



Recruitment Consulting Services

Executive Search Services

handover

Efficiency ... from Hire to Retire

Handover Consulting ...

“Handover Consulting was initiated to partner with companies across the Middle East and provide them with unique and competitive consulting solutions to address their Recruitment and Human Resources challenges. Our team of specialists has been engaged with a number of multinational, regional , and local establishments and accordingly bring along solid operational and consulting capabilities in their areas of expertise.

Our vision for Handover Consulting is to become one of the leading and trusted consulting partners in Recruitment and Human Resources serving small, medium, and enterprise firms across the Middle East.

We would be honored to have the opportunity to be part of your successful future and for you to be part of our successful stories. We would love to provide you with more details on our services.

Please do not hesitate to contact us for further details or enquiries.”

Ali S. AlJa'bari
Founder and CEO



Executive Search Services ...

- Executive Search is one of the core Recruitment Consulting Services that we specialize in and through which we support our clients in overcoming the challenges associated with and in managing the recruitment for Executive, Managerial and Senior level positions.
- Our Recruitment Consultants are highly experienced in managing Executive Search assignments for clients across the Middle East and within various business sectors.

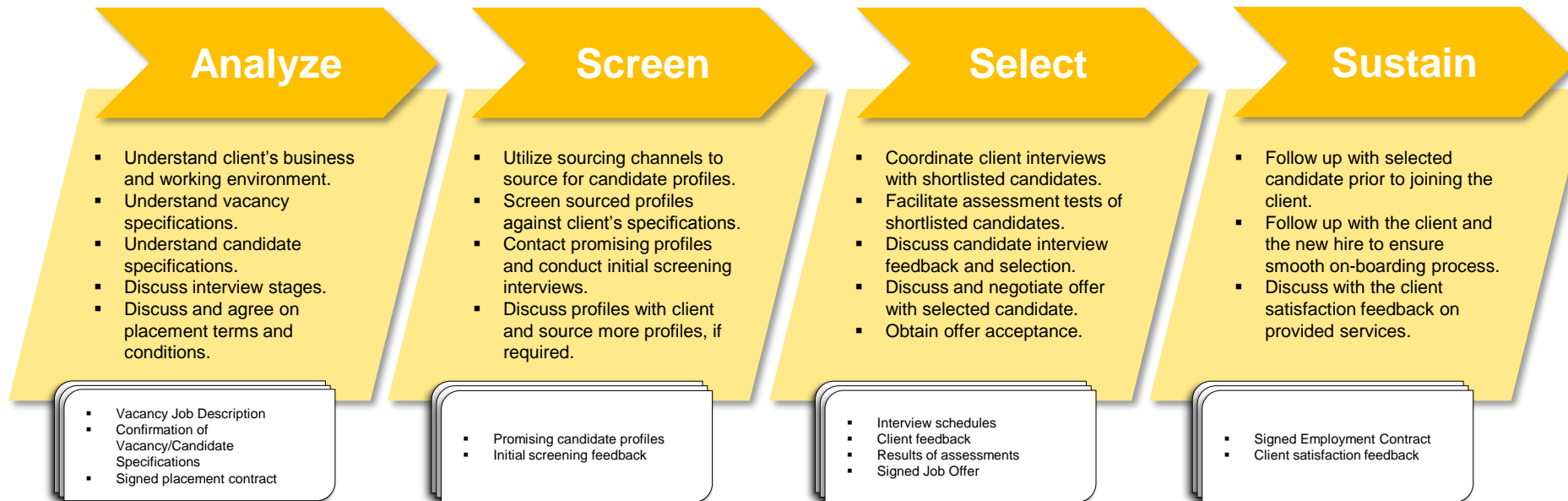
Handover Consulting – Executive Search Services

Type of Recruitment	We provide contingent recruitment services. Meaning, we support you throughout the recruitment process and we receive our service fees only upon the successful hiring of a candidate.
Positions within Scope	C-level positions (Chief), Director-level positions, Manager-level positions, and other specialized positions.
Targeted Industries	We specialize and provide services to various business industries. In particular, MNCs, Family Businesses, FMCG, Financial Services, Retail, Health Care, and Hospitality sectors.
Covered Regions	We currently target Gulf countries in particular. However, we do provide services to all Middle East countries as well.



We use a solid and transparent approach to deliver effective and quality Executive Search services to our clients ...

- Our experienced Recruitment Consultants have carefully designed the below approach to deliver all Executive Search services consistently and effectively:



We understand the challenges associated with recruitment and accordingly are able to support clients to overcome them effectively ...

- Based on our experience, below is a list of the key challenges faced by employers throughout the recruitment process. We have listed against each of these challenges our value proposition which we offer to all our clients.

Key Issues	Indications	Value Proposition
Hiring “best-found” candidates	<ul style="list-style-type: none"> Employers having limited budgets to invest in new sourcing channels. Employers having limited candidate sourcing channels leading them to hire the “best-found” candidate instead of hiring the “best-fit” candidate. Based on conducted researches, these candidates would potentially be terminated within one year while leaving the employer with the extra costs associated with the termination and the re-hiring. 	<ul style="list-style-type: none"> We maintain solid databases of applicants in addition to various other sourcing channels which can be utilized for client specific recruitment requirements without extra costs. We maintain a flexible sourcing strategy that can be tailored to the specific industry and requirements of clients and we continue to source for candidates until the “best-fit” candidate is identified. We provide clients with insights and recommendations on potential “best-fit” profiles.
Lack of Recruitment competencies	<p>Employers having a small or limited recruitment team who may lack one or more of the following:</p> <ul style="list-style-type: none"> Recruitment competencies and accordingly perform inaccurate sourcing and screening activities. Negotiation skills to negotiate for the best salary offer. Industry knowledge and as such fail to do a proper screening exercise. Professional communication skills which in many cases leads to the misrepresentation of the employer to candidates. 	<ul style="list-style-type: none"> Our Recruitment Consultants are certified in special HR areas from internationally recognized institutions. We assign Recruitment Consultants based on their expertise and industry knowledge that are most relevant to the client. Our Recruitment Consultants were previously employed by blue-chip companies bringing along professional attitude and communication skills to effectively brand our clients to candidates while maintaining confidentiality.



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Inadequate vacancy/candidate specifications	<p>Employers not properly defining their vacancy/candidate specifications (including the below) leading to a very long hiring process.</p> <ul style="list-style-type: none"> Outdated or inaccurate job description Unrealistic salary range for the vacancy Unclear interview stages/tests 	<ul style="list-style-type: none"> We assist clients in writing an accurate job description. We provide insights to clients on salary ranges in the market. We discuss and confirm vacancy/candidate specifications as well as the interview stages/tests at an early stage in the process.
Lack of value for time and money	<ul style="list-style-type: none"> Employers' recruitment teams spend a great amount of time (cost) reviewing hundreds of CVs (80% of which are unqualified), responding to applicant's emails and phone calls, and contacting a considerable number of candidates for screening purposes. Employers are reluctant to hire external recruiting agencies to control costs. 	<ul style="list-style-type: none"> Our assigned Recruitment Consultants will be responsible for reviewing all CVs, contacting applicants, screening profiles, and coordinating interviews. Clients will be forwarded only with promising candidate profiles. Our service fees will be only due upon the hiring of a candidate which also includes a refund policy. We understand the current economical challenges globally and regionally and as such we provide our clients with highly market competitive service fees.





Contact us now

We would love to provide you with more details on our services. Please do not hesitate to contact us for further details or enquiries.

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