

HEMFA RECRUITMENT

AGENCY

COMPANY PROFILE



Who We Are

2012
HEMFA

HEMFA strives to be the best advisory company in Libya with the highest reputation for professionalism and quality while adhering to the principles our company was founded on and contribute to market development. We will make every effort to become the company of choice for clients as well as the employer of choice for outstanding professionals.

We SHAPE the future by brining innovations to the workplace!



2022

HEMFA Recruitment Agency

At the HEMFA Recruitment Agency, we influence our deep expertise and collaborative process to guide clients in the areas of organizational strategy, HR infrastructure services, comp & ben, talent management, talent acquisition, performance management, learning & development. This strategic approach to HR improves organizational performance for clients across Libya.

We promote HR excellence by delivering innovative solutions and services!



How We Operate

Our Values

Value Creation

We will adopt technology and data as powerful value creators, and lead our industry in innovation. Our technology will improve our speed to the market. This drives client and candidate service, as well as internal efficiency.

Above & Beyond

The scale and diversity of our business brings an incomparable depth and breadth of expertise. We can respond quickly to our clients' needs, enabling their businesses and their people to succeed. Our aim is to become the life time and dependable partner to people and organizations.

Resilience

We will do our best to prevent issues, and we are also prepared to work through difficult situations when they arise and come out stronger on the other side.

Diversity

We welcome diverse perspectives, experience, knowledge and culture. We want to have an inclusive work environment by focusing on the needs of every individual and ensuring that the right conditions are in place.

Innovation

When faced with challenges, we collaborate to provide creative and efficient solutions. We also embrace purposeful change benefitting our team. We monitor technology landscape, identifying new trends, opportunities and threats and build relationships with key players.

Standardization

We believe standardization builds a platform for growth for that reason we will make our processes of putting different variables on the same scale.

1 OUR VISION

To build an inspiring, innovative and globally recognized company.

2 OUR MISSION

Provide high quality people solutions, delivered with unbeatable service to its customers. To do this by providing an environment for learning, growth and advancement for our community.

3 BUSINESS MODEL

Everything the HRA business does is focused on promoting HR Excellence and placing the right people into the right roles, as well as attempting to do the right thing for our multiple stakeholders.



Our Objectives

HR Solutions

Providing the right HR solutions regardless of the people challenges.

HR Excellence

Promoting HR excellence in the public sector.

Career Development

Creating career development programs to support the next generation in Libya in all roles at all levels.

Grow the Business

Helping our clients grow their businesses by focusing on increasing their bottom-line profit or surplus.

Attract & Retain

Providing our clients with the resources that will help them attract and retain skilled talent.

Skills Development

Giving future leaders the right skills through training, credentialing (professional development), and upskilling talent to provide individuals with the knowledge, vocational skills, and credentials they need to obtain employment and advance their careers. sharing some uncomfortable truths, but if people don't.

Pipeline Development

Develop a pipeline of skilled talent by outreaching job seekers and job creators.

Connecting Talent

Connecting job seekers to our clients through online and in person opportunities.

Our Strategic Directions

2022-2025



Recruit, Retain, and Inspire Talented People

Our areas of focus and development include the need to increase our capacity for professional development, team building, leadership and advancing our approach to professional practice.



Enabling Operational Excellence

Enable an efficient, intelligent, and responsible business by standardizing and automating the HRA business processes wherever possible.



Building Strong Relationships with Our Stakeholders

Supporting HR candidates and clients' success through valuable and friendly working relationship.



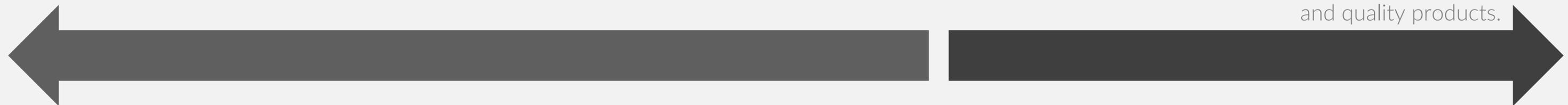
Building Long-Term Connections and Relationships with the Government and Future Leaders.

Work with the government to support the next generation young leaders who want to share, learn and be open to international expertise.



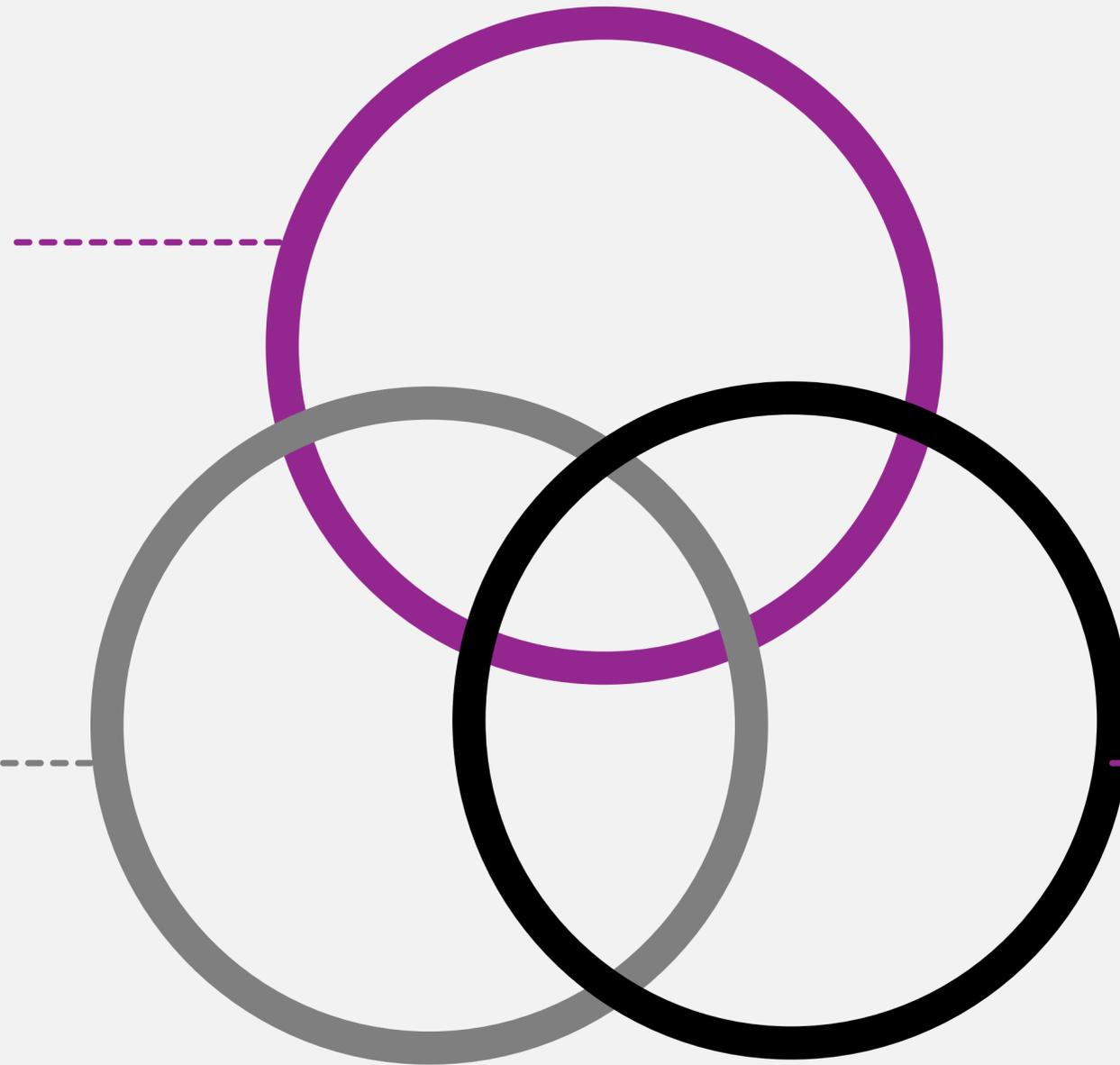
Building a Financially Healthy Business

Create strong market positions with innovative products, services, and processes. We will focus on maximizing the benefits of our efficient and responsible processes, creating innovative solutions, responsive services, and quality products.



Our Focus & Approach

Talent
Acquisition &
Recruitment



Organizational
Development

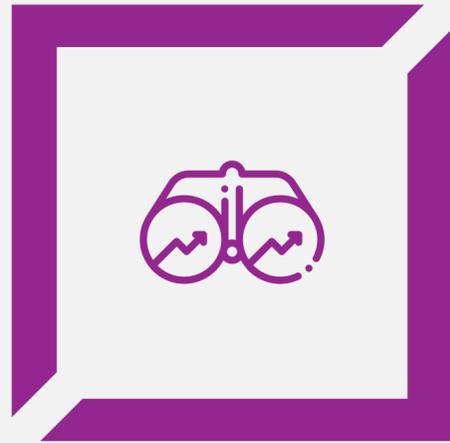
Our focus is to help our clients grow and increase profitability/surplus as well as serving clients across various sectors and disciplines in attracting and retaining talents.

Employee Learning
& Development



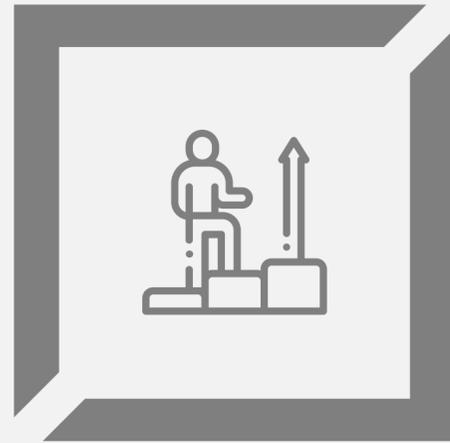
Our Value

Why HRA?



Boost Productivity

The benefits of outsourcing time-consuming HR functions such as recruitment, payroll, and benefits administration to support our client on focusing on core activities that add value at a strategic level.



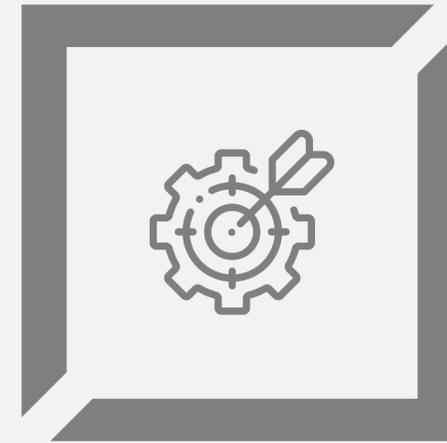
Streamline HR Framework

Accessing modern HR software and metrics tools enables our clients to accurately measure business growth, development, and workforce strategies.



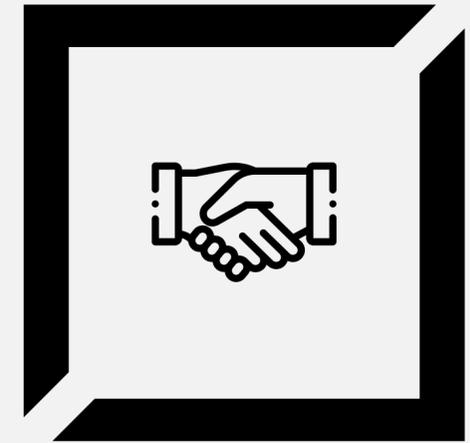
Enhance Service Levels

Increasing the accuracy, performance, and quality of administrative HR functions. Delivering consistent, impeccable service with reduced Turn Around Time (TAT).



Boost Compliance

Stay on the right side of the law. Avoid fines, penalties, and lawsuits by ensuring all the HR daily tasks, policies, and employee benefits are compliant with our labor law.



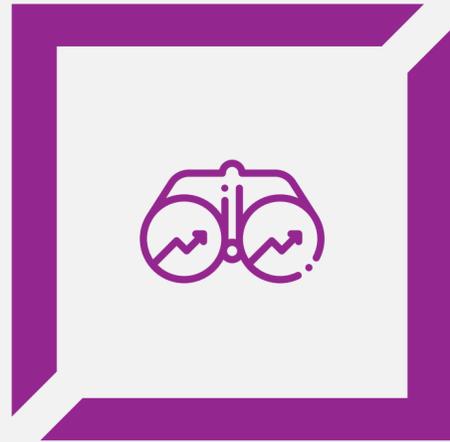
Inspire Employees

Creating a seamless work experience for our client's employees by streamlining processes. Focusing on initiatives that drive employee empowerment and productivity.



Our Value (Continued)

Why HRA?



Optimizing Costs

Growing the client's businesses' savings by avoiding considerable costs involved in hiring and maintaining employees, training, benefits, and technology.



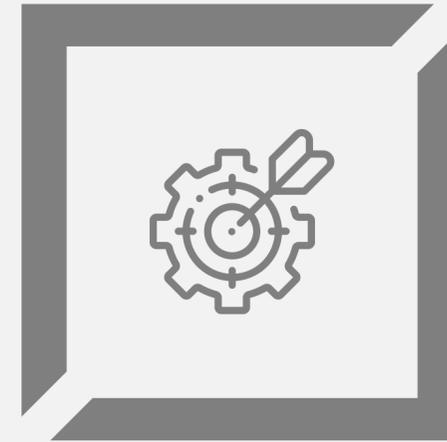
Faster Hiring

HRA aims to shorten the time it takes to fill an open position. We can find candidates in a short period of time using our vast talent pool in our database, a network of connections to leverage, and access to different systems.



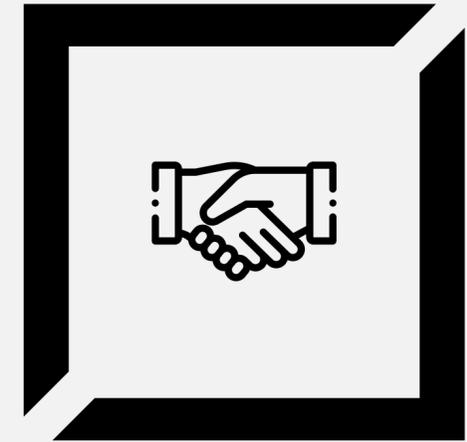
High-quality Candidates

We have a higher chance to find high-quality candidates because we deal with candidates on a daily basis, and we are experts at interviewing. We have access to a large talent pool of pre-screened and referenced candidates.



Specialist Recruitment Knowledge

We have a team that specializes in recruiting for one sector or vertical. We often have a better knowledge of technical roles and the skills needed for them. We are also able to spot transferable skills others may miss.



Focus on Serving the Client

We ensure that we are focusing on providing our clients with the best possible candidates for their open positions, candidates who are genuinely interested in their job opening.

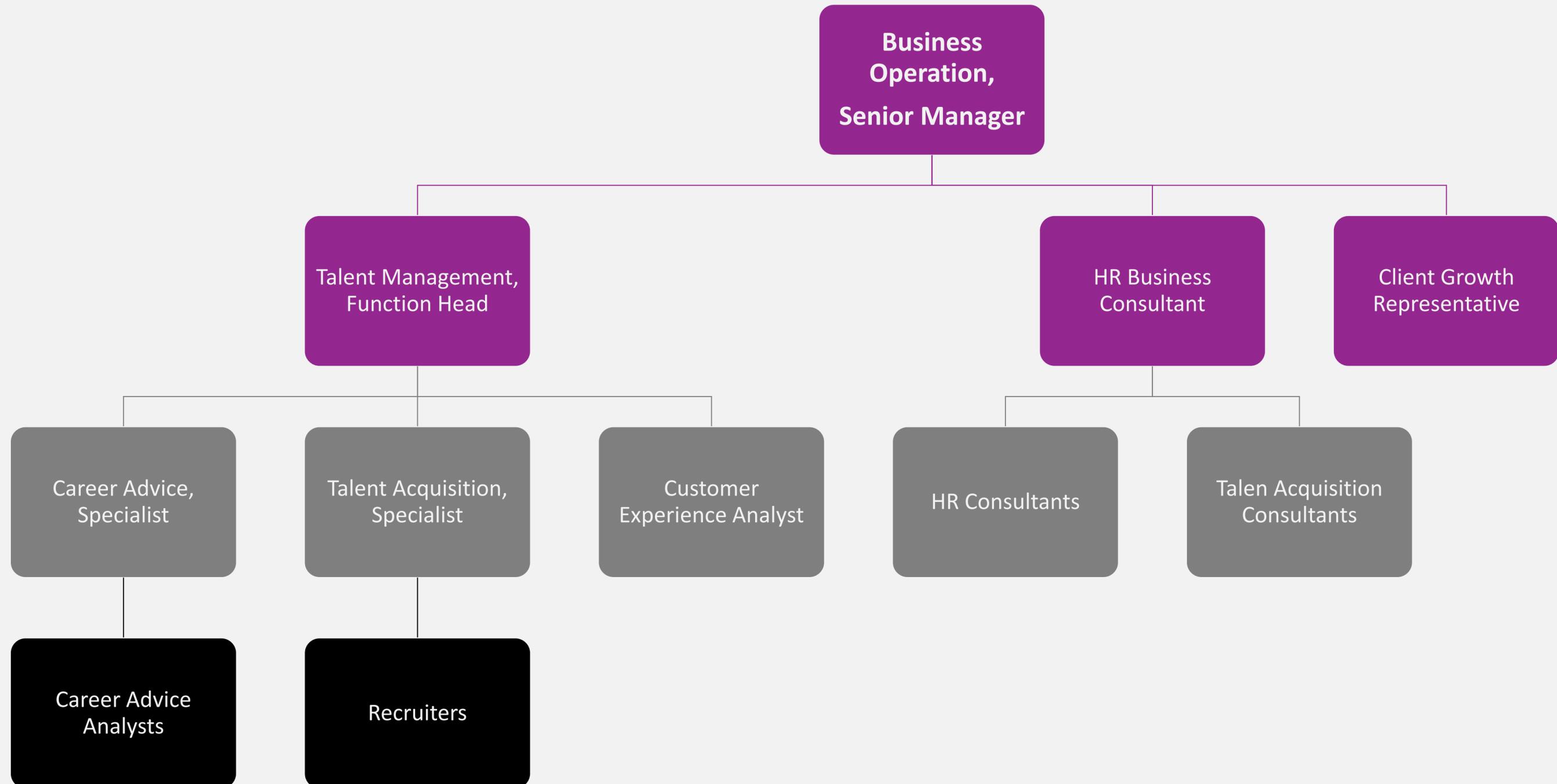


Operating Philosophy

We have been improving business operations and creating great experiences for people, for many years. Our history has taught us a lot, and fuels us forward everyday as we look towards what's next. We have also had the good fortune to partner with experienced and capable industry leaders who were good enough to teach us a lot about businesses work and share their keys to success.



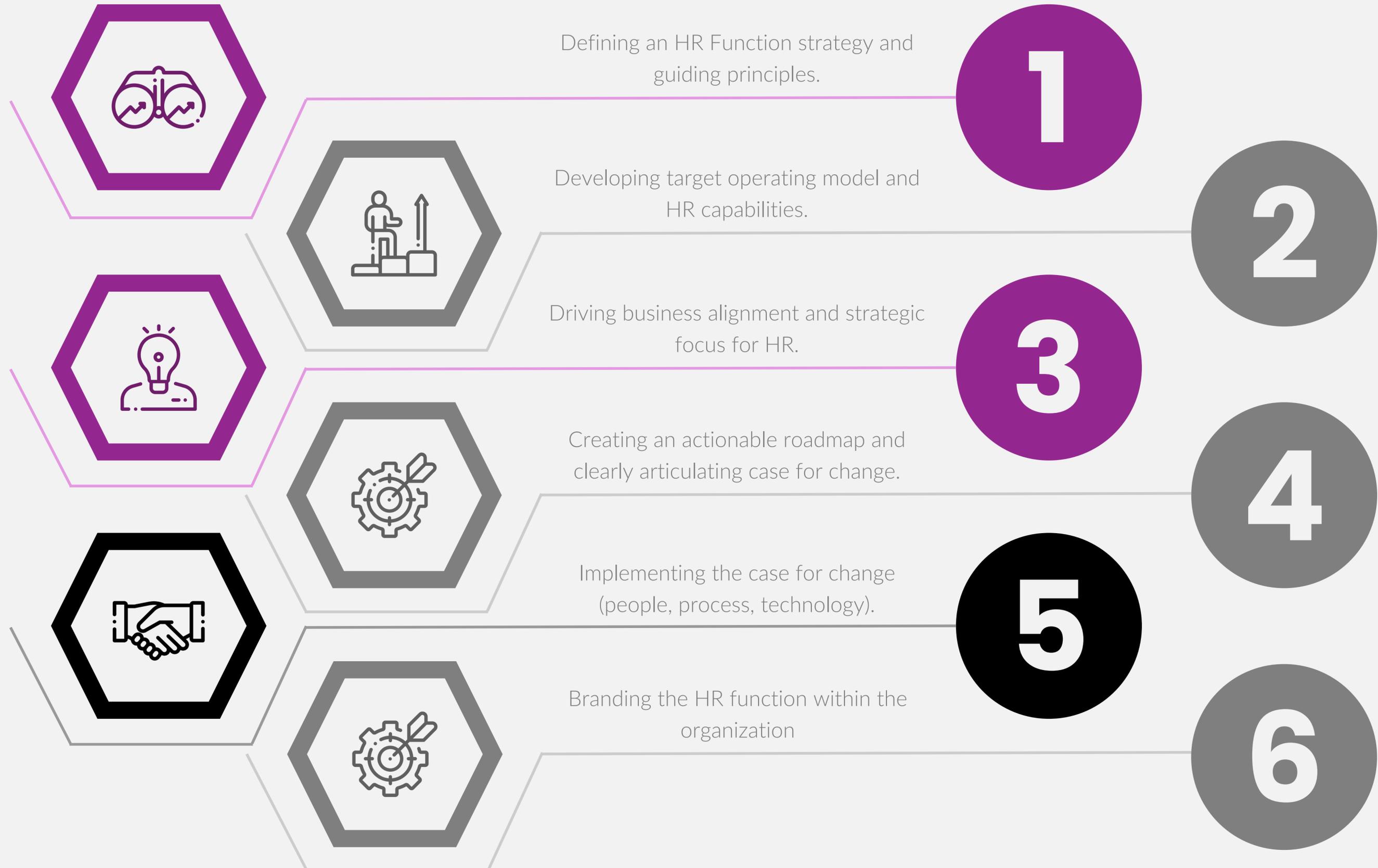
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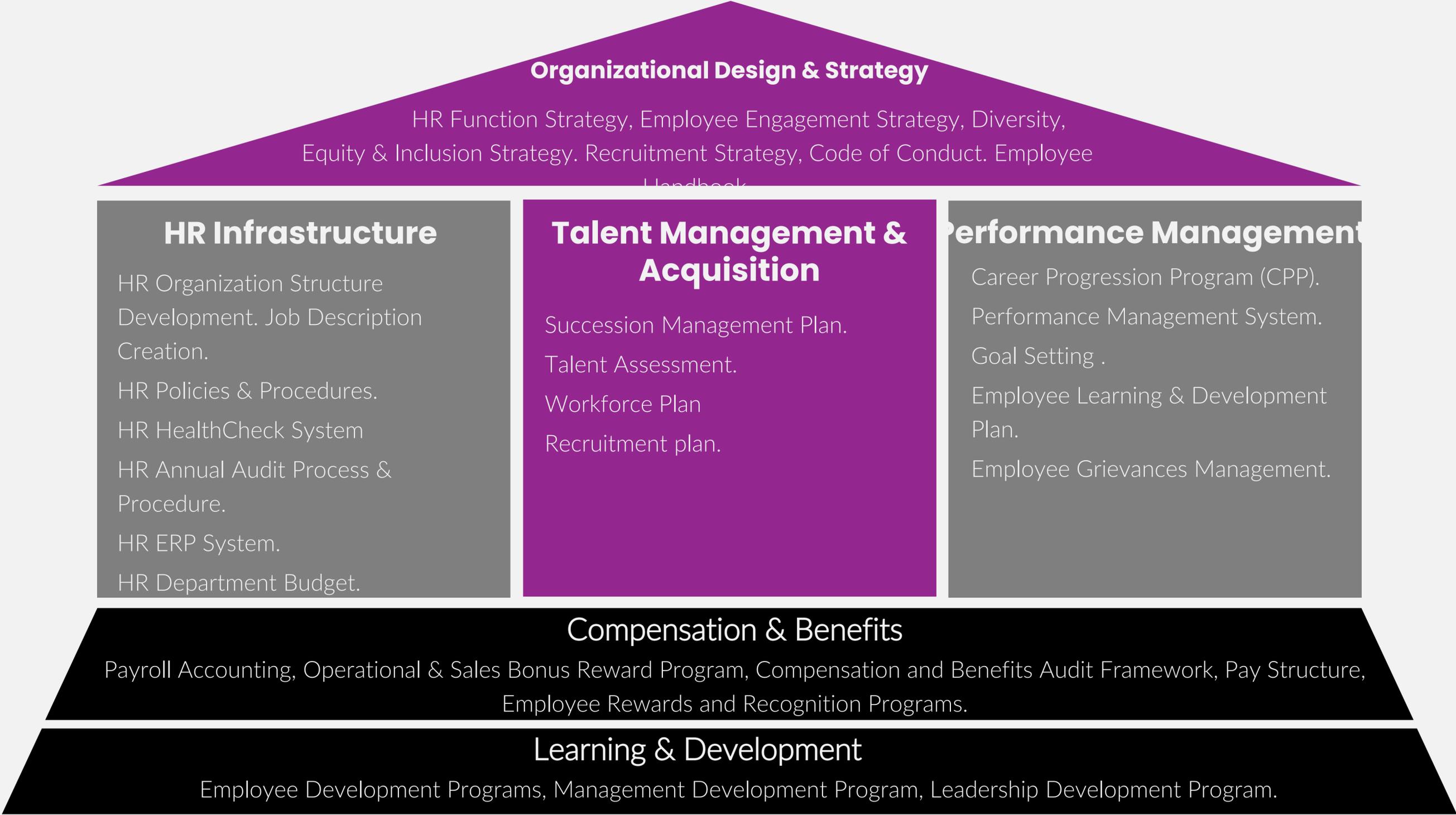
**Services That Enable
HR Transformation**



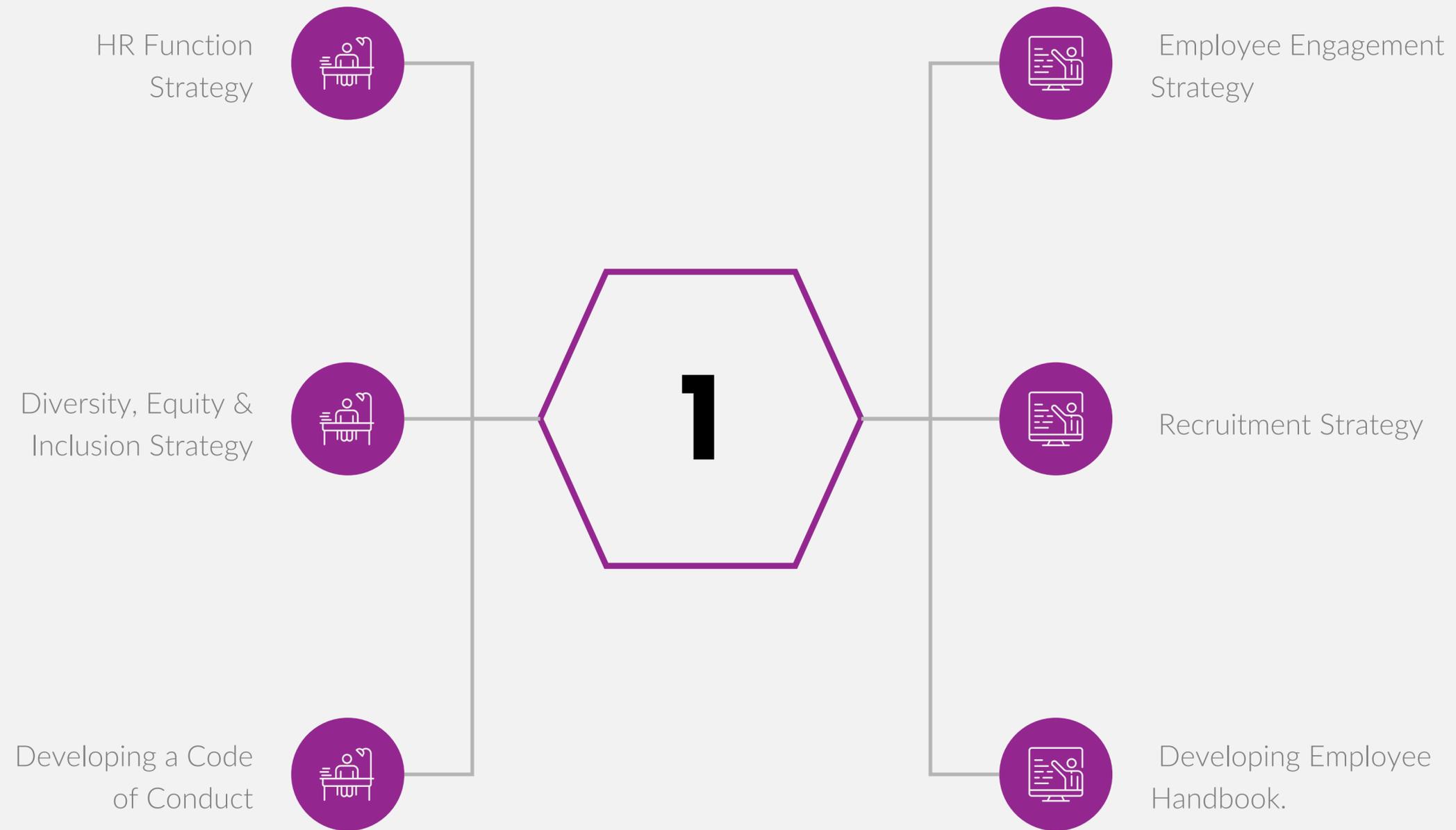
Transformation Journey



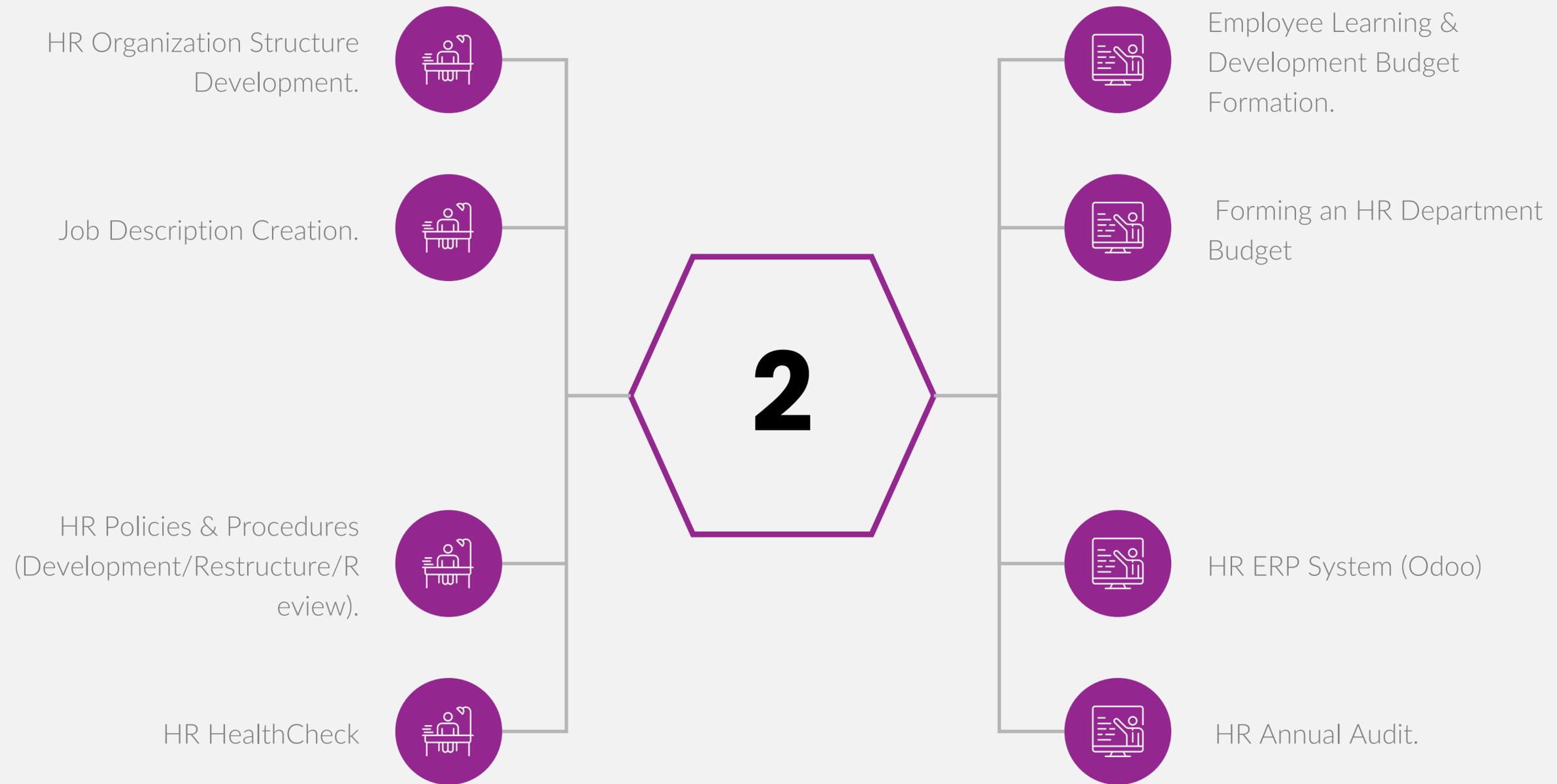
HRA Service Framework



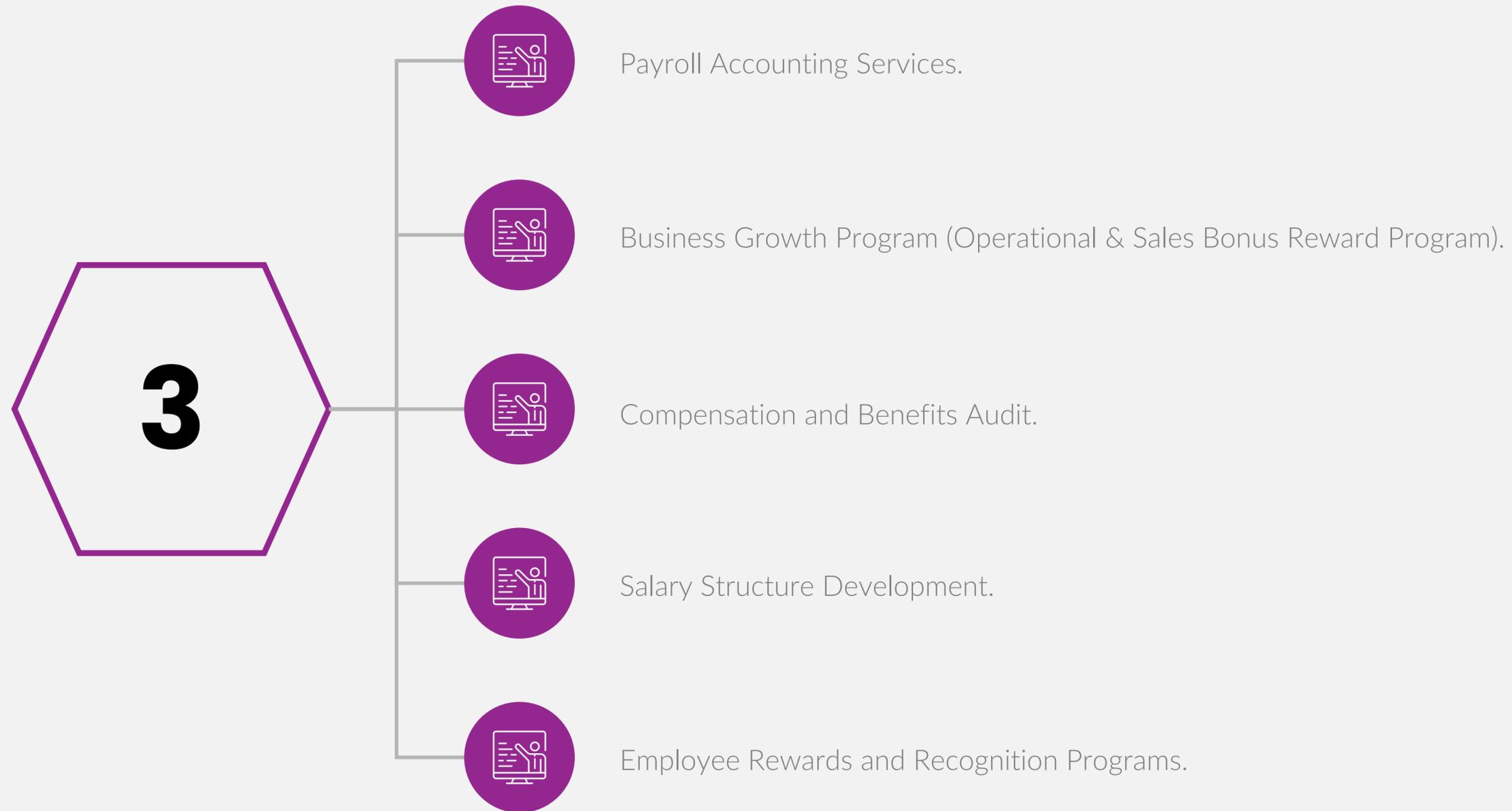
Organizational Design & Strategic Planning



HR Infrastructure



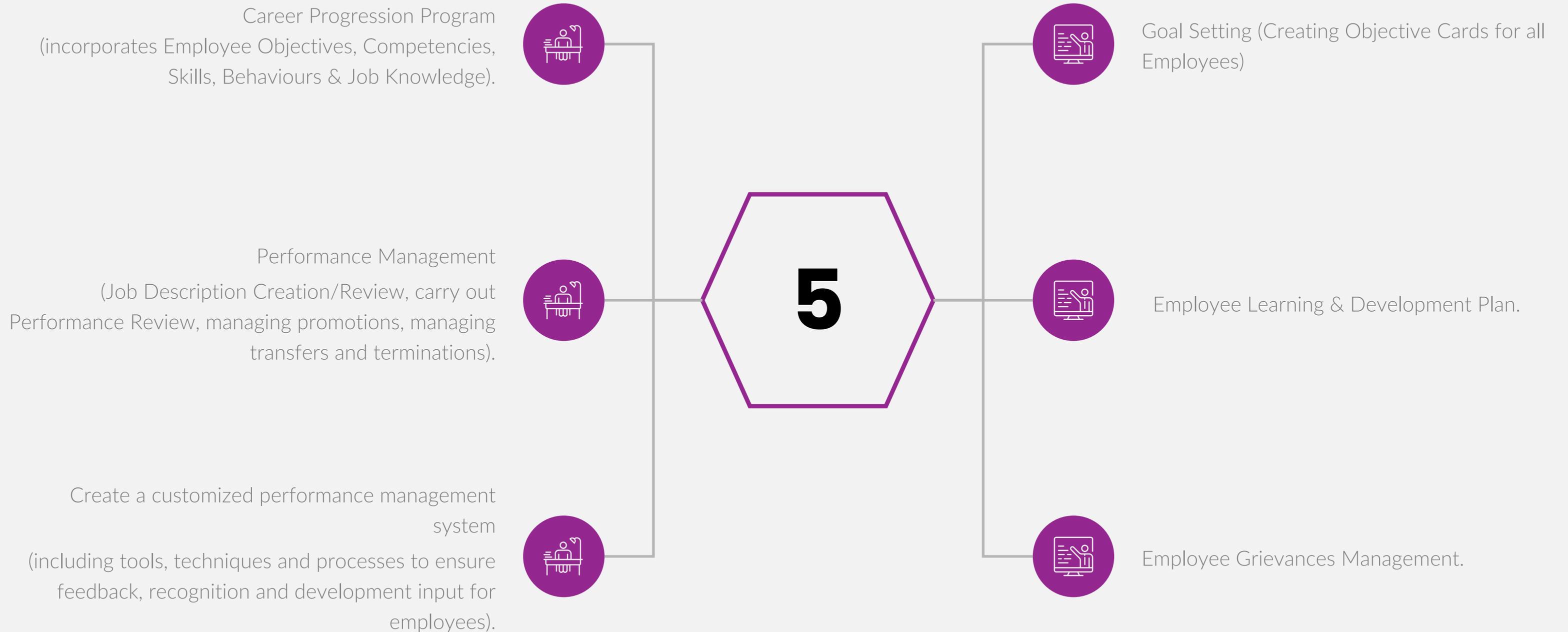
Compensation & Benefits



Talent Management & Acquisition



Performance Management



Learning & Development



Learning & Development



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