

Our Expertise | Recruitment Solutions

Talent Acquisition is arguably the most important element of HR. Get it right and not only will your business thrive, but HR will be able to focus on activities which add business value, rather than spend time managing issues related to employees who should never have been hired. This is the key driver behind many organisations' decision to partner with an expert provider of Recruitment solutions – having Parisima focused on managing this critical activity, enables you to focus on running your business.

Recruitment Process Outsourcing (RPO)

With over 38,000 hires to date across the MEA region, Parisima leads the market in Recruitment Process Outsourcing solutions which include the design of a bespoke hiring process, managed through world-class recruitment technology and delivered by our outstanding team of Recruitment professionals. 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 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

Recruitment Process Augmentation

As the leading provider of Recruitment Process Outsourcing in the Middle East, Parisima recognises that many companies prefer to keep their Talent Acquisition function in-house. For these companies, regardless of how capable the in-house team is, there will inevitably come a time when that team, and your business, would benefit from additional support.

By bringing Parisima's specialised resources into your talent acquisition function, your internal team will be supported and be able to meet the demand from the business. Parisima's specialists are accustomed to tailoring the way they work so that it fits into your internal processes and data integrity and management reporting remain intact.

**PARISIMA REPRESENTS
YOU IN THE MARKET AS
THOUGH PART OF
YOUR BUSINESS.**



Recruitment Diagnostics

With the experience of over 40 Recruitment Reviews and Diagnostics in the region, Parisima has developed a unique Recruitment Diagnostic process to look at your recruitment capability from every perspective and conduct a detailed analysis of how it's supporting the business. Parisima looks at every stage of the recruitment process, from resource planning to induction, using its qualitative and quantitative research-based methodology. In addition, Parisima assesses the existing team and the way they work, giving you insight into the performance of your recruiters compared with your competitors. The overall performance of your recruitment function is then assessed to determine the extent to which it is meeting the needs of your business. The output includes: tactical, strategic and commercial actions.

Implementation

Parisima has successfully implemented regional to global implementations (ranging from process redesign to the full build of a Talent Acquisition function including People and Technology), and regardless of the recruitment solution we build for a client, the initial stage of engagement is implementation. We work with your stakeholders to clarify and agree requirements and scope, and build the solution infrastructure supported by various workstreams such as People, Process, Technology, Sourcing, Delivery & Reporting. The Parisima Implementation Phase is key to ensure a successful launch and smooth transition into a Business as usual (BAU) environment.

Marketing Intelligence and Market Mapping

To better understand the potential candidates that may meet your requirements, you might need to research the employees of your direct competitors, or a range of target organisations that you know will have the people you are looking for. Very few employers have either the capability or the capacity to manage this depth of research.

Parisima offers market mapping as a standalone service, enabling employers to reduce their reliance on Executive Search firms, and hence reduce their costs. By outsourcing the most time-consuming, and most difficult part of the process, employers benefit not only from reduced costs, but also from far wider and deeper market insight that can be kept for future use. The product of a market mapping project is not simply a shortlist of candidates for a role, it is the profiles of every person of interest that research uncovers.



Dubai

Office C405, Level 4
Burj Daman,
DIFC Dubai, UAE
PO BOX 114477
t: +971 (0)4 586 7200
e: info@parisima.com

Abu Dhabi

35th Floor, Sky Tower
Reem Island, Abu Dhabi
t: +971 2 4956700

Riyadh

Office 14 & 15,
6299 Al Ihsa Street,
Az Zahraa
Riyadh 12815 3190
t: +966 11 4533949

London

City Tower
40 Basinghall Street
London EC2V 5DE
t: +44 203 770 5530