



align

**human resources from a different perspective**  
aligning your HR issue to provide the optimum solution

align specialise in end to end personalised Human Resource solutions from recruitment, executive placement to internal communications and beyond for the MENA Region.

Launched in 2008, we align the HR process for a diverse range of global and regional clients.

align, human resource for the MENA region

# align value

Our ethical approach solves your Human Resource issues. Quite simply, we share the same values – Commitment, Quality, Integrity, and Efficiency, coupled with an excellent High Return on Investment.

We also understand your business. And thus efficiently provide the optimum solution to all aspects of your HR issues maximising business potential.



# an efficient team

## Recruitment Consultants

Our consultants are specialists. They possess specific as well as regional expertise in their field.

Covering a broad range of industries, sectors and functional areas, every assignment is approached from a unique and different perspective for each and every position.

## Research Professionals

Real research professionals conducting extensive and detailed market studies which identify key individuals. Our industry qualified researchers find those who will contribute to the success of your organization. They have an arsenal of proven techniques to analyse your issue from every possible perspective.

## Communication Specialists

People who understand the power of conversation whether visual or verbal.

The ability to speak with your employees on a grass roots level is as important as is to have their constant feedback about how they view their environment.

**Quality Assurance is core to our beliefs and of paramount importance in all that we accomplish.**

Our top senior consultants are passionate with a minimum of 20 years industry experience, possessing knowledge and expertise which spans every sector possible. We match excellent candidates to your exact requirements utilising modern, proven technical HR expertise.

QA is clearly evident in the approach to your internal communications.

Staff retention is one of the biggest issues facing any employer no matter the economic climate.

Quite frankly, a happy employee is a loyal and trusted employee. By aligning your internal communications and rewarding your loyal staff no matter their seniority then your business will benefit.

genuine quality that matters



These benefits help you to beat your competition.

# align client base

**align is trusted by market leading organizations.** We provide effective results which are fundamental to maintaining a successful business.

Our confidential client base includes CCC, Parsons, Emaar, Emerson, Damac, Emirates Computers, Al Fahim Group and Pulse Technologies,

Responsibility and ethics are core values to us and we are proud of what we deliver : Ethical Human Resources.



Our placements have ranged from the Junior to Senior Executive level with over 20 years experience.

# success speaks

**We succeed.** We place candidates from a diverse range of backgrounds no matter the ethnicity, for a diverse range of clients whichever industry or sector.

The proof of our success is that our clients are loyal, returning to us time and time again.

Our candidates also recommend us and in time, become our clients.

## **Construction**

Projects Managers, Construction Managers, Quality Managers

## **Oil & Gas / Petroleum**

Petroleum Engineers, HSE Managers, Planning Managers

## **Industry & Manufacturing**

Plant Manager, General Manager, Operations Manager

## **Finance & Banking**

Credit Analysts, Treasury Managers, Risk Managers


## **Sales & Marketing**

Sales Directors, Brand Managers

## **HR**

HR Managers, Recruitment Managers, Employee Relationship





We represent you when finding your new people from an extensive resource network of over 11,000 professional and qualified candidates.

We nurture your business working with you to solve all aspects of your Human Resource and Internal Communication issues. align provides holistic solutions.

## align investment

Time is money so by aligning your Human Resources, we ensure the highest possible ROI maximising efficiency and business potential.



Invest in your most important stake holders... your staff.



# align communication

The biggest issues in Human Resources today are staff retention due to recognition and employee satisfaction. Career development and training are also of utmost importance.

We align the life of your employees through intelligent usage of incentives and internal staff communication.

## Change management.

Managing all potential stakeholder expectations when changing and improving your company culture.

## Environmental design

Well designed workplaces can improve employee performance

## Internal incentive programmes

Motivate your staff.

## Reward & Recognition programmes

Rewarding those who have made positive contributions and helped the business succeed.

## Internal Survey

What are your employees really thinking and saying ?

These benefits help you to beat your competition.





## a trusted and proven approach

**We have a tried and tested process and coupled with our perspective, it makes us unique.**

Candidates are carefully evaluated in a multi-step process that includes telephone and in-person interviews, background screening, skills assessment and company culture fit.

### **The Guarantee**

If the candidate does not meet up to your standards within the first 3 months of employment then we will search for a replacement.

your business,  
your career,  
your life... align.

## **1. In depth understanding**

We work with your job description for an exact understanding of your requirements.

## **2. Research**

Our basis for initial search is through three primary sources:

- i) Our contacts and database of regional professionals.
- ii) Our contacts and database of international professionals.
- iii) Headhunting. .

## **3. Screening and Interviewing:**

### **The Long List**

We conduct in-depth profiling interviews with top candidates, evaluating technical skills, leadership capabilities, personal behaviour and other factors that contribute to their effective performance.

## **4. The Short List**

As soon as this rigorous interview process is complete we create the short-list.

## **5. Interview**

Your opportunity to meet your future employee and feedback to us.

## **6. Review**

You can now decide who was the successful candidate or we can go back to the research stage. Your accurate feedback helps us to understand your exact requirements if we did not succeed.

## **7. Offer Negotiation**

As we approach closing the candidate offer, we are your Partner presenting this offer to the candidate on your behalf. .

## **8. Approval**

After the offer is approved and agreed, the selected candidate is now ready to begin a new job and start contributing to your business' success!



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