

Performance through Talent



PARISIMA
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PARISIMA ABOUT US



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Parisima enables clients to improve their performance through better talent acquisition. We deliver world-class talent acquisition solutions, from Board and Executive moves, through to training, strategic hiring projects and complex recruitment programmes across geographies. Parisima has the expertise to provide best practice, cost effective and agile solutions. Bringing together Recruitment Process Outsourcing (RPO), Permanent Placement, Contract Staffing and Assessment Centres, Parisima has the capability to create a unique solution to meet your needs.

**Partner of choice for
talent solutions**

**Recruitment
Process
Outsourcing**



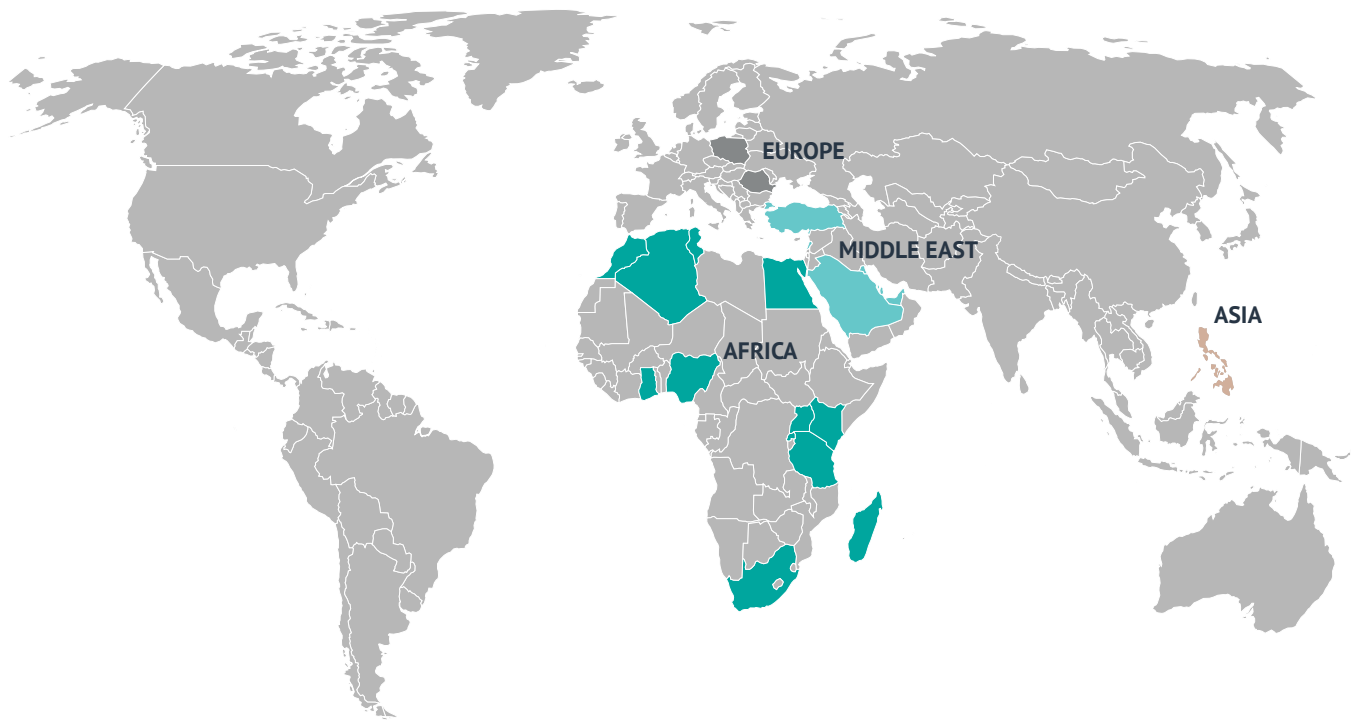
**Contract
Staffing
Solutions**



**Permanent
Placement**



PARISIMA PRESENCE



MIDDLE EAST

UAE, KSA, Kuwait, Qatar, Bahrain, Oman, Lebanon, Jordan, Iraq, Israel, Turkey



AFRICA

Egypt, Algeria, Morocco, Tunisia, Nigeria, Kenya, Ethiopia, Ghana, Mauritius, Madagascar, Tanzania, Rwanda, Uganda, Angola, Zambia, Malawi, South Africa, Sierra Leone, Somalia, Democratic Republic of Congo (DRC)



EUROPE

Poland, Albania, Azerbaijan, Kosovo, Romania, Hungary, Slovakia, Czech Republic



ASIA

Philippines

PARISIMA OFFICES

DUBAI

Damac Park Towers, Tower A Office
P6-02, Dubai International
Financial Centre, Dubai, UAE
PO BOX: 506720

ABU DHABU

354, Al Mantaqah
As Sina'iyah 1 Street,
Musaffah, Abu Dhabi, UAE
PO BOX: 20319

RIYADH

RHTA3975
3975, Al Abbas Bin Abdulmuttaleb
street, 7513, Al Taawunin District
Riyadh, KSA, 12476

RECRUITMENT PROCESS OUTSOURCING (RPO)



Parisima's Recruitment Process Outsourcing (RPO) solutions include the design of a bespoke hiring process, managed through world-class recruitment technology and delivered by our outstanding team of Recruitment professionals.

No two organisations have the same requirements, so every client's RPO solution is unique and optimised to ensure the delivery of desired outcomes. Parisima delivers improvements in cost, speed, quality of hire, and at the same time ensures that fluctuating demands can be accommodated.

Parisima becomes an extension of your HR function and is aligned to your brand and values, so Parisima represents you in the market as though part of your business. This improves the candidate experience, further enhancing your ability to attract the best talent.

Parisima's RPO solutions can be delivered from your offices, from our offices, or a combination of the two, where our Service Delivery Hub in DIFC manages sourcing and administration in support of onsite teams.

The scope of any RPO engagement is flexible. Regardless of whether you require support in one area of your business, or with one element of the hiring process, our objective remains the same; to improve your ability to engage and hire the very best talent available.

Parisima's RPO model brings together world-class recruitment services, to create a solution that meets your specific needs. The dedicated implementation team will design and build a solution, including people, process and technology, combined with deep sourcing expertise ensure a continual supply of pre-screened candidates into your very own talent pool.

You will also receive Management Information and insights to demonstrate how Parisima is transforming your talent acquisition capability and the impact this is having on your business.



Tailored solutions
to meet your
specific needs

Market Leader
in Recruitment Process
Outsourcing (RPO)
solutions

**Flexible and
seamless delivery**
from your offices or from
our Service Delivery hub



CONTRACT STAFFING

For decades, we have pioneered the services vital to our market and built a rock-solid business foundation with a clear view to sustainability. We wield our extensive resources as the region's leading provider of staffing solutions to help you, and our communities, grow.

Our Contract Staffing team provides temporary and long-term staffing of professional talent in multiple sectors across the UAE and GCC.



Full-service Recruitment

Experienced local, international and multi-country hiring

Specialised consultants

Partnered approach to Emiratisation

Operational Excellence

In-house government relationship team

Visa processing, transfers and transition management

UAE labour law compliant

WPS compliant

End-to-End Management

Dedicated account management team

RPO and SLA based models

Versatile solutions covering relocation, mobilisation, onboarding, payroll and repatriation

CONTRACT STAFFING

Comprehensive Staff Management

We offer end-to-end management solutions beginning with onboarding, mobilisation, relocation and training when required. Strong local ties and an in-house government relations team ensure a smooth transition through visa processing and first-day induction.

Dedicated departments fulfil a wide scope of services, from payroll administration and medical care planning to leave and gratuity handling to repatriation. True to our pledge of responsibility, we guarantee compliance with regional laws and regulations, open lines of communication and the benefits of our supportive and welfare-driven culture.

Known for uncompromising standards, our experts work diligently to identify your unique hiring needs, benchmarking and screening candidates at our Assessment Centres. The goal: sourcing optimal talent for your business through a Search & Selection technique that saves you time and energy.

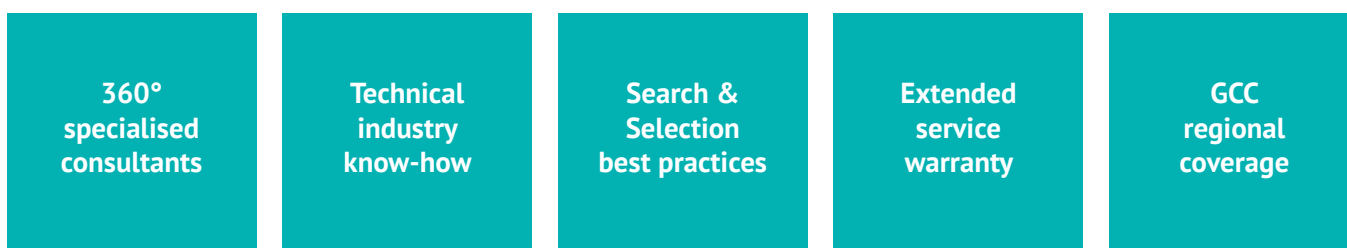


PERMANENT PLACEMENT

We bring our worldwide resources and decades of staffing experience to bear when finding the perfect candidates for your business.

Our Permanent Placement team offers tailored recruitment solutions for all your requirements, from entry level to C-level roles. Applying a target-driven operating model, our consultants manage and develop an international talent pool with the ideal credentials for the UAE and the region. As Search & Selection specialists, our technical knowledge across industries allows us an expert-to-expert approach as we build strong, lasting relationships with our clients and our global network of professionals.

More than manpower suppliers, at Parisima we are talent providers



Our candidate scope

We focus on sourcing the best talent in the market, whether they are looking for new opportunities or currently employed.



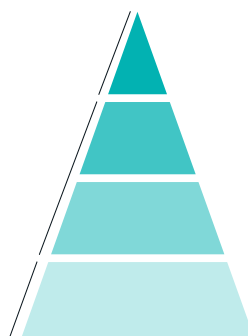
Passive Candidates
60% to 70%



Semi-Active Candidates
20% to 30%



Active Candidates
5%



Executive and C-Level

Top Management

Middle Management and Specialists

Technical Support profiles

RECRUITMENT ROADMAP



Client meeting

Meeting between the client and the consultant to understand the parameters of the project;



Job description

Getting the job description and understanding the culture of the company to better get the search align;

Phone interviews

A small phone interview with killer questions to bottle neck the candidates that we are going to face to face interview;



Multi-platform search

Throughout data base, consultants networking and social media tools such as LinkedIn Recruiter and others;



Client Update

Meeting between the client and the consultant to understand the parameters of the project;



Face to face interviews

An extensive face to face interview to know the candidates academic background, professional evolution, achievements, behavioral skills, soft skills; motivation to the job, availability and financial motivations;

Short-list report

The selected candidates for short-list will than be presented with a report;



Reference vetting

We will then take 3 professional references from previous employers of the candidate;



Interview management

At this point we will be partners in scheduling the interviews between candidate and client and debrief the candidate about the company;



Offer presentation

We will be the liaison between candidate and client to better understand and help the candidate to analyze the clients offer;

After-care
We will have an after-care process during a defined temporal schedule defined in the beginning of the project to see if everything is going ok with both candidates and client.



ASSESSMENTS

At Parisima Assessment Centres, we combine the findings of Thomas International Personal Profile Analysis with a Competence Interview conducted by our trained professionals to create a reliable assessment report. The assessment report helps you make the right hiring decisions to support your business.

We provide the right tools to give confidence in your recruitment decisions and give you better insights about your candidates and existing employees to increase productively.



Evaluate job fit pattern



Improve candidate experience



Reduce staff turnover



Assess cultural fit



Enhance employer brand



Ensure high employee performance



Eliminate bias



Address skills gap



Reduce hiring costs

ASSESSMENTS

Thomas International Personal Profile Analysis (PPA)

- Provides comprehensive assessment of an individual including their fears, motivators, values and behavioral style and splits them into four factors: Dominance, Influence, Steadiness, and Compliance.
- Eight minutes online assessment
- Registered with the British Psychological Society



Competency Interview

- Structured, behavioral or situational interviews designed to test one or more skills or competencies.
- Answers compared against pre-determined criteria and marked accordingly.
- Interviews conducted by trained professionals



Key Competencies Evaluated



Adaptability



Decisiveness



Problem solving



Commercial Awareness



Independence



Organization



Communication



Flexibility



Resilience



Conflict resolution



Leadership



Teamwork

**We find quality talent.
Talk to us today!**

DUBAI

Parisima Talent Ltd

Damac Park Towers, Tower A,
Office P6-02, Dubai International
Financial Centre Dubai, UAE
PO BOX 506720

t: +971 (0)4 5867200

e: info@parisima.com

w: www.parisima.com

ABU DHABI

Parisima Talent Ltd

354, Al Mantaqah As
Sina'iyah 1 Street,
Musaffah, Abu Dhabi, UAE
PO BOX: 20319

t: +971(0)2 654 4149

e: info@parisima.com

w: www.parisima.com

RIYADH

Parisima KSA

Branch of DulSCO,
A Gulf limited Company
RHTA3975
3975, Al Abbas Bin Abdulmuttaleb
street, 7513, Al Taawunin District
Riyadh, Kingdom of Saudi Arabia,
12476

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