

## COMPANY PROFILE

# Talent acquisition and workforce solutions across MENA.

Talent acquisition consulting, talent outsourcing and manpower supply, payroll management and HR advisory — delivered as one integrated service for companies building teams in the Middle East and North Africa.

## WHO WE ARE

# A talent acquisition and management consulting firm built for the MENA market.

Shams Talent Management LLC (STM) is a talent acquisition and management consulting firm, founded in 2015 by a team of local and international entrepreneurs, focused on the Technology, Energy, Water and Industrials sectors. Our goal is to help multinational players acquire and manage high-calibre talent that can facilitate their expansion into the Middle East and North Africa region.

STM focuses on reducing the market-entry and execution risks embedded in uncertainties native to the MENA region, providing clients with a unified set of business solutions that streamline their operations across the region.

Technology

Energy

Mining

Water

Industrials

Hospitality &amp; F&amp;B

**2015**

Founded — a decade of regional delivery

**MENA**

Middle East and North Africa

**6**

Service lines under one contract

**End to end**

From first search to monthly payroll

Helping multinational players acquire and manage the talent that carries their expansion into the region.

## WHY STM

# In the war for talent, it is essential to find, hire and retain top performers.

## 01

### Attract and retain

We support you in finding, hiring and retaining quality candidates and top performers.

## 02

### Cultural connection

Improved cultural connections and stronger talent engagement across your team.

## 03

### Bottom-line impact

A positive bottom-line impact through increased talent productivity and efficiency.

## 04

### Legal compliance

Compliance that minimises your business and legal liabilities.

We source through the STM talent network, direct approach and networking, and web communication.

## WHAT WE DO

# Six service lines — individually, or as one integrated workforce solution.

01

**Talent Acquisition Consulting**

An end-to-end search and screening service: we understand the role, source, assess and shortlist on your behalf.

02

**Talent Outsourcing**

STM acts as employer of record for your team — talent outsourcing and manpower supply.

03

**Payroll Management**

Monthly cycles, tax and social security filing, deductions and reporting.

04

**Talent Management Outsourcing**

An expert STM team fulfils the role of your Human Resource department.

05

**Talent Management Advisory**

Policies and manuals, organisational design, grading, performance and benchmarking.

06

**Commercial Representation**

A six-step market-entry programme, plus ongoing representation and back-office support.

## 01 • TALENT ACQUISITION CONSULTING

# We find and screen the right candidates on your behalf.

1

**Understand**

We learn your business, organisational structure, objectives and culture, and the background to the vacancy. The role specification is built from the job description you provide.

2

**Source and screen**

We source potential candidates through the STM talent network, direct approach and networking, and web communication, and screen them against your requirements.

3

**Assess and shortlist**

We interview potential candidates to understand their skills, motivations and objectives, with a role-specific assessment where appropriate. Only the strongest matches are shortlisted, each with a detailed profile.

4

**Your interviews**

You review the shortlist, decide whom to meet and conduct the interviews.

5

**Your decision**

You choose your candidate and make any offer directly. STM does not negotiate on behalf of either party.

Each shortlisted candidate comes with a profile covering compensation expectations, career objectives, languages and work-permit status.

**STM Talent Portal:** a consented talent network, AI-assisted matching, role-specific assessments and a branded shortlist booklet — reviewed by our consultants at every step.

## THE STM TALENT PORTAL • BUILT IN-HOUSE

# Five decades of accumulated talent acquisition know-how, now powered by our own AI.

Our team brings five decades of combined talent acquisition experience. We built the STM Talent Portal around the approach we have refined together since 2015. The AI does the heavy lifting. Our consultants make every call.

## What the AI does

- Reads CVs in their original language and structures them, checking every detail against the source.
- Matches every consented profile to your job description and explains each score.
- Shows each candidate's salary expectation against your budget.
- Drafts a role-specific assessment for each mandate.
- Produces a branded shortlist booklet in minutes.

## What our people do

- Understand your business, your culture and the role.
- Verify anything the AI could not confirm.
- Review every match and every assessment result.
- Decide who is shortlisted — the AI never rejects anyone on its own.
- Stay your single point of contact throughout.

**Consent-based**

Only consenting candidates are matched

**Hosted in the EU**

Data stored in Belgium

**Invitation only**

Role-based access for STM staff

**Fair by design**

Judged on the role, never on personal traits

Technology gives us speed and reach. The human touch is our edge.

## 02 • TALENT OUTSOURCING / MANPOWER SUPPLY

# STM as employer of record for your people.

As the employer of record, STM shares much of the administrative responsibility and liability associated with employing and retaining top talent, and performs employment-related tasks on your company's behalf.

While STM offers full-service talent management solutions, we also provide scalable options that supplement the services carried out by your own internal departments.

Clients who outsource the employment of their team to STM benefit from reduced risks, minimised costs and increased productivity.

**BUSINESS AREAS WE OUTSOURCE**

Energy and mining

IT and software development

Project management and execution

Operations and maintenance

Accounting and finance

Administration

Shipping and logistics

Research

## 03 • PAYROLL MANAGEMENT

# Payroll is a full-time job in itself. We manage all of its moving parts.

Time-tracking, benefit deductions, payroll tax filing, reporting and more — handled every month, so you can focus on business strategy.

01

**Payroll setup**

02

**Payroll tax filing**

03

**Social security filing**

04

**Processing monthly  
payroll cycles**

05

**Paid time off, vacation  
and sick-leave accrual**

06

**Employment  
verification of current  
and past employees**

07

**Standard deductions,  
calculated and  
processed**

08

**Standard payroll  
reporting**

09

**New-hire reporting**

## SAMPLE PROJECTS • CURRENT ENGAGEMENTS

# Talent acquisition, manpower supply, outsourcing and employer of record.

## OIL SHALE IPP AND MINING

## Attarat Power Company (APCO, AMCO, OMCO)

Owner of the first oil-shale fired mine-mouth IPP power plant in Jordan: 2 × 235 MW (net) at Attarat Um Ghudran, 110 km southeast of Amman. At a total investment cost of USD 2.1 billion, the largest private inward investment into Jordan to date.

| Location        | Scope                                                              | Period         |
|-----------------|--------------------------------------------------------------------|----------------|
| South of Jordan | Talent acquisition, manpower supply and outsourcing, HR consulting | 2019 – ongoing |

## CONSUMER TECHNOLOGY

## Xiaomi

Global consumer technology group, with operations in Jordan supported by STM.

Location: Jordan  
Scope: Employer of record  
Period: 2024 – ongoing

## HR OUTSOURCING

## Workforce Africa

Pan-African HR outsourcing and employer-of-record provider, operating across African markets.

Scope: Employer of record  
Period: 2025 – ongoing

## SAMPLE PROJECTS • COMPLETED

# Blue-collar and white-collar teams for international developers in Jordan.

**UTILITY-SCALE SOLAR**
**First Solar (USA)**

Shams Ma'an Solar Project, Ma'an. Blue-collar and white-collar manpower during construction, plus O&M support.

End 2015 – mid 2021

**WATER MANAGEMENT**
**Water for Life — Washington DC**

USAID-funded water management project, south of Jordan. Supply of the project management team.

Mid 2016 – 2021

**RENEWABLE ENERGY**
**SunEdison**

23 MW PV power plant, Ma'an. Blue-collar and white-collar teams for construction.

End 2015 – 2017

**WATER TECHNOLOGY**
**Zero Mass Water (USA)**

Royal Court Amman Project, Amman. Blue-collar and white-collar teams.

2018 – 2019

**PV SYSTEM INTEGRATION**
**Phoenix Solar**

Various solar projects at multiple sites in Jordan. Business development, construction and O&M teams.

Early 2017 – early 2018

# For organisations that need an HR function, or the structures behind one.

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## Talent Management Outsourcing

An expert team from STM becomes part of your business and fulfils the role of your Human Resource department — on-site or remote, and tailored to your needs.

- Employment contracts and policy development
  - Managing ongoing HR compliance
  - Payroll management and business growth strategies
  - General HR administration
  - Grievance and performance management
  - Experts including lawyers, senior strategists and technology specialists
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## Talent Management Advisory

We support you in creating and updating reliable, efficient and well-documented talent management policies and procedures, including the department's guidelines and procedures manual.

- Organisational design and development
- Performance management systems
- Competency frameworks development
- Drafting talent management policies
- Job evaluation and grading
- Salary benchmark reports

## 06 • COMMERCIAL REPRESENTATION

# A tailored six-step programme for entering the market.

1

**Understanding your needs**

Through extensive engagement we identify your objectives in the desired market, examining your product offering, value proposition and budget.

2

**Market validation**

A detailed investigation to validate key opportunities, product feasibility, competitors, potential distributors and sales agents, strategic alliances and industry groups.

3

**Route-to-market review**

Based on the findings and your feedback, we develop a tailored market-entry programme focused on a fast and efficient route to market.

4

**Commercial engagement**

Using our regional connections, we present your offering to potential distributors, customers and sales agents.

5

**Market entry**

We coordinate an in-country visit programme, helping you understand the local business environment and meet distributors, customers and sales agents.

6

**Representation and back office**

We continue to support and commercially represent you in the marketplace, with the back-office services needed to operate.

## SECTORS WE SERVE

# Where our client base and candidate networks are concentrated.

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## Mining and heavy industry

Mine-mouth mining, industrial plants, operations and maintenance.

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## Conventional energy

Oil-shale fired IPP power generation and plant O&M.

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## Renewable energy

Utility-scale solar — construction, commissioning and O&M.

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## Water

Water management and supply programmes.

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## Technology

IT and software development, and digital businesses.

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## Corporate and support

Finance, administration, logistics and research.

## OUR COMMITMENT TO EXCELLENCE

# Innovation, collaboration and transparency — at every level.

STM practises effective and accountable use of resources, and promotes engagement and leadership at all levels.

**Reliability****Transparency****Credibility****Innovation****To show respect and integrity we:**

- Speak truthfully
- Keep our commitments
- Communicate clearly and consistently

**To serve our clients we:**

- Understand the needs of those we serve
- Deliver need-specific, cost-effective solutions
- Consult and engage
- Exceed expectations

**OUR ROLE**

By law, STM represents neither the candidate nor the client in the employment relationship: our role is to help our client find the right candidate and perform the initial screening and assessment on the client's behalf. STM and its employees never charge or accept compensation from candidates, and STM does not discriminate.

OUR VALUED CLIENTS

# Companies we acquire and manage talent for across the region.

Full list and contactable references on request.





LET'S TALK

# Anything we can help you with?

Send us your role list and target dates, and we will come back with a sourcing plan, an indicative timeline and a commercial proposal.

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