

UAE WORKFORCE SOLUTIONS

PERM/TEMP

Flexible recruitment.
Integrated employment.
Lower initial risk.

Business presentation



TAP TO SEE THE FUTURE

The gap in today's workforce market

Employers want flexibility without giving up control over who joins their team.

PERMANENT RECRUITMENT

High commitment before proven performance

The employer carries recruitment, relocation, visa and onboarding costs before seeing the candidate perform.

TRADITIONAL MANPOWER

Flexibility, but often limited candidate choice

Providers may supply from an available labour pool, while the client has less control over individual selection.

PERM/TEMP offers three levels of support: available staff, hotel participation in selection, or visa-only support for hotel-recruited candidates.

Three service packages

The hotel chooses the level of recruitment and employment support it requires.

PACKAGE 1

Available Staff

Choose from suitable PERM/TEMP employees already available or ready for deployment.

Fastest route for urgent vacancies.

PACKAGE 2

Hotel Selection

PERM/TEMP sources against the brief. Hotel HR interviews and participates in the final selection.

More hotel input into candidate fit.

PACKAGE 3

Visa Support

Hotel HR finds, recruits, interviews and selects the candidate. PERM/TEMP supports only the visa process.

For hotels with their own recruitment capability.

The hotel provides all operational and job-specific training under every package. Packages 1 and 2 include the PERM/TEMP employment framework.

Recruitment responsibility by package

Packages 2 and 3 differ mainly in who finds and recruits the candidate.

PACKAGE 2 HOTEL SELECTION

PERM/TEMP

Sources candidates against the hotel brief and manages mobilisation.

HOTEL HR

Interviews candidates, participates in selection and provides all job training.

PACKAGE 3 VISA SUPPORT

HOTEL HR

Handles all sourcing, recruitment, interviews, selection and job training.

PERM/TEMP

Supports only the agreed visa process for the hotel-selected candidate.

Package 1 begins with suitable employees already available through PERM/TEMP.

Integrated into the client operation

The model aims for minimal operational distinction from directly employed colleagues.

- 1 **Wear the client uniform**
- 2 Follow the client's SOPs and service standards
- 3 Work to agreed operational schedules
- 4 Receive daily direction from client supervisors
- 5 Receive all operational training from the client company

OPERATING PRINCIPLE

Client management directs the work.

PERM/TEMP remains responsible for the employment framework and formal employment matters.

All arrangements remain subject to applicable UAE licensing, employment and immigration requirements.

Responsibilities for Packages 1 and 2

The hotel provides all training and daily direction. PERM/TEMP manages employment administration.

PERM/TEMP

Candidate sourcing and documentation

Visa sponsorship and statutory processing

Payroll, insurance and employee records

Formal disciplinary and employment support

Mobilisation and repatriation arrangements

CLIENT

Department allocation and daily duties

Scheduling within the agreed framework

All job training, SOP instruction and workplace supervision

Performance feedback and service standards

Integration with the existing workforce

Package 3 is limited to agreed visa support. Hotel HR retains recruitment responsibility.

The six-month commitment

A defined initial period allows genuine performance assessment and recovery of mobilisation costs.

1

CONTINUE

Keep the employee under the PERM/TEMP arrangement for as long as required after the initial term.

2

RELEASE

End the engagement at the conclusion of the agreed period and in line with the contract.

3

CONVERT

Move the employee to the client payroll for a proposed fee equal to one month's salary.

Early client termination during the initial period triggers an agreed charge. Separate provisions should cover resignation, misconduct and verified performance failure.

Revenue model

Packages 1 and 2 use a monthly employee charge. Package 3 uses a separate visa support fee.

MONTHLY CLIENT CHARGE

Employee salary

+

Employment costs

+

Service margin

- Visa and medical processing
- Recruitment and mobilisation
- End-of-service provision
- Insurance and statutory obligations
- Payroll and employment administration
- Optional accommodation and transport

Package 3: agreed visa processing or sponsorship fee only. Final structure depends on the legally permitted arrangement.

Value for both sides of the market

The model must attract strong employers and strong candidates.

FOR CLIENTS

Choose from three levels of recruitment support

Use visa support with hotel-recruited candidates

Assess performance in the real workplace

Add capacity without matching permanent headcount

Convert proven performers when ready

FOR EMPLOYEES

Access reputable UAE employers

Join a real operating team

Demonstrate capability beyond an interview

Build UAE experience and employment history

Create a pathway to direct employment

Initial target market

Hospitality provides a focused entry point where the model can prove operational and financial value.

ANCHOR SECTOR

Hotels and resorts

High staffing volumes, international recruitment and a clear need to test service performance in the real operation.

INITIAL ROLE FAMILIES

- 01 Food and beverage service
- 02 Housekeeping and public areas
- 03 Kitchen and stewarding
- 04 Front office and recreation
- 05 Engineering, drivers and administration

Adjacent sectors: restaurants, facilities management, retail, leisure, cleaning, warehousing and logistics.

VISION

A leading flexible employment platform connecting businesses with people they genuinely want to employ.

LAUNCH PRIORITY

Secure a small group of hospitality anchor clients, validate unit economics and build trusted recruitment pipelines before expanding.

**Choose available staff.
Help select new candidates.
Or use visa-only support.**





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