



Recruitment Consulting Services

Executive Search Services

handover

Efficiency ... from Hire to Retire



Handover Consulting is a dedicated partner for businesses across the Middle East, offering Consulting, Recruitment, and Training solutions. Our team of seasoned professionals leverages deep industry knowledge and practical experience to address your evolving business needs.

We are committed to delivering exceptional service and building strong, enduring partnerships with our clients. Our goal is to be your trusted advisor, helping you navigate complex challenges and achieve lasting success.

Whether you are a small business or a large corporation, we have the expertise to tailor our services to your specific requirements.

To learn more about how Handover Consulting can elevate your organization, please contact us today.



Ali 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.

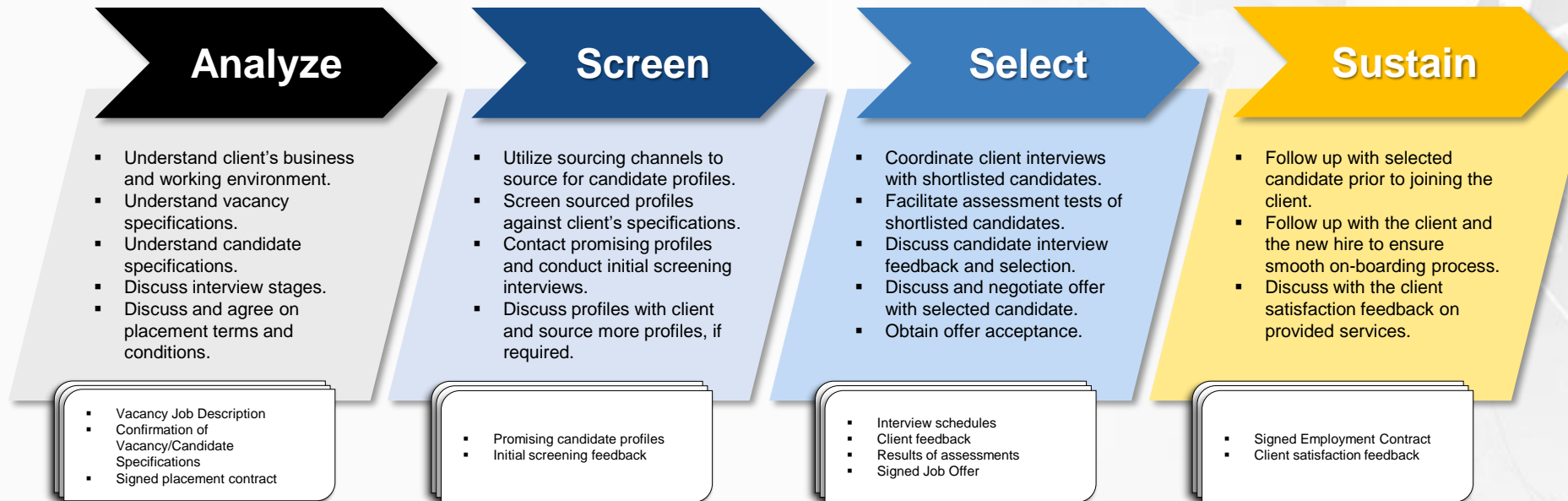
Service Highlights

| | |
|-------------------------------|---|
| 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, Consulting and Audit Services, Retail, Technology, Banking, and Pharmaceuticals. |
| 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 | Our 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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| <p>Inadequate vacancy/candidate specifications</p> | <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. |
| <p>Lack of value for time and money</p> | <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. |



Clients we have worked with ...



Our Strategic Alliances ...

At Handover Consulting, we believe that strong partnerships drive excellence. By collaborating with globally recognized organizations, we bring world-class expertise, certifications, and best practices to our clients. These strategic alliances empower us to deliver high-impact training and consulting solutions, ensuring our clients stay ahead in an evolving business landscape.

THE KPI INSTITUTE Training Partner



Handover Consulting is the official training partner of The KPI Institute in Jordan, bringing globally recognized expertise in performance management, KPIs, and strategy execution to local organizations. Through this partnership, we deliver The KPI Institute's accredited training programs, equipping professionals and businesses with world-class methodologies to enhance performance and drive measurable success.



As an SHRM Authorized Recertification Provider, Handover Consulting is recognized for delivering high-quality HR training programs that align with SHRM's global standards. Our partnership enables HR professionals to earn SHRM Professional Development Credits (PDCs) through our training programs, ensuring they stay certified and up to date with industry best practices.



As the official partner of Middle Earth HR in Jordan, Handover Consulting provides access to internationally recognized HR certification programs. This collaboration empowers HR professionals with globally benchmarked competencies in areas such as talent management, organizational development, and HR analytics, enhancing their careers and strengthening HR practices across organizations.

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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