



## COMPANY PROFILE

Executive Search & HR Advisory Services

**HUMAN SPARK**  
SOLUTIONS LTD

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## THE COMPANY

Human Spark Solutions LTD is a leading HR Services firm based in Kenya. Established in 2023, the company has grown into a reputed firm that goes the last mile in meeting the talent needs of clients across diverse industries in Kenya and overseas. The company was formed to cater to the growing need for quality recruitment specialists in the mid to upper management category and has now grown to also extend the entire gamut of HR advisory and outsourcing services.



From the very first day our motto has always been to maintain a very high ethical and professional people practice.



Our dedicated consultants have relevant industry knowledge and we have developed our own proprietary search methodology.



Our services include the entire gamut of HR advisory and outsourcing services that deliver high standards on the people side of the business.

## ABOUT US

We understand the vast need for competent leadership talent and best in class HR practices. Organisations across the globe are increasingly under pressure to find the right talent that can drive growth in today's challenging times. Human Spark Solutions LTD is poised to address the talent gaps and deliver on the people side of the business thereby empowering organisations towards their desired growth trajectory.

## OUR STRENGTHS

- Empowering organisations to identify the right talent.
- Helping organisations design and deploy best-in-class HR practices.
- Experienced consultants delivering value to organisations through a consultative approach.
- Transparent and ethical business practices.



# EXECUTIVE SEARCH

Human Spark Solutions LTD offers a wide bouquet of services ranging from Executive Search & Selection to Market Mapping and Diversity Hiring.



## EXECUTIVE SEARCH

Our Executive Search practice is exclusive and retained and is focused on Leadership Level Hiring. Our experienced consultants recommend right talent through extensive research. Each candidate is thoroughly interviewed & the best fit ed are recommended.



## SENIOR & MID LEVEL HIRING

We help our clients across industries to identify senior and mid-level talent through our robust internal screening process. Candidates are thoroughly screened for interest, job match, culture and compensation before being recommended.



## BOARD SERVICES

We consult large and small organisations to fill board of director positions with competent and accomplished industry leaders who can not only make a positive impact on the company's brand image but also add value to the company.



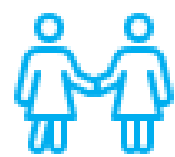
## GLOBAL SOURCING

We help global organisations who are looking to hire talent from Kenya. We also connect global organisations looking for specialised Kenyan and expatriate talent from across the globe by using extensive research to tap into the global talent pool.



## MARKET MAPPING

We conduct exclusive talent mapping exercises across respective industries. Each candidate is thoroughly mapped from the targeted list of companies using a blended approach of search and networking helping clients understand the competition.



## DIVERSITY HIRING

With our extensive reach, we help clients achieve their diversity agenda. Candidates are presented keeping in mind the expected diversity quotient. We also help identify candidates who are differently-abled and have special needs.



We use an innovative approach while hiring for niche and senior level assignments. Each candidate identified is personally interviewed by our internal consultants before being shared with the client. Culture fit becomes a deciding factor while recommending candidates. We ensure that we share relevant details about each candidate in order for clients to take the right decision. Post selection, we help with confidential reference checks and constantly engage with the candidate till joining. Post joining, we continue to engage with the candidate during the initial assimilation process and share constructive feedback with the client on a periodic basis.

# HR ADVISORY

Human Spark Solutions LTD offers a wide bouquet of services in the HR advisory domain like Organisation Structure & Transformation which includes organization structure, HR Policies and processes, Talent Development and Total Rewards.



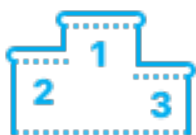
## ORGANISATION STRUCTURE

Every successful organisation requires correct and effective organisation structure to ensure smooth functioning and execution. We help organisations create the right structure that helps deliver the desired business needs.



## COMPETENCY FRAMEWORK

We help organisations create a well defined competency framework that exemplifies the behaviours required across the various proficiency levels. These competencies are then integrated into the various processes within the organisation.



## LEADERSHIP DEVELOPMENT

We help organisations create the right leadership development framework with blended learning interventions. This includes succession planning and managerial skill development.



## VALUES & CULTURE

We help organizations in creating values that are embedded and become an integral part of the company's culture. These values are then made a part of the very ethos of the organisation eventually forming the basis of its work culture.



## TALENT MANAGEMENT

We can help implement various initiatives and learning programs aimed to address the talent development needs across levels in the organisation. We help build organisation-wide and department-wide capability through customized and focused interventions.



## COMPENSATION FRAMEWORK

We help organisations create an attractive and competitive compensation framework that can help in attracting world class talent.



Our focused approach based on the three pillars of Define, Build and Grow helps organizations to execute an effective HR strategy as well as develop and deliver services and capabilities that are much needed to face the existing challenges in building the people side of the business.

# Industry Practices

The team at Human Spark Solutions LTD is experienced and highly capable of meeting the growing challenges and demands of companies in diverse industries as they expand and flourish.



Media & Entertainment



Consumer Goods



Retail & ECommerce



Manufacturing



Internet & Start-ups



Financial Services

We also partner with small and large firms & family owned enterprises and help them transform their organisations .







**HUMAN SPARK**  
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## OUR CLIENTS



**National Government**



**County Government**



**Private Sector**



**and many More...**



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Get in touch.



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