several businesses over the years and have a wealth of expertise regarding the credentials required for particular job positions, we are able to place the ideal employee in each area or department.

## What we do?

We fulfill the conditions for Emiratization.

RFS Consultancy can assist you in hiring UAE nationals fast and assuring the greatest performance of these employees, so you won't have to worry about not being able to meet your Emiratization standards.

### How may RFS Consultancy be of use to you? Let's look at:

- Access to a vast talent database.
- Various talents are ready to assist your company.
- To discover the greatest employees, examine your company's operating demands and requirements.
- Receiving a selection of applicants that are compatible with your business both professionally and culturally.





## Emiratization with RFS HR Consultancy

The Emiratization process is drawn out and cumbersome, and it will be more challenging to discover local personnel that will work effectively for the firm if a company doesn't have a strong HR department.

In addition, the business must spend a lot of money on employees and technology to manage its workforce effectively.

### Competitive Pricing

One benefit of using a recruiting agency to help with the Emiratization process is that the company won't need to make a significant financial investment; instead, it will only need to pay the agency to discover the finest personnel, which results in cheaper expenses.

### Pool of talent

If the business chooses to handle the Emiratization process independently, it will likely receive a few CVs from unemployed Emiratis, but that won't be enough to help the business make a wise choice.

With the aid of a company like RFS Consultancy, you'll have access to a large talent pool from which you may choose the candidate who is the greatest fit for the open position. By doing this, you can be sure to draw in the best local talent from the UAE.

## Saudization

Each business must have a strong workforce, but you must also bear in mind that you must hire a certain number of Saudi nationals; therefore you must be extremely careful when choosing your personnel.

It's advisable to get in touch with the professionals so they can help you through each stage of the Saudization process because it may be challenging and you might not always be able to get what you're searching for.

- Which steps comprise the Saudization process? Let's look at:
- Discuss and comprehend the company's culture and place in the sector.
- Find exceptional talent and conduct interviews to choose the best applicants.
- Creation of the ultimate shortlist
- Assistance in the negotiating process between the applicants and the firm
- Assistance in submitting the winning applicant.

## What We Provide

Tailor-made vocational programs are becoming more and more popular as a means of balancing the demands of the various economic sectors with those of the educational system. One of the pillars of our success as a services organization's company is our dedication to the advancement of regional human resources, in our opinion. As part of our social duty, we have run vocational training programs for young Saudi citizens through for more than 5 years. More than 2,000 Saudi citizens have received help from our programs so far in order to launch their careers in the commercial and semi-public sectors.

### **Graduates of our induction program get knowledge about:**

- Application of accounting and auditing standards
- Application software auditing
- The principles of cooperation and customer service
- Presentation-making abilities, good communication, and innovative thinking are examples of soft talents.
- The Kingdom of Saudi Arabia's new legislation and regulations regarding VAT and taxation



## **Saudization with RFS HR Consultancy**

The Saudization process is drawn out and cumbersome, and it will be more challenging to discover local personnel that will work effectively for the firm if a company doesn't have a strong HR department. In addition, the business must spend a lot of money on employees and technology to manage its workforce effectively.

### **Competitive Pricing**

One benefit of using a recruiting agency to help with the Saudization process is that the company won't need to make a significant financial investment; instead, it will only need to pay the agency to discover the finest personnel, which results in cheaper expenses.

### **Pool of talent**

If the business chooses to handle the Saudization process independently, it will likely receive a few CVs from unemployed Saudis, but that won't be enough to help the business make a wise choice.

With the aid of a company like RFS Consultancy, you'll have access to a large talent pool from which you may choose the candidate who is the greatest fit for the open position. By doing this, you can be sure to draw in the best local talent from the UAE.





# Locations catered

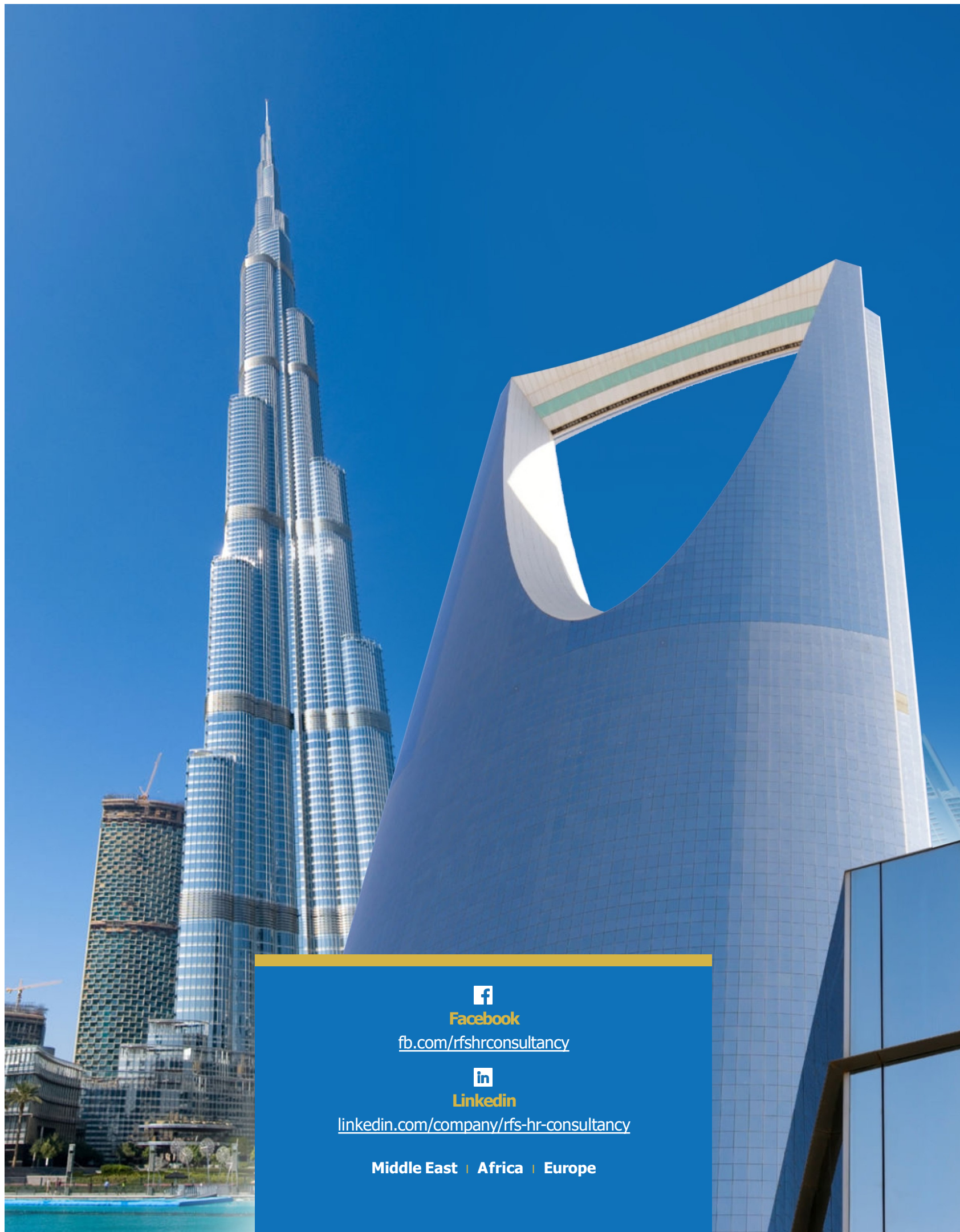
## Sourced Candidates

- 1. India
- 2. Qatar
- 3. Pakistan
- 4. KSA
- 5. UAE
- 6. Kuwait
- 7. Oman
- 8. Bahrain
- 9. UK
- Africa
- Nepal

## Clients

- 1. UAE
- 2. KSA
- 3. Bahrain
- 4. Oman
- 5. Qatar
- 6. Jordan
- 7. Iran
- 8. Iraq
- 9. Kuwait
- 10. India
- 11. UK
- 12. USA





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