

COMPANY PROFILE



**CROWN VENTURE
INTERNATIONAL**

“Time spent on hiring is time well spent.”

– Robert Half.

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ABOUT US

Crown International a formerly known as Ltd Alwaqeel Agency Ltd. is a recruitment company based in Nairobi Kenya. Crown Venture International has been in the staffing industry since 2008 with the objective of providing quality and excellence recruitment Solution services. It has achieved a reputation for efficient and personalized excellent service to meet the staffing needs of various industries in the Middle East from permanent placement.

It is our mission to keep up with the latest human resource challenges and to resolve staffing needs, whereby freeing up valuable time for our clients to focus their attention on their core business.

In our pursuit for identifying quality candidates, we have acquired a sophisticated Candidate Database Management System and vast network of resources in enhancing the recruitment

At Crown Venture International, we view manpower as a partnership and a bridge to build a lasting relationship with our partners and clients.

Each recruitment undertaking is unique. We realize fully our role in helping our clients attain their objectives. We constantly keep in mind the maxim that your employees are the foundation upon which business is built and the selection of new staff is one of the most critical management tasks. We are likewise cognizant of the potential positive impact we play in the life and career of candidates we have considered and deployed.

OUR PHILOSOPHY

Our philosophy is commitment to providing Top Quality Recruitment Solutions. We always aim to exceed client's expectations as we view every recruitment undertaking as a long-term partnership borne out of trust, professionalism and service satisfaction. Many of our existing clients have enjoyed the benefits of our professionalism and integrity which has enabled us to search and sign up top-quality workers from some of the world's well-known and established companies and industries.

QUALITY

Central to our business philosophy is utmost quality and that our recruitment consultants only fill assignments within their field of expertise. We don't just hand you a list of potential candidates, we spend time getting to know your company so that we can provide you with a list of only the finest candidates. We assign you with your very own personal consultant, who will work with you throughout the entire process.

HONESTY

Our relationships with clients and candidates are characterized by honesty. For search assignments, Crown Venture Intl presents information about the candidate to the client honestly and factually (which includes any reservations concerning the candidate that are relevant for the position) and we provide candidates with adequate and accurate information about the clients' organization and position.

PASSION FOR HUMAN DEVELOPMENT

Our passion for human development linked to our expertise drive us to discover new talents every day. Understanding and valuing each individual as unique person is an essential part of our corporate culture. As we are dedicated to enhancing our clients' success, we make it a priority to ensure that each candidate receives relevant advice to develop his or her potential through personal and professional growth.





MISSION

We believe in finding the right job for the right candidate and the right candidate for the right company at the right salary level. We take upon ourselves the onus of finding an equitable salary level that is sustainable for the employer as well as the employee. Our guiding principles are giving every stake holders a level ground in which everyone stands to gain, contribute to humanity and progress together.

In our pursuit for excellence we keep in mind the need to remain neutral toward everyone who deal with us and strive to build a better tomorrow.

VISION

Our vision is to become the employers' preferred Recruitment Agency of choice based on the extent and quality of our service. We also endeavor to be the preferred platform for candidates to discover and pursue exciting careers with their ideal organizations.



OUR VALUES



Integrity – Success will come and go in your life but integrity is with you forever. Integrity is doing the correct things all the time, regardless of the consequences. Thus, our Recruitment Consultant's integrity is not to overpromise or under deliver. We embrace differences and we are honest, ethical and committed.

Passion – Our Recruitment Consultants are driven and committed to engage and inspire in order to deliver results to our clients.

Ethics – Our Recruitment Consultants work closely with the clients to understand and identify your recruitment challenges in the organization. We will then provide frank and honest recommendations so as to achieve result in the recruitment process instead of focusing on profit.

Professionalism – It is essential to be professional if they want to be a success. Being professional means conducting oneself with responsibility, integrity, accountability and work excellence. Our recruitment conduct or quality characterizes a professional image.

Honesty – Our Recruitment Consultants keep their word and they can be trusted.

Commitment – We are committed as when we make a promise to our clients due to their needs, if we can't achieve the dateline, we will let the client know as possible for whatever reasons in order to avoid their operation bottleneck. Commitment ignites actions and responsibility. Our Recruitment Consultants are firmly committed to their jobs and it is the strength of this commitment will lead to both the company's and client's success. The quality of the company's commitment to the clients is always based on the quality of the committed Recruitment Consultants.

OUR SERVICES

01. **Recruitment Network**
02. **Recruitment Strategy**
03. **Recruitment Procedure**
04. **Recruitment Services**
05. **Recruitment Process**
06. **Staffing Solutions**
07. **Hiring Solutions**
08. **Workforce Planning**
09. **Candidate Assessment**
10. **Candidate Sourcing**

CONSULTATION:

EMPLOYER CONSULTATION & ADVISE. – When you partnering with Crown Venture International, the stress are removed from the recruitment process and you're left with a small number of candidates who you can be sure is the best fit.

We have no upfront fee, meaning you won't pay a penny until we have found the right candidate and the contract is signed. To find this person, we place advertisements on many of the major job boards, as well as filtering our database reference checked candidates.

JOB SEEKER CONSULTATION & ADVISE. – Career Advice, Career Planning, Career Support, Effective CV, Interview Skills, Interview Preparations

SALARY GUIDE. – Money it's one of the main considerations for people when it comes to accepting, staying or moving into a job, yet it's also one of the most difficult things to talk about. The hardest thing knows where to pitch yourself, go too low and you could be underselling yourself; pitch too high and you could be overlooked.

MIDDLE EAST PEOPLE, RELIGION AND CULTURE – We advice jobseekers about Middle in general: People and their culture, religion, environment, working conditions.

LABOUR LAWS IN EVERY COUNTRY – We advice jobseekers about Labour laws in their respective country of placement.



OUR SERVICES

TOTAL RECRUITMENT SOLUTION:

We are specialized in manpower supply consultancy for foreign workers from Kenya, Tanzania, Uganda Rwanda, Burundi Malawi and part of central Africa.

We aim to provide a Total Recruitment Solution to our clients and work to insure a successful recruitment of manpower.

- 1. Assessment of competencies*
- 2. Workforce Planning*
- 3. Recruitment, organized job fairs and advertisement placements, etc, and Internet on line postings or selected job vacancies.*
- 4. Pre-select candidates for short-listing*
- 5. Administer tests (if required); conduct personal interviews for individual assessment.*
- 6. Evaluate and verify credentials and documentary submissions such as employment certification, transcript of records, etc.*
- 7. Prepare candidate for interview with employer and/or its representative.*
- 8. Conduct trade test, if necessary, from leading private testing companies recognized and accredited by the governing government body.*
- 9. Arrange the conduct of medical and laboratory tests to determine health*
- 10. Assist selected workers in the compliance of documents required for visa and other purposes.*
- 11. Facilitate visa issuance from host country through employer for selected candidates. Provide Pre-Departure Orientation Seminar (PDOS) assistance.*
- 12. Coordinate with principal airline booking of selected worker.*
- 13. Airport departure assistance.*



SERVICE LINE

MANPOWER SUPPLY:

Crown Venture International Ltd is keen to partner with your organization to equip it with the caliber of manpower that would not just support, but also enhance its productivity.

We are willing to enter in to a strategic alliance or partnership with your company, to recruits suitable personnel, regardless of the employment duration that may be targeted.

Here are most of the country we supply manpower

Kingdom of Saudi Arabia - Capital City Riyadh

State of Qatar - Capital City Doha

United Arab Emirates - Capital City Abu Dhabi

Kingdom of Bahrain - Capital City Manama

Republic of Kuwait - Capital City Kuwait City

Sultanate of Oman - Capital City Muscat



SERVICE LINE

MANPOWER CATEGORIES:

PROFESSIONALS:

Engineers Civil / Electrical / Mechanical / Electronic / Telecom Computer/IT/ Petrol & Diesel, Architects/Planners, Construction Managers, QA/QC Inspector, Doctor, Medical /Nurses Consultants, Physicians/Surgeons/Para Medical/Gynecologist/ Physiotherapies/ Professors/Teachers in various fields. Financial & Banking Specialists

SKILLED

Construction supervisors/Overseers, Welders (Gas/Electric) Foreman (Electrical/Mechanical/Civil) Plant Operators (Electrical/Mechanical/Civil) Nurses/Caregiver/housekeepers and Care Assistant (Male/Female) Pharmacists Medical/Medical Representatives Laboratory Technicians (Medical Assistants/Paramedics & other more. Masons/Tile Fixers/Plasters/Wall/Brick /Mechanics (Air Conditioning/Heavy & Light Equipment) Technicians /Hotel/Casino/Restaurant personnel: Waiter, Cook, Bakers, Front Office Personnel, Food and Beverage, House Keepers, Captain, Manager /Supermarket:, Accountant, Supervisor, Cashier, Storekeeper, Salesman, Computer Operator, Driver cum Salesman/ Computer Operators, Programmer, hardware technicians /Drivers (Heavy/Light)/Trailer/Equipment Operator/Bulldozer Operator, Earth moving/Construction Equipment Operators

SEMI-SKILLED

Carpenters/Stutterers /Concrete Mixer Operator /Helpers (Electrical/Mechanical/Civil) Kitchen Helper/Assistance Cook /Laundry, Cleaner, Iron Men /Mason Helpers (Brick/Block/Marble/Chips/Ceramic) Pump Operators /Block Makers /Gardeners and other more.

UN-SKILLED

General Labors /Cleaners/Sweepers/Helpers /Agricultural Labors/ Farmers/Field Plantation Watchmen/Guards /Airport Loaders Industries Labors (Various Categories) / Housemaid /House cook House driver /Baby sitter /House maid



SERVICE LINE

INDUSTRIES :

Crown Venture International Ltd mainly operates within the following industries:

- *Education & Development*
- *Food & Agriculture*
- *Medical & Pharmaceutical*
- *Healthcare & Fitness*
- *Construction & building*
- *IT & Telecommunication*
- *Banking & Finance*
- *Hospitality & Hotel Management*
- *Oil Gas and Refinery*
- *Automotive and Mechanical Engineering*



SERVICE LINE

OUR CLIENTS :

We have the privilege of working with some of the most well known companies in the Middle East and we don't take this lightly. Our clients engage us in a number of ways—we help them solve business problems. Recruiting the right staff is a major investment of management time, business resources and financial budget, so let Crown Venture International help you get it right by offering a totally flexible, cost effective and unique recruitment solution.

Here are some of our clients:

AL- Safy Diary Co
Offshore Protection construction (Damm)

PepsiCo Saudi Arabia
Munira Dujman Al-Harby (Logistic)

Dallah Al-baaraka
Sinta Ghaalib Al-Harby (Logistic)

Project Supply Company PSC (Logistic)
Le- Meridian Hotel (Makka)

Mohammed Nassir Al-Hajry (Logistic)
Crom Hotel (Madinah)

Metscco Heavy Steel
DAR Al-Ekhtisas East (Hospitality)

LPM Restaurant (KSA) Hospitality
LAGRIM CAFÉ (Riyadh)

Smart Food Beverage (Al-qassim)
Construction Development (Qatar)

Acciona (Middle East) KSA , QATAR .
Management Solution (Qatar)



ORGANIZATION CHART








**CROWN VENTURE
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