

Our Added-value

Do you need a deeper understanding of the work environment in countries where you deploy your projects?

Our Methodology

- 1 Local culture** Our **local teams and worldwide experiences** allow us to provide you a good understanding of the local culture: **best practices, attitudes, business culture**
- 2 Company set-up** Our **legal team** analyses the different steps to **establish your company**: local entities to meet, documents to provide, duration, cost
- 3 Compliance** We will inform you about all the **local regulations** so you will be compliant with the local laws: **accounting, HSE, employment, taxes**
- 4 Mobilization** **Immigration, visas, accommodation, insurance, contract and payroll management** for your employees or contractors are some of the key success factors for your project
- 5 Demobilization** We will provide you support on leaving assignment: **termination notice, cancellation of work permit and insurance**

Increase your business opportunities by getting more knowledge of the local markets

Your benefits

- ▶ Be prepared for the establishment of your project in a new country
- ▶ Be informed and compliant with the local regulations
- ▶ Save time on the deployment of your project by having information from local experts
- ▶ All critical items under control:



Cost
saving



Local Content
Knowledge



Market
Awareness



CASE STUDY: Mapping of companies and positions



Executive Summary:

Aldelia delivered a study of companies and talents in Mozambique, Brazil, South Africa and Zambia for the following positions:

- Mine operations supervisor
- Mechanical supervisor
- Electrical supervisor
- Preventive & corrective maintenance in plant and mining equipment

We approached these actors in 4 countries in order to find technical profiles with experience in the mining sector.

Process – Key Performance Indicators:

- ▶ More than 2500 persons mapped
- ▶ 4 countries covered

FACT FILE:

 **Locations:** Mozambique, Brazil, South Africa, Zambia

 **Date:** August 2017

 **One-month project**

 **2500 persons mapped**

They trust us:



What clients say about us:

"We trusted ALDELIA as they were already providing HR services to us in payrolling and recruitment. They delivered a salary study on several positions, respecting the schedule, and in line with the original request. That allowed us to budget our local development the right way. We are completely satisfied with the results, and the very efficient reporting and follow-up."

Human Resources Senior Manager
Vale