



Kairos & Fides Consulting

Anglophone & Francophone

HUMAN RESOURCES



RECRUITMENT

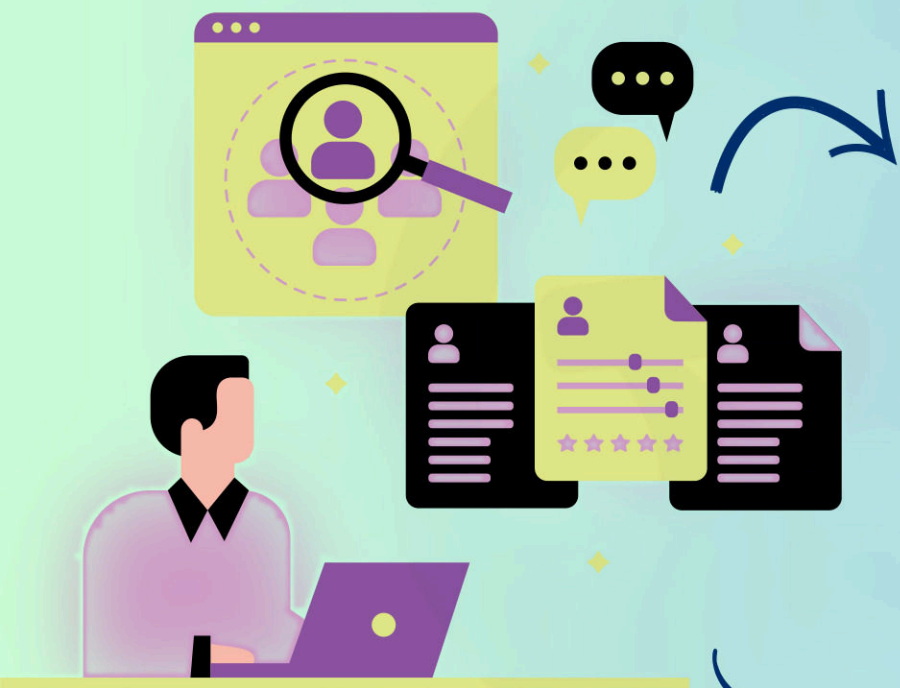


OUTSOURCING

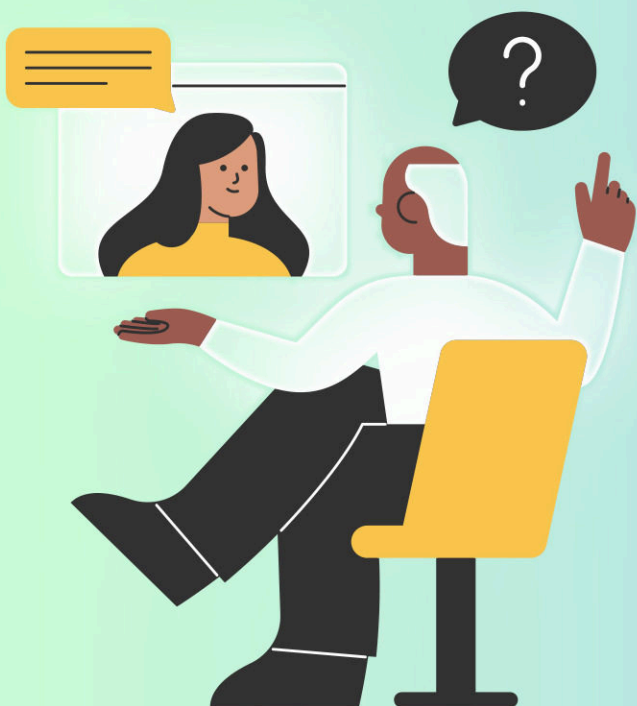


1. Recruitment in Madagascar **(freelance or on-site)**

**Search for qualified
profiles matching your
needs (freelance or on-site)**



**Rigorous pre-selection
based on your technical
and interpersonal criteria**



**Recruitment of
administrative staff,
customer service, call-center
agents, data entry,
developers, sales reps, etc.**

2. Sourcing & tracking to final confirmation



**Analysis of the client's
needs and drafting of
tailored job offers**



**Multi-channel posting
and preliminary
interviews**



**Regular follow-up of
the selection process
through to signing**

3. Client-candidate relations & amicable dispute handling



**Dedicated point of contact
between client and candidate**

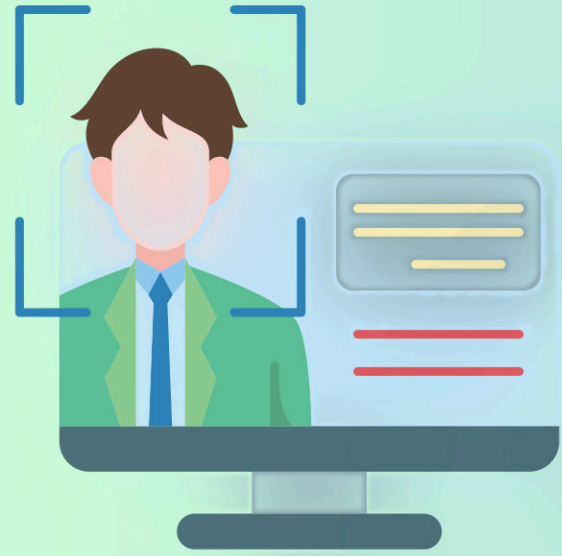
**Mediation in the event
of disagreement or
professional dispute**



**Proactive conflict
prevention (contract,
expectations, deadlines)**

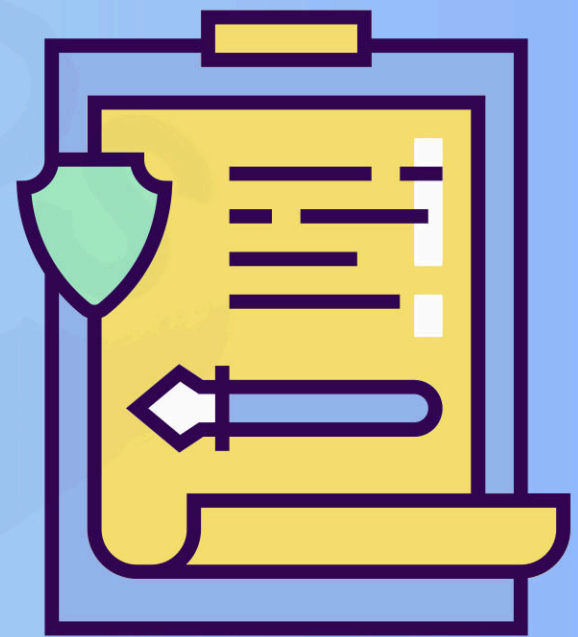


4. Protecting clients against unreliable candidates



Verification of professional background and references

Safeguard clauses in the contracting process



Fast replacement in case of a non-matching profile

5. Transparent collaboration with our clients



Regular reporting on the progress of recruitment

Shared tools to track each stage (CRM, dashboards)



Personalized HR advice throughout the engagement

6. HR outsourcing - Simplify talent management



**Payroll
management**



**Leave and absence
management**



Promotions and bonus management



Legal compliance



**HR records
management**



“Seize and trust the opportune moment.”



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