



INTERNATIONAL
HR SOLUTIONS





COMPANY PROFILE

Your goals become our goals.

During the last few years, the mindset has changed, and we have become ever more aware that business success is determined by the allocation of intangible assets (human resources, value, relationships, and organizational capital), resources capable to guarantee high growth rates and competitive advantages sustainable over time.

Among the intangible values, a prominent role is assumed by the HR function and its ability to deal with new international markets. In this perspective we have developed a series of solutions dedicated to the international management of human resources with the aim to support our Clients in managing change and internationalization processes.

For over 25 years, our Group has been a reliable and qualified partner for all companies wishing to ensure a correct and conscious management of human resources and HR related processes in an increasingly complex and competitive market.

We support companies in developing their mobility and strengthening endeavours of internationalization, whether they are aimed towards opening new markets or diversifying the business, with a constant focus on creating value and on the control of operating costs.



OUR MISSION

“Your task is to concentrate all your resources and direct all your efforts to creating value for your clients and your shareholders. We are responsible for finding the right solutions to support you in this challenge, crafting the premises and conditions for constantly guaranteeing the best operational performance “.

Reliability, speed and flexibility: these are the qualities that inspire our business model.

OUR VISION

Through our value proposition we can optimize the management of your internationalization processes and human resources management, sharing objectives, responsibilities, risks and results, guaranteeing you a reliable, specialized and qualified partner.

This way, your goals become our goals.

OUR **SERVICES**

The growing complexity and the deep transformations that have affected the industrial sector have pushed our Group to enrich itself with new services and professionalism in order to better support client in all the delicate phases of their journey.

All this is possible thanks to the integration between your processes and ours, and to the transfer of knowledge and our ability to innovate by enhancing the role of human resources.

Through its connections and consolidated organizational system, the group can ensure a range of services that cover all the fundamental aspects of the HR function, touching on innovative and complex areas, with particular attention to the management of change, adaptability, mobility and internationalization processes.

“All this is possible thanks to the integration between your processes and ours



HR Services



International
Solutions



HR Temporary
Management



INTERNATIONAL RECRUITMENT

The global talents research and selection projects start from an in-depth analysis of the company's needs and considering the assignment country, with the aim of identifying the operational and economic profile of the targeted candidates (job function of the resource, compensation model, logistics, tax, social security and insurance aspects). The research and selection process is planned and managed by an interdisciplinary team of professionals whose effectiveness is guaranteed by the use of:

- A recruitment and selection methodology certified by the Lloyds Register LRQA according to ISO 9001:2015
- Network database constantly updated
- WEB multi-posting systems
- Social media recruiting

The definition of project activities, the choice of tools to be used, as well as the type of personnel to be employed depend on the professional level of the scouted positions, on the type of required skills/specializations and on the identified country of deployment.

The candidates' selection takes place through direct interviews and technical assessment sessions and after the selection process is concluded, a shortlist of candidates found suitable in line with the requested profile is presented to the Client.

In compliance with the modern employer branding methodologies, we guarantee feedback to all the candidates who took part in the selection process. This allows us to have constant contact with the candidates, ensuring correctness of the interpersonal relations and guaranteeing enhancement of the Client's brand image (recognition on the labour market).

ANALYSIS

- Analysis of the organizational context
- Analysis of the position to be covered
- Definition of the ideal profile
- Channels of communication with the Client
- Sharing the model with the Client

RESEARCH

- Definition of the research target
- Market exploring
- Direct search (network database)
- E-recruitment (social media, multiposting, ADV)
- Preliminary screening

SELECTION

- Identification of candidates
- First contact
- Interviews
- Assessment

PRESENTATION

- Panel short list
- Organization of interviews with the Client
- References check
- Feed-back to all candidates



MANAGEMENT OF INTERNATIONAL PERSONNEL



Due to the 25-years experience in personnel management abroad, our team provides the HR Management and HR Administration functions with a series of services for an efficient international mobility management:

- Talent Retention. Promoting talent is the key of success in all modern organizations for two main reasons: the top performers drive the company's performance and the turnover is expensive.
- Definition of the policy for the management and administration of personnel assigned abroad (compensation and benefits policy)
- Labour law, social security, tax and logistics consultancy related to the needs of international mobility of resources
- Definition of company remuneration policy for international staff
- Optimization of remuneration profiles for expatriate staff in line with the job position, Client company's policy, and remuneration trends in the country of assignment
- Tax, social security and insurance planning for expatriate staff
- Conclusion of contractual relations with international staff
- Management and monitoring of deadlines and key requirements (entry visas, residence visas and different related administrative issues)
- Consultancy for expatriate employees

Our service accompanies the entire life cycle of the assignment abroad, through the following activities:

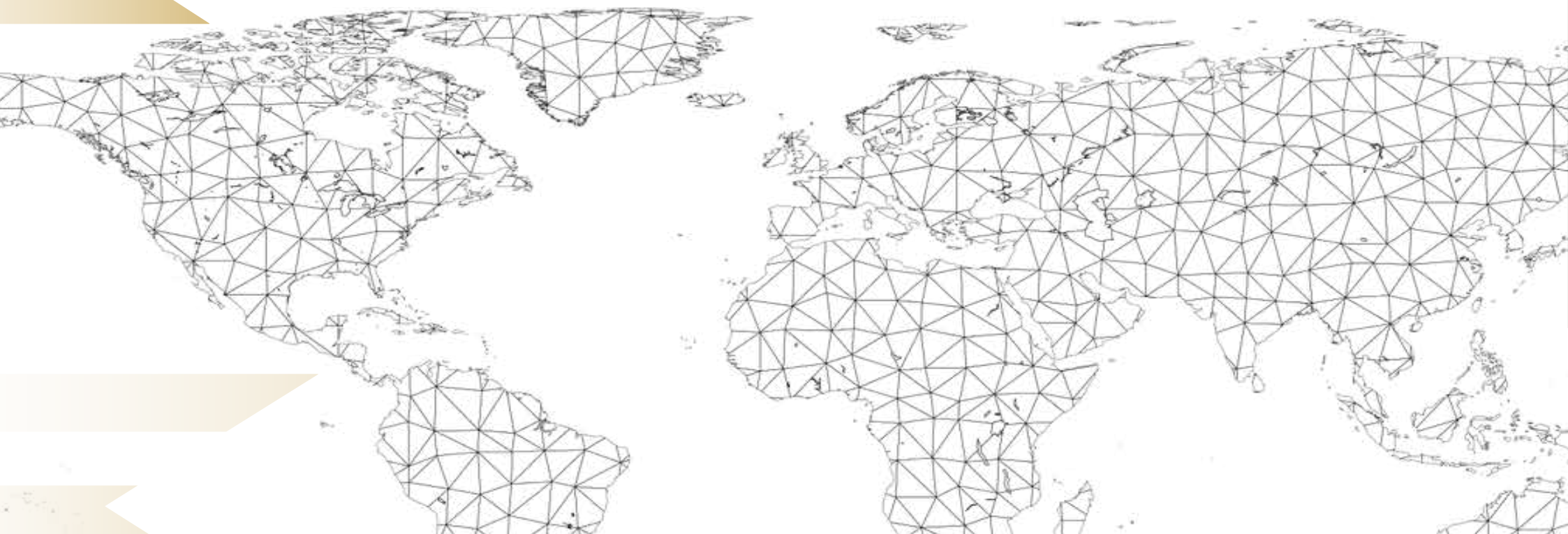
- International payroll and personnel expenses management (starting from the time sheet approved by the Client)
- Periodic statements and payment of taxes in compliance with local legislation
- Assistance for periodic medical checks
- Assistance in case of criticality between the company and the resource
- Logistics assistance
- Management of the individual relation
- Staff training (on request)

Our flexibility and capacity to maintain an operative workflow are particularly appreciated by our Clients in situations of criticality and discontinuity, where timely solutions and availability of the required resources are key factors for the dynamics of the operations.



SUPPORT TO YOUR NEW INITIATIVES

We are specialized in supporting exporting companies in their internationalization process, guiding them in the assessment of markets and in the management of related economic and operational risks, with a particular focus on emerging countries and less known geographic areas.



- Study and analysis of country risk with specific reference to regulatory, fiscal and social security aspects
- Feasibility studies aimed at assessing the opportunity for new investments abroad
- Analysis of social security and insurance issues guaranteeing analytical information functional to the management of expatriates according to current legislation
- Management of international mobility of In & Out personnel and support for the organization of new sites with the management of the mobilization and disposal of resources





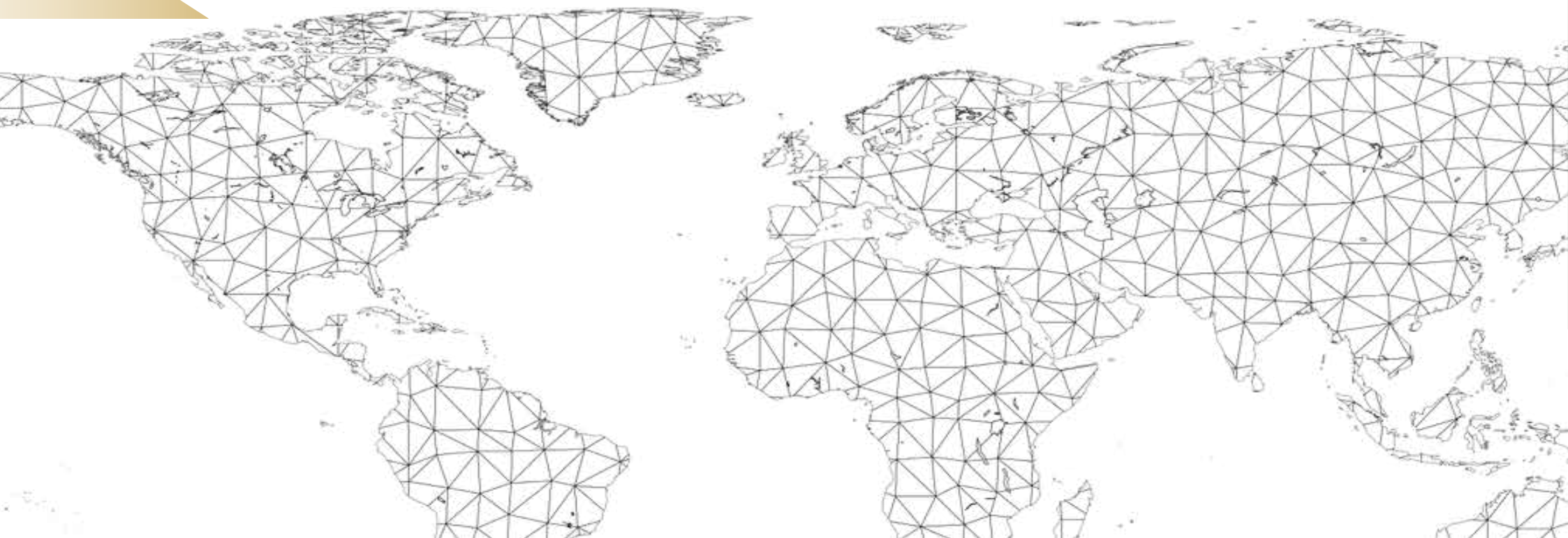
BUSINESS **PROCESS** OUTSOURCING

In the current competitive scenario, many companies are redesigning their business strategies in order to adapt to a constantly evolving reality: most of the time, this involves a review of their own organizational structure and operating processes, in search of more performing solutions.

In the perspective of optimization, the BPO methodologies represent an opportunity which enables the Client company to:

- Focus investments and resources (personnel, time, and space) on the core business, avoiding precious internal energies to be absorbed into support activities
- Delegate non-core management activities to a partner having the required know-how and consequently allowing a management improvement in terms of performance and operational efficiency
- Avoid specific investments, such as the recruitment of dedicated personnel
- Access the best practices deriving from our experience

Our services allow the development of winning solutions based on twenty years of BPO experience in HSE, QA / QC and Procurement sectors.





HR **TEMPORARY** MANAGEMENT

Our Group supports the client organizations not only through traditional HR management services, but also by directly assuming the managerial roles and responsibilities of a real Human Resources Department.

This service is of particular interest:

- For those who are in a development stage, who have not yet structured a functional area dedicated to HR management
- For those companies that are experiencing moments of business discontinuity (crisis situations and corporate reorganization, generational transitions, M & A, international development needs, change processes that impact on culture, strategy and corporate organizational structure)

SMEs represent the sector that, more than any other, can derive benefits from HR Temporary Management services, as they are often facing significant discontinuities without the necessary skills to manage complex processes in the time required by market acceleration.

In this scenario, it may be convenient to introduce new managerial skills into the company, capable of acting as a facilitator of the change process: in this sense the HR Temporary Management represents a reasonable balance between the need for know-how, flexibility and economic constraints.

Specifically, we guarantee support throughout the human resources' management cycle, with particular reference to:

- Management of the individual work relation considering any critical issues and/or development plans
- Study, as well as implementation of corporate restructuring plans and consequent adjustment of the staff management and international mobility of the resources
- Recruiting and selection of qualified personnel
- Internal communication
- Rewarding and incentivizing systems
- Staff training and qualification plans





TALENT **VALUE & GROWTH**

Strengthened by our recognized know-how, we are able to develop and propose customized training solutions based on the specific needs of our Clients.

“**The best time to plant
a tree was 20 years ago.
The second best time is
now**”

Chinese proverb



The objective of our modules is the creation of tangible value, placing the individual at the centre of professional and personal dynamics, stimulating his intangible value, soft skills and motivations.

- HSE Culture Coaching
- Change & Risk Management
- Corporate Social Responsibility
- Now more than ever, the effective training of own Talent plays a key role in business development processes even on medium / short term.
- In an era ruled by Industry 4.0, IoT (Internet of Things) and smart factory management models, quality and safety protocols cannot be excluded from the essential element: the human being and his value.






RESOURCES

Our Group provides an international team of highly qualified recruiters, engineers, economists and HR managers, ensuring maximum reliability, speed and flexibility.

Our highly interconnected team includes members having over 25-years of experience in projects worldwide. This know-how allows our company to provide global HR services from different locations, interacting with different cultures in order to respond to the Clients' needs.

EXPERIENCES

Our 25-years experience have developed in the most diverse industrial projects, using resources from the EU, Eastern Europe and Southeast Asia:

- Projects E&P (drilling & completion, production facilities, oilfield development, integrated oil & gas development, gas pipelines, LNG production, LNG storage and regasification)
 - Projects of power generation (co-generative and classic cycles)
 - Projects of power T&D (HV & LV electrical stations and substations)
 - Refineries, chemical and petrochemical plants
 - Civil plant constructions
 - Industrial buildings and infrastructures
 - Maintenance engineering and procurement
 - Outsourcing and facility management projects
 - Inspection and expediting projects
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SOME OF OUR **CLIENTS INCLUDE**

Our team involved in the recruitment and selection processes has developed a specific methodology whose quality is certified by the Lloyds Register LRQA according to ISO 9001:2015. This certification guarantees an increasing level of quality within our work processes, allowing us to deliver a high level of Client's satisfaction for the provided solutions and results.



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