



**PINPOINTHR**  
*"Helping you Pinpoint the right candidate"*



## ABOUT US

Established in 2008, Pinpoint HR is a talent management solutions provider offering executive human resource consulting and recruitment. Pinpoint HR specializes in providing exceptional consulting and advisory services on human capital to leading regional and international organizations.

By combining the right people, structure, approach and access, we make the search process work harder than ever before creating limit-less opportunities for our clients.



# PINPOINT HR

## Fast Facts

### Search

Ranked as a leading regional executive search and talent management solutions provider since inception in 2008



### Operating

Operating in over **15 Countries**



### Clients

**Working** with over **100 Satisfied clients**



### Successfully

Successfully completed over **500 placements** since inception



### Careers

Several times in a single week, **Pinpoint HR** places a professional in a new career



### Database

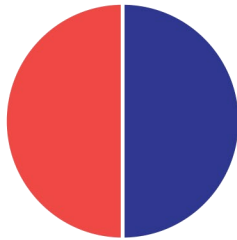
Over the past 5 years Our client database has tripled



# NO PLACEMENT - NO FEE POLICY

Our clients not only choose us for the specialist approach, but also for the exceptional performance and service that we provide. This is dedicated to the team of talented consultants who excel in their field and provide our clients the “best practice” in talent management solutions.

## Talent Acquisition & Executive Search



### KPI's and Reporting

-  KPI's
-  Reporting



## Consultancy Services

Offering a full range of services, Pinpoint HR is an optimal one stop solution for all HR consultancy.



## Client Performance Reviews



## Market Research

Pinpoint HR plays an integral role for clients and provides in depth market intelligence.



## Training & Learning Solutions

We design and develop training, material and courses for everyone in your organization. These options include classroom delivered learning, on the job training, computer-based initiatives and self-study programs.

# THE PINPOINT APPROACH TO TALENT ACQUISITION

**Pinpoint provides a rigorous candidate screening & selection process which enables clients to maximize their time with candidates who satisfy their initial requirements. This process includes multiple telephone and in-person interviews with the candidates we forward to our clients.**

We access the best talent domestically and internationally, and have one of the highest completion rates in the business. We use in-depth research to build a complete scenario of possibilities, based on well-formulated search strategies. Our end goal is a quality short-list and an appointment that drives long-term value for our clients.

Working in partnership with our clients, we track down and attract the leaders in the corporate and professional worlds. We seek only those who are effective in what they do and are identified as experts in their field. It is our job to encourage those candidates to consider new challenges and speak with our clients about the briefs we hold. It is a role in which we excel - A Search Approach That Explores Possibilities, Without Limits.



# WHY ARE WE DIFFERENT?

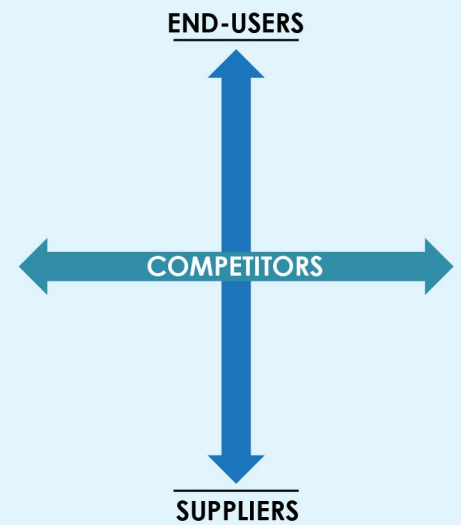
1. **Industry Specialization**
2. **Research Based Approach**
  - 2.1 Job Analysis (mandate)
  - 2.2 Market Intelligence (market)
  - 2.3 Identify Key Players  
Competitors – horizontal  
Suppliers/Clients – vertical
  - 2.4 Create long list
  - 2.5 Rigorous Screening Process
  - 2.6 Candidate Profiling & Verification
  - 2.7 Short List
  - 2.8 Submission to Client
  - 2.9 Follow Ups

3. **Retained Service on a Contingent Basis**

Pinpoint HR offers a strict 'no placement, no fee' policy. If Pinpoint HR introduces a Candidate to the Client, however, the Candidate does not enter into an employment agreement with the Client, Pinpoint HR will not charge an Introduction Fee to the Client.

***All costs are borne by Pinpoint HR until a placement is made.***

4. **Consultative Partnership Approach**
  - > Salary Surveys
  - > Market Intelligence
5. **Global Coverage/Affiliation**



# A SAMPLE OF OUR CLIENTS

## KINGDOM OF SAUDI ARABIA

Emirates NBD

Riyad Bank

Riyad Capital

El Ajou Group

## CLASSIFICATIONS

Banking

Banking

Investment Banking

Diversified Family Group

## UNITED ARAB EMIRATES

ABN Amro

Deutsche Bank

Goldman Sachs

Standard Chartered Private Equity

Leading SWF

Banking & Financial Services

Banking & Financial Services

Investment Banking

Private Equity

Sovereign Wealth Fund

## UAE & KSA

Morgan Stanley

EFG Hermes

Al Rajhi Holdings

Rashed Al Rashed Group

Investment Banking

Investment Banking

Diversified Family Group

Diversified Family Group

## KUWAIT

Kuwait Financial Centre 'Markaz'

National Bank of Kuwait / NBK Capital

Gulf Investment Corporation

Alghanim Industries

Investment Banking

Banking & Financial Services

Investment Banking

Diversified Holding Company

## QATAR

Qatar First Bank

Barwa Bank

Investment Banking

Banking

## CASE STUDIES

*"Retained level of service on a Contingent basis"*

### Leading Diversified Family Group - Specialist Hospital

A leading diversified family group increased their equity stake in a Specialist Hospital in Dammam, Saudi Arabia. As their equity stake increased, they began to take operational control of this entity. Pinpoint HR played an integral partnership and consulting approach in their talent acquisition process.

#### Open Mandates:

Finance Manager

Internal Audit

#### Mandates Completed:

CFO

Procurement Manager

HR Manager

### Leading International Group Food - Distribution Business

A leading international group acquired a majority stake in a growing food distribution business in the UAE in 2015 as part of their growth private equity strategy focused on food distribution and processing. In line with executing their corporate governance requirements and building out their organizational structure, Pinpoint HR was selected as their strategic partner for this project.

#### Mandates Completed:

Deputy CEO

Sr. Retail Sales Manager

Sr. HoReCa Sales Manager, Dubai

Food Services Manager, Oman

Supply Chain Manager

Assistant Brand Manager

### Global Private Equity Firm - Food Processing Company

In 2014, a global private equity firm acquired a stake in regional food processing and distribution company. As part of their transitional growth management, Pinpoint HR was mandated to commence a search for their new CFO.

#### Mandates Completed:

CFO

## CLIENT TESTIMONIALS

*"BNP Paribas – MEA has been dealing with Pinpoint HR for the past few years covering roles specifically within the UAE. We have been very pleased with their professional service and their level of responsiveness. As a result, we would not hesitate to recommend Pinpoint HR to any firm".*

**~ BNP Paribas**

*"While we rarely hire through search firm, we have worked with Pinpoint HR on a few selected mandates. They are professional and the caliber of candidates put forward are high. We would be happy to work with them in the future should the need arise."*

**~ EFG Hermes UAE Ltd.**

*"We have dealt with Pinpoint HR on a different levels of Al-Rashed Group for different posts. They were very professional, thorough, investigative and diligent. In a short period of time, they were able to solicit the right candidates for required posts. We have no doubts that we shall be dealing with them again in the future."*

**~ Rashed Al-Rashed Group**

*"We started working with Pinpoint HR because of their versatile experience across various industries and functions. Pinpoint HR helped us in hiring staff for our newly setup departments. They shared high caliber professionals for all senior level vacancies. We would highly recommend Pinpoint HR for their professionalism, research based approach and technical understanding of the business."*

**~ El Ajou Group**



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**Technology**



**Healthcare**



**Industrial**



**Financial Services**



**Education**



**Energy & Natural Resources**

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