



Thank you for providing YOU Global with the opportunity to provide you with an overview of what we do. We're delighted to inform you why our Clients are consistently impressed with our service.

Our Terms & Conditions will be organised separately by your YOU Global Consultant. We're receptive to accommodating any specific policy requirements that you may have. Flexibility is one of our strengths.

You may have other questions. We welcome them.

**The information within is confidential, and is provided to you on the basis that you will not pass on the information to others without our written consent.**

**you-global.com**



# Overview



- YOU Global is a global recruitment company, headquartered in Dubai, United Arab Emirates, with a heritage in Australia, but with tentacles which reach all corners of the globe.
- YOU Global began its presence in Dubai in 2008 as a regional office of an Australian based specialist engineering, construction and technical recruitment consultancy. It has since become the global headquarters and branched out into other industries, however continues to build a rich database of talent in the engineering, construction and technical sectors, as well as manufacturing, white collar professional, blue collar trades and a wide range of other industries.
- We are a company which capitalises on modern technology and communications, as well as old fashioned service, to deliver premium results to our Clients within timeframes which meet or exceed our Client's requirements.
- This same technology, and our global network of in-house YOU Global Licensees and Partners, allows us to function globally, both in terms of Client service, and sourcing Candidates.
- YOU Global engages only people who share its view on premium service, so that our people are aligned and in tune with our Corporate objectives.



# Not Just Recruitment



- Although recruitment is at YOU Global's core, it's not all we do! Inquire with us about:
  - ✓ Drafting your organisational policies, procedures, job descriptions
  - ✓ Performance management and reward systems, including KPI drafting
  - ✓ Revision of staff benefits
  - ✓ General HR consultancy, advice and outsourcing
  - ✓ CV preparation & review
  - ✓ Migration and visa processing services
  - ✓ Relocation services
  - ✓ Behavioral assessments, psychometric and skills-based testing
  - ✓ National police checking services (Australia only)
  - ✓ Review of English language documentation, including website content, for spelling, grammatical correctness, proper context, consistent formatting, general readability. In short, converting poor English into good English.
  - ✓ Accounting and financial consultancy, verification of company structures.
  - ✓ And much more ... if it's about people or about business, we're interested in helping you out.



# Central Contact Information



YOU Global's Dubai headquarters

**Web:** [www.you-global.com](http://www.you-global.com)

**Email:** [admin@you-global.com](mailto:admin@you-global.com)

## **Dubai head office**

**Tel:** +971 4 320 6684

**Fax:** +971 4 320 6674

## **International fax:**

**+44 70 9224 8529**

## **Australian head office**

**+61 7 3103 3363**

**+61 402 105 150**



# Primary & Secondary Contacts



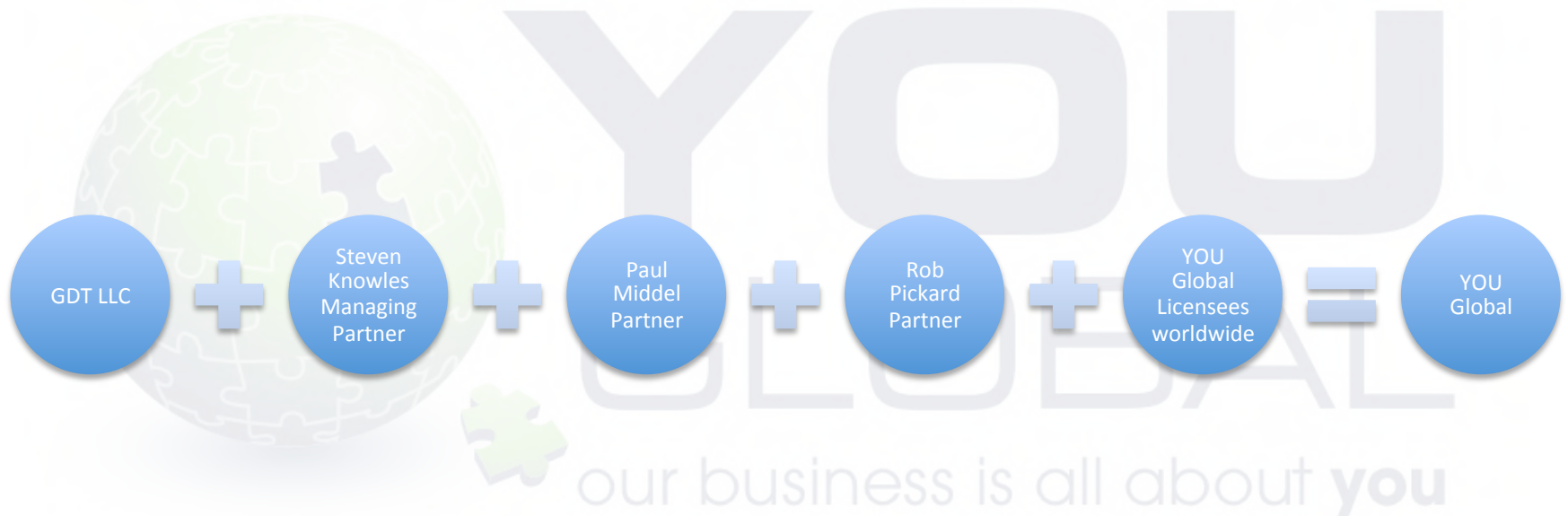
You will usually be provided with a primary and secondary point of contact, with the objective of ensuring someone is available at whatever time you need someone. Your contacts are available 24/7, 365 days per year.

In the unlikely event that your primary and secondary contacts are unavailable at the same time, an equally competent YOU Global representative would be fully briefed on all aspects of any assignments underway.

Your requests will be responded to immediately. One of the first questions asked of you will be the timeframe within which you need a result. Your required timeframe will determine the action plan necessary. YOU Global is well accustomed to urgent requests from Clients, with 24 hour turnaround requests not unusual. We take pride in our ability to respond quickly, working through the night if necessary.



# Who's Behind YOU Global?





# The Founders

## Steven Knowles *BCom (Banking & Fin), F Fin, JP Qual*



A British-born Australian national, Steven commenced his career in the Australian banking & finance industry. After 25 years of dealing with virtually all types and sizes of business, and across most industries, it was time for a change. The recruitment industry looked in need of a shake up, and so in conjunction with long time associates Rob Pickard and Paul Middel, YOU Global was born. Steven is currently based in Brisbane, Australia.

## Rob Pickard



Originally from the north of England, Rob began calling Dubai home in the 1980s. Although based in Dubai, Rob is widely travelled and continues to have close ties with the UK, South America, and Australia, where he bases himself much of the time. Rob's forte is a lifetime in Sales and Brand Management. He has successfully managed some of the world's most well known commercial, industrial and personal brands, bringing those brands wide success, particularly in the Middle East.

## Paul Middel



A long time business partner with Rob Pickard, Paul has built an enviable reputation in Brand Management, mainly throughout the Middle East and Europe, and like Rob has managed some of the world's most respected brands. Originally of The Netherlands, Paul spent many years in Belgium, with his base being Dubai since the 1990s.





YOU Global operates globally, however the locations stated are those places in which we currently have a physical presence. More offices coming soon.





# Our Information System



In 2008 YOU Global took a strategic decision to build its own in-house proprietary recruitment system. Owning our system allows us complete control when it comes to business needs. By providing a cutting-edge recruitment solution to YOU Global consultants worldwide, YOU Global are able to provide Client's with the very best service, quickly and accurately.

YOU Global's Candidate database is a custom designed powerful engine. The database content and system is housed on a virtual private server (VPS) based in a professionally controlled environment in order to ensure 24-hour access with less than 0.1% down time. The system itself is maintained by our own internal dedicated database administrator.

YOU Global's system is fully scalable with unlimited capacity. Delivered via the internet, with strict security in place, our database is accessible by our Consultants wherever they happen to be in the world, enabling us to provide a seamless service to Clients.

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Candidate profiles submitted to YOU Global's database are automatically indexed, word-by-word, supported by boolean logic search technology to help us shortlist quickly the Candidates who our Clients require.

YOU Global's system handles the full recruitment workflow process, helping to make sure YOU Global delivers results to its Clients in a timely manner.





# Competitive Advantages

- YOU Global has found that its competitors regularly access Candidates from the same old tired databases, constantly churning the same people with little new blood. Whilst YOU Global Consultants do access these databases as required, our Consultants look outside of the square when conducting searches. We access dozens of proven and sector-specific job boards and portals around the globe, maintaining thorough records on results achieved, enabling us to know immediately which methods are going to yield the best results in the fastest time. We look in places other agencies don't look, to make sure we're finding the Candidates who won't ordinarily be found.
- Internal networking is actively encouraged. Although we provide Clients with primary and secondary points of contact, that's not where it ends. Internally there may be half a dozen Consultants and researchers considering your requirements in order to maximise turnaround time and improve the quality of results.



# Competitive Advantages

- We have a growing global network of YOU Global's own people, ready to provide us with local knowledge around the globe, source and interview international Candidates quickly and cost effectively, and for our Clients in turn to benefit from this global network.



**In-house psychologist.** YOU Global's in-house registered psychologist enables us to offer qualified advice and consulting services to our Clients. At your request, we can provide the full range of behavioral assessment and psychometric testing services for not only new Candidates, but for all existing employees.

**Skills testing.** YOU Global can arrange for formal testing of a range of skills, including most mainstream computer systems and applications.







# Cultural Diversity

YOU Global has a full appreciation and awareness of cultural diversity, and the needs for many organisations to comply with prescribed workforce mixes.



We've made it our business to ensure we have ready access to not only expatriate resources, but the local national workforces of many regions. We know how and where to reach them, and we know how to communicate with them.



Our multiple points of presence around the globe, and its diversity of Consultants, make cultural sensitivity an important reason for choosing YOU Global as your recruitment partner.





# Key Strengths Relevant to YOU



- As an important Client, you'll have assigned a single point of contact dedicated to providing you with a service experience you'll find hard to beat. Back ups will be on call around the clock.
- Although physically headquartered in the UAE, YOU Global functions in all corners of the globe. Our Consultants are readily available to meet with regional staff and spend the time necessary to understand your recruiting needs, offer advice and support, deliver accurately and in a timely manner.
- Our global expansion plans are well advanced, with the long term objective being that if a country is worth representing, then YOU Global wants to be there. Our global growth will assist regional based Clients when sourcing internationally.
- Regardless of industry, we simply have the know-how to find the people our Clients need. The bottom line is, **you don't pay us unless we find the person for the job.** Nothing to lose by giving us the opportunity to show you our capabilities.



# What Industries Do We Cover? Yours!

No single person can be a specialist in everything. In recognition of this, YOU Global developed an effective in-house networking system which delivers the skills of all of us, through a single point of contact, to your doorstep as required.

Our areas of specialisation, both by industry and geography, are constantly expanding as we bring on new people. Examples currently include:

Engineering & Construction | Oil & Gas | Sport, Fitness & Sports Management  
Blue collar & trades | Unskilled labour | Health Care & Medical | Legal  
Banking & Finance, including leasing and asset finance | Stockbroking  
HR Consultant & Management | Career Management | Education | Child Care | Training  
Information Technology – all sectors | Telecommunications  
Brewing & Distilling | Personal Care Products | FMCG  
Senior Executives & General Management  
Real Estate – Sales, Development, Broking  
Hospitality | Administrative & Secretarial  
Brand Management | Sales & Marketing  
Accounting & Management Consulting  
Transport & Logistics | Airline industry | Shipbuilding & Ship Repair  
Manufacturing & Production | Printing | Government

