



Manpower Services



Disclaimer



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Presentation Overview



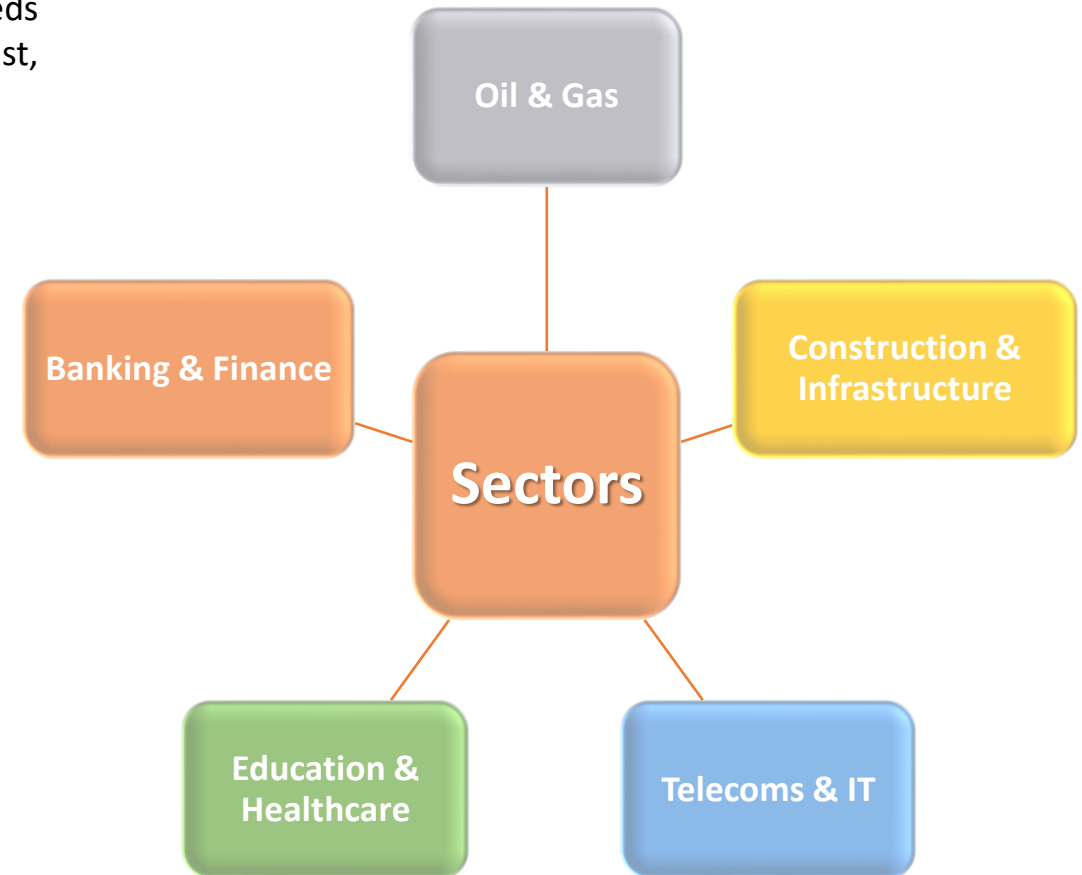
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Introduction



At Dawaam, we understand the critical role that talent plays in driving business success. We are committed to providing high-quality, personalized manpower services to our clients. Our focus is not just on meeting the immediate staffing needs of our clients, but also on building long-term relationships based on trust, transparency, and mutual success.

- Dawaam Recruitment & Training Company was established in 2014 to cater to a growing need to fill the gap between job seekers and employers in Libya and to support with the development of skills through targeted training programs.
- We have a track record of helping businesses in a variety of industries find and develop the best talent to drive their success.
- In this presentation, we will share our strategy for sourcing and managing expatriate talent for the oil and gas industry. We will also discuss our commitment to compliance, our approach to client relationships, and the value we bring to our clients.
- We look forward to taking this journey with you and working together to strengthen Libya's oil and gas industry.



Our Services



With offerings ranging from contract staffing and direct hire recruitment to executive search, consulting services, and training and development, Dawaam delivers efficient, effective, and comprehensive solutions.

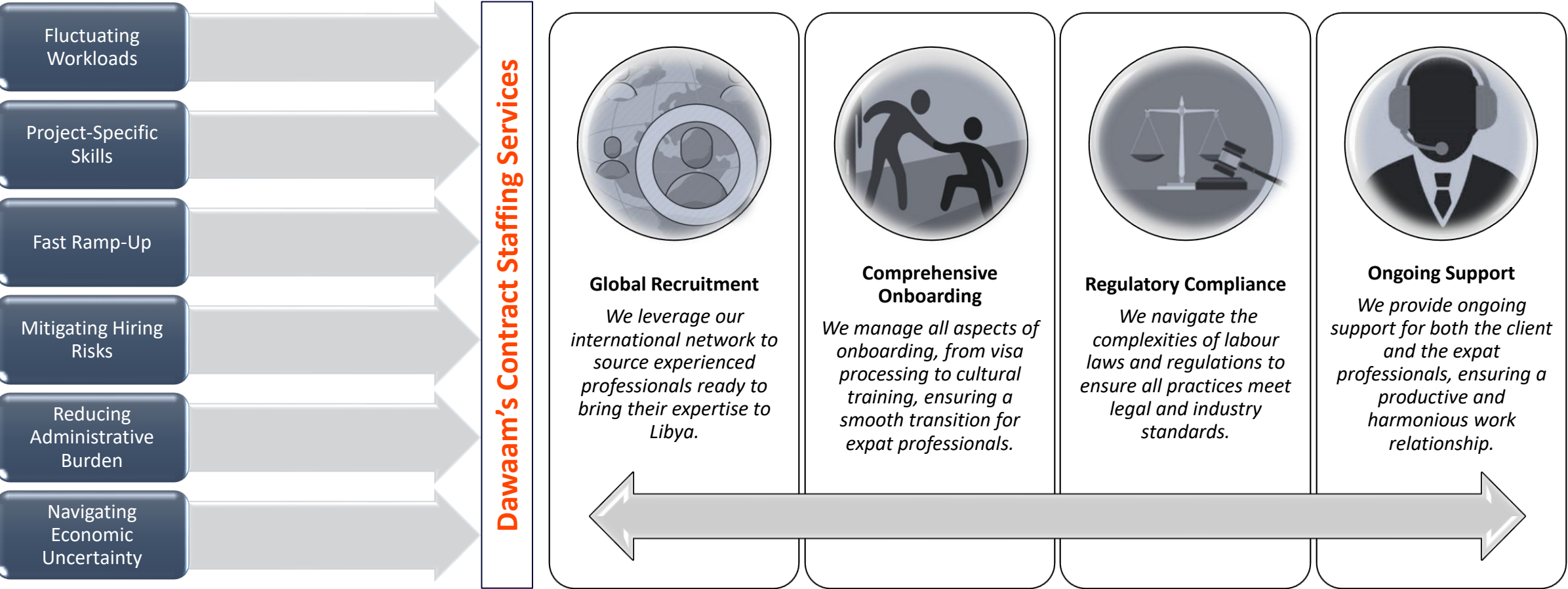
1. **Contract Staffing:** As your partner, Dawaam can supply you with contract employees for project-based, seasonal, or peak workload periods. These employees remain on Dawaam's payroll, and we handle all administrative tasks related to their employment, including payroll, benefits, and compliance with local regulations.
2. **Direct Hire Recruitment:** Dawaam can use its industry knowledge, extensive network, and robust screening process to find highly qualified candidates for your permanent positions. We will handle the sourcing, screening, and initial interviewing process, presenting you with the top candidates for final consideration.
3. **Executive Search:** If you have high-level, executive, or specialized roles to fill, Dawaam's executive search services can identify and attract the high-performing individuals you need. We will conduct a confidential search and thoroughly vet candidates for their leadership abilities and fit with your organization's culture.
4. **Consulting Services:** Dawaam can provide consulting services around workforce planning, talent strategy, compensation analysis, and more. We will leverage our deep understanding of the labour market and industry trends to provide insights and advice tailored to your specific needs.
5. **Training and Development:** As a recruitment and training company, Dawaam is uniquely positioned to not only find you the best talent but also to help develop their skills further. We offer customized training programs to help your staff enhance their competencies and stay updated with industry trends.





Addressing Key Staffing Challenges with Contract Staffing

The complex nature of Libya’s business environment presents unique staffing challenges that companies must adeptly navigate to maintain operational efficiency. Contract staffing emerges as a strategic solution to these challenges, providing flexibility, expertise, and cost-effectiveness. Here we outline some of the critical staffing challenges that companies often encounter, and how contract staffing serves as a compelling solution

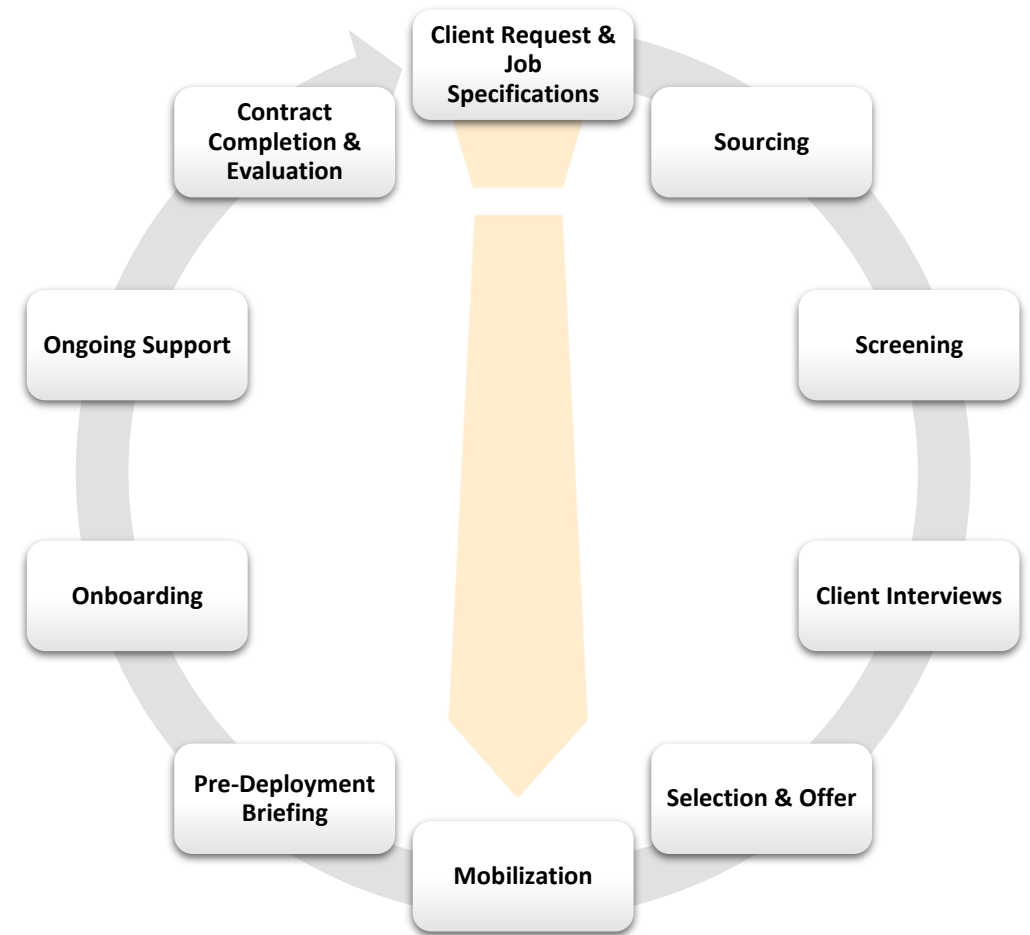


Our Efficient Contract Staffing Process



From the initial request to the completion of the contract, we focus on creating an efficient, transparent, and productive experience.

- 1. Client Request and Job Specifications:** The Client provides Dawaam with the necessary job specifications, including job description, required skills, and contract duration (Client Needs Analysis).
- 2. Sourcing:** Dawaam sources potential candidates using internal databases, job boards, professional networks, and external agencies if necessary.
- 3. Screening:** Candidates are screened by Dawaam through resume reviews, initial interviews, qualification verification, and reference checks.
- 4. Client Interviews:** The top candidates are presented to the Client for further interviews, facilitated by Dawaam.
- 5. Selection and Offer:** The Client selects a candidate, and Dawaam makes the job offer, negotiating contract details.
- 6. Mobilization:** Dawaam handles visa processing, arranges transportation to Libya, and organizes accommodation if needed.
- 7. Pre-Deployment Briefing:** Dawaam prepares the candidate for the move with a briefing that covers cultural training, safety, and job specifics.
- 8. Onboarding:** Dawaam ensures a smooth onboarding process, facilitating introductions and training.
- 9. Ongoing Support:** Dawaam manages payroll, ensures legal compliance, and acts as a liaison between the employee and the Client.
- 10. Contract Completion and Evaluation:** Dawaam conducts a final evaluation at the end of the contract and facilitates contract extensions or new offers if necessary.



Responsibilities: Dawaam and Client



Defining clear roles and responsibilities ensures a smooth contract staffing process. Here's how Dawaam and our clients contribute to a productive, respectful, and secure work environment for our contract staff.

Dawaam's Responsibilities towards the Contractor

Contract Administration: Dawaam negotiates contract terms with the employee, ensures understanding of the contract, and handles any contract-related queries or issues.

Compensation and Benefits: Dawaam is responsible for ensuring the timely payment of wages, administering benefits, and managing any payroll-related queries or issues.

Work Permits and Visas: If the employee is a foreign worker, Dawaam handles all necessary immigration paperwork, including obtaining work permits and visas.

Support and Advocacy: Dawaam serves as an advocate for the employee, addressing concerns or disputes with the client and providing support throughout the contract term.

Insurance: Dawaam is typically responsible for providing insurance coverage for the contractor (if applicable). This usually includes workers' compensation insurance and basic health insurance. Depending on the contract specifics, Dawaam may also provide additional types of insurance, such as professional liability insurance.

Work Environment: The client is responsible for providing a safe and suitable work environment. This includes adhering to health and safety regulations and providing necessary training and equipment.

Client's Responsibilities towards the Contractor

Supervision and Direction: The client provides day-to-day supervision of the employee's work, including task assignment, performance monitoring, and providing feedback.

Respect and Fair Treatment: The client is responsible for treating the employee with respect, and for ensuring a workplace free from discrimination, harassment, and unfair treatment.

Workplace Safety: The client must maintain a safe working environment to prevent accidents or injuries. This may involve providing safety training, personal protective equipment, or other safety measures.



Payroll & Logistical Support



At Dawaam, we go beyond recruitment to provide end-to-end operational support that ensures your workforce is fully compliant, supported, and ready to perform from day one. Our services cover monthly payroll processing, tax and social security compliance, visa and residency coordination, and full logistical arrangements including flights, accommodation, and local transportation. Whether for short-term deployments or long-term assignments, we ensure seamless execution so our clients can focus on their core operations while we handle the rest.



End-to-End Payroll Management

Timely salary disbursement, tax compliance, and social security contributions.



Visa & Residency Processing

Handling all legal documentation and work permits for expat and local staff.



Short and Long-Term Assignments

Flexible staffing to meet your operation's demands

Monthly Payroll Calculation & Disbursement

Tax and Social Security Compliance

Visa and Residency Coordination

Hotel, Flight & Local Logistics

Our Commitment to Client Success



At Dawaam, we are deeply invested in the success of our clients. We assign dedicated account managers to each client, ensuring efficient communication and personalized service.

Our approach is characterized by transparency, providing regular updates and addressing concerns promptly. Recognizing the uniqueness of each client, we offer flexibility in our services, adapting to cater to specific requirements and preferences.

We view client feedback as an invaluable asset for continuous improvement and actively solicit it to enhance our performance.

Our commitment doesn't cease with a successful placement; we foster long-term engagement, maintaining contact to ensure the success of our placements and to offer support whenever required.

Dedicated Account Managers: To ensure seamless communication and personalized service, each client is assigned a dedicated account manager who serves as the main point of contact.

Transparent Communication: We prioritize open and honest communication, providing regular updates on the recruitment process, and promptly addressing any concerns or queries.

Flexible Approach: We understand that each client's needs are unique. Therefore, our services are adaptable to meet the specific requirements and preferences of each client.

Client Feedback: We value client feedback as an essential tool for continuous improvement. We actively seek input on our performance and implement changes based on this feedback.

Long-Term Engagement: Our relationship doesn't end with a successful placement. We maintain ongoing engagement to ensure the success of our placements and to offer any necessary support.

Some of our Clients



Over the years, Dawaam has built strong relationships with a diverse range of clients across the oil & gas, construction, telecom, auto and industrial sectors. We are proud to have supported these organizations with comprehensive manpower solutions, including logistics coordination, visa and residency processing, expatriate staffing, and full payroll management. The logos on this slide represent more than just partnerships—they reflect our proven ability to deliver critical workforce support in complex operating environments.

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JETOUR

LORASCO

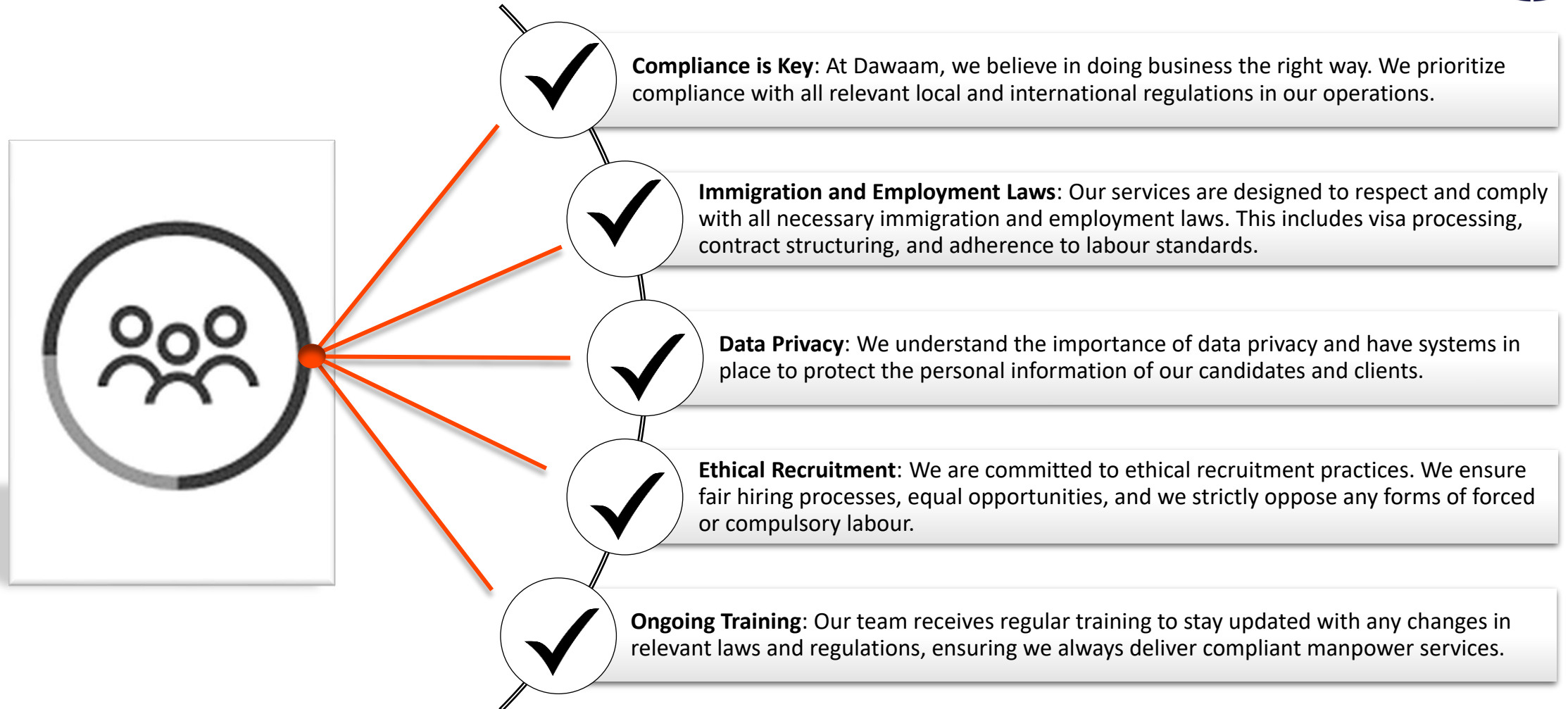
DRILL-TECH

MMG
MUEHRINGER MONTAGE GMBH

Baker Hughes



Ensuring Ethical, Legal Manpower Solutions



Our Value Proposition



At Dawaam, we harness our growing understanding of the oil and gas sector, coupled with our global network, to connect our clients with the right talent that aligns with their unique needs.



We offer an end-to-end service that takes the journey from sourcing, through careful screening, to placement, onboarding, and ongoing support, ensuring smooth integration at every step.



Our commitment to observing regulatory compliance helps mitigate potential legal risks, providing our clients with confidence.



We prioritize the success of our clients, endeavouring to cultivate long-lasting partnerships through tailored, flexible services that address their distinct requirements.



At the heart of our operations is our dedication to the well-being and satisfaction of our candidates, fostering a committed and thriving workforce for our clients.

Your Long-Term Manpower Partners

Industry Expertise: Deep understanding of the oil and gas sector enables us to identify the right talent for the right roles, maximizing productivity and fit.



Global Network: Our vast international network allows us to source the best talent from around the world to meet the specific needs of the Libyan oil and gas industry.



End-to-End Service: From talent sourcing, rigorous screening, and placement to onboarding support and ongoing management, we provide a comprehensive service that ensures success at every step.



Regulatory Compliance: We are committed to strict adherence to local and international regulations, providing our clients with peace of mind and mitigating legal risks.



Dedication to Client Success: Your success is our success. We strive to create long-lasting, fruitful relationships with our clients, providing personalized, flexible services to meet their unique needs.



Candidate Care: We prioritize the well-being and satisfaction of the candidates we place, which translates into a dedicated, thriving workforce for our clients.



Thank you for considering Dawaam as your strategic partner.

We look forward to the opportunity to demonstrate the value we can bring to your operations.



Thank you

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