

RAWAJ

HUMAN CAPITAL MANAGEMENT

ATS

Applicant Tracking System



Visit Our Website

www.rawaj-hcm.com



Our Story

Since 2008 Rawaj HCM has been at the forefront of the people industry in the Region, Providing top-notch Human Capital Management solutions to companies and individuals, we drive performance and bring about exceptional results through our personalized and consultative approach.

Our Mission

Empowering businesses and individuals to reach their full potential through full-fledged human capital management solutions.



WHY RAWAJ?



10+

Global Partners



70+

Hiring & outsourcing
Project



190+

C- Suite Hired



200+

Employers



20+

Consultation Projects in 6
countries in the MENA Region



95%

Retention Rate



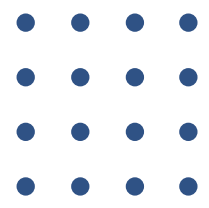
25+

Assessment Centers

16 Years Of Excellence

KSA & EGYPT

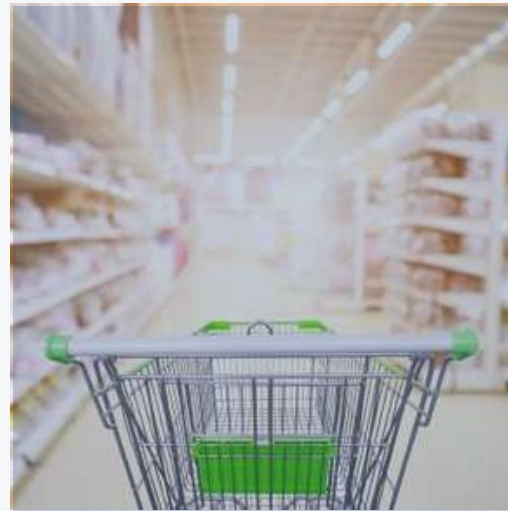




SUBJECT MATTER EXPERT IN:



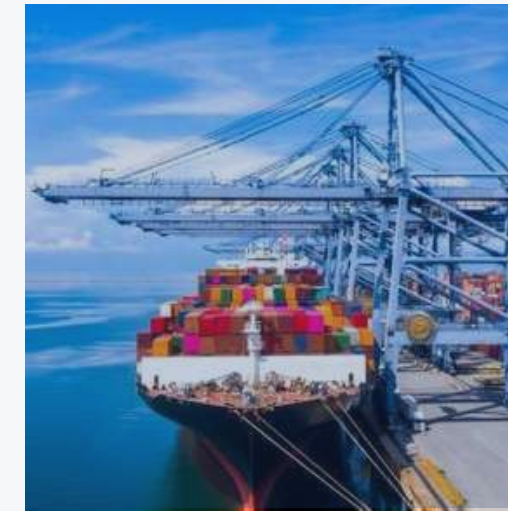
EPC



Retail & E.commerce



O&G



Maritime



F&B



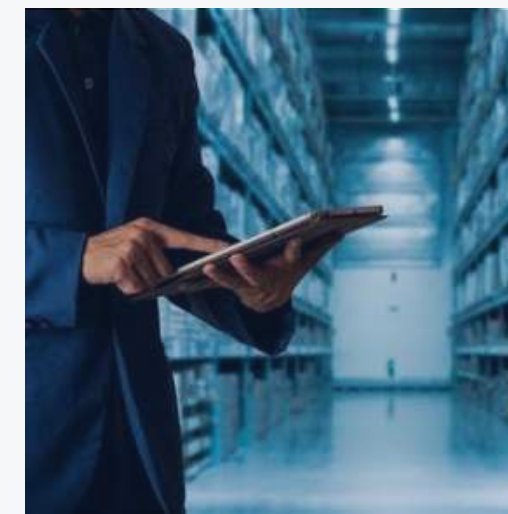
ICT



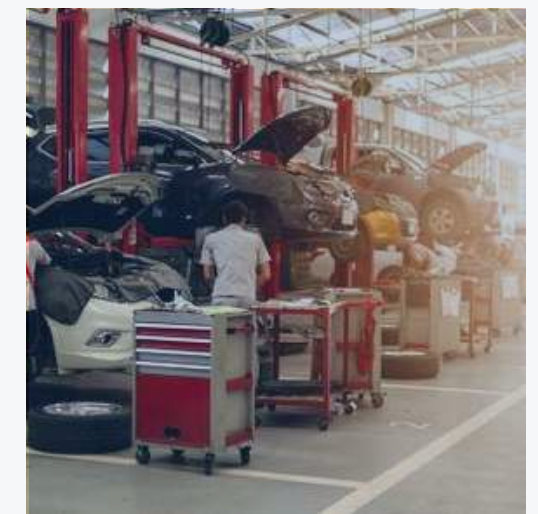
Green Energy



Hospitality



Facility Management



Automotive

OUR SERVICES

Elevating Your Talent Search to Global Network



Executive Search



HR Consultation



Recruitment & Outsourcing Services



Lean Hiring Process Engineering



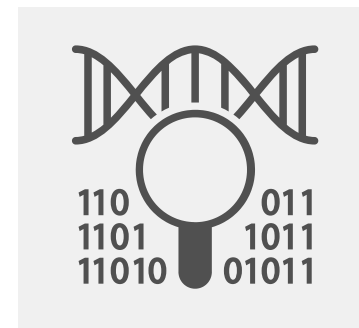
Talent Assessment Center



Assessment based training

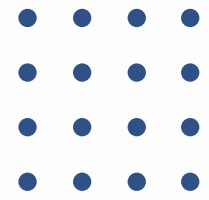


Jesr Talent Factory



DNA Sales Program





OUR VALUE PROPOSITION



Tools driven by science

We use advanced technology and AI to source and assess candidates, resulting in higher-quality hires.



Full-Fledged Solutions Mixed with AI

Our solutions are designed to simplify everything, putting everything you need in one place



On-Ground Presence

we are not virtual, we are on the ground, ready to assist you and your in-country team members at any time.



We Speak your Language

We understand your industry inside out and assure you that we have hands-on expertise.



Expertise & World-Class Technology

Our team of experts, combined with cutting-edge technology, creates a unique and unbeatable combination.



Reliable Partnership

When you work with us, you are working with a trusted partner, NOT a third-party provider.

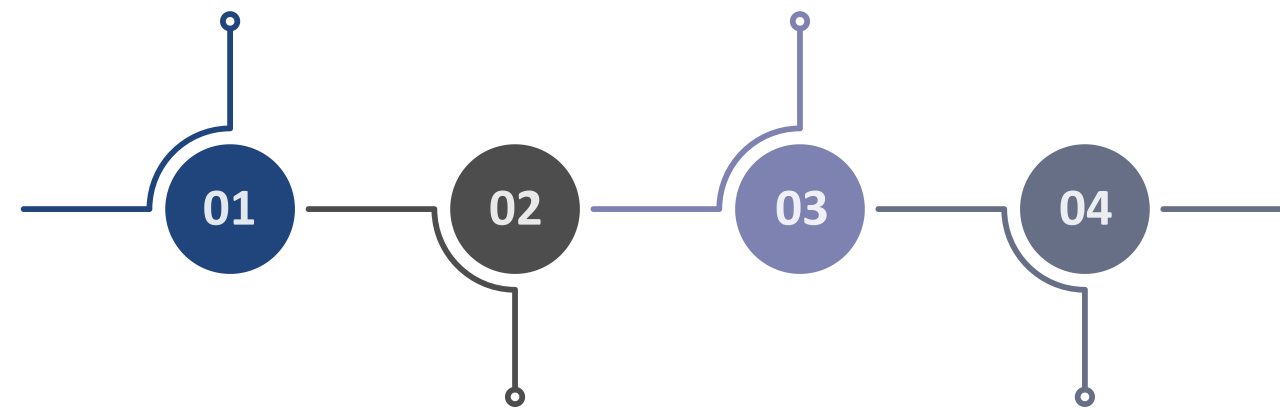
1. APPLICANT TRACKING SYSTEM (ATS):

Automation and Streamlining:

Automate repetitive tasks, schedule job postings, and manage the entire recruitment process efficiently.

Interview Scheduling and Task Management:

Coordinate interviews and manage tasks efficiently within the platform.

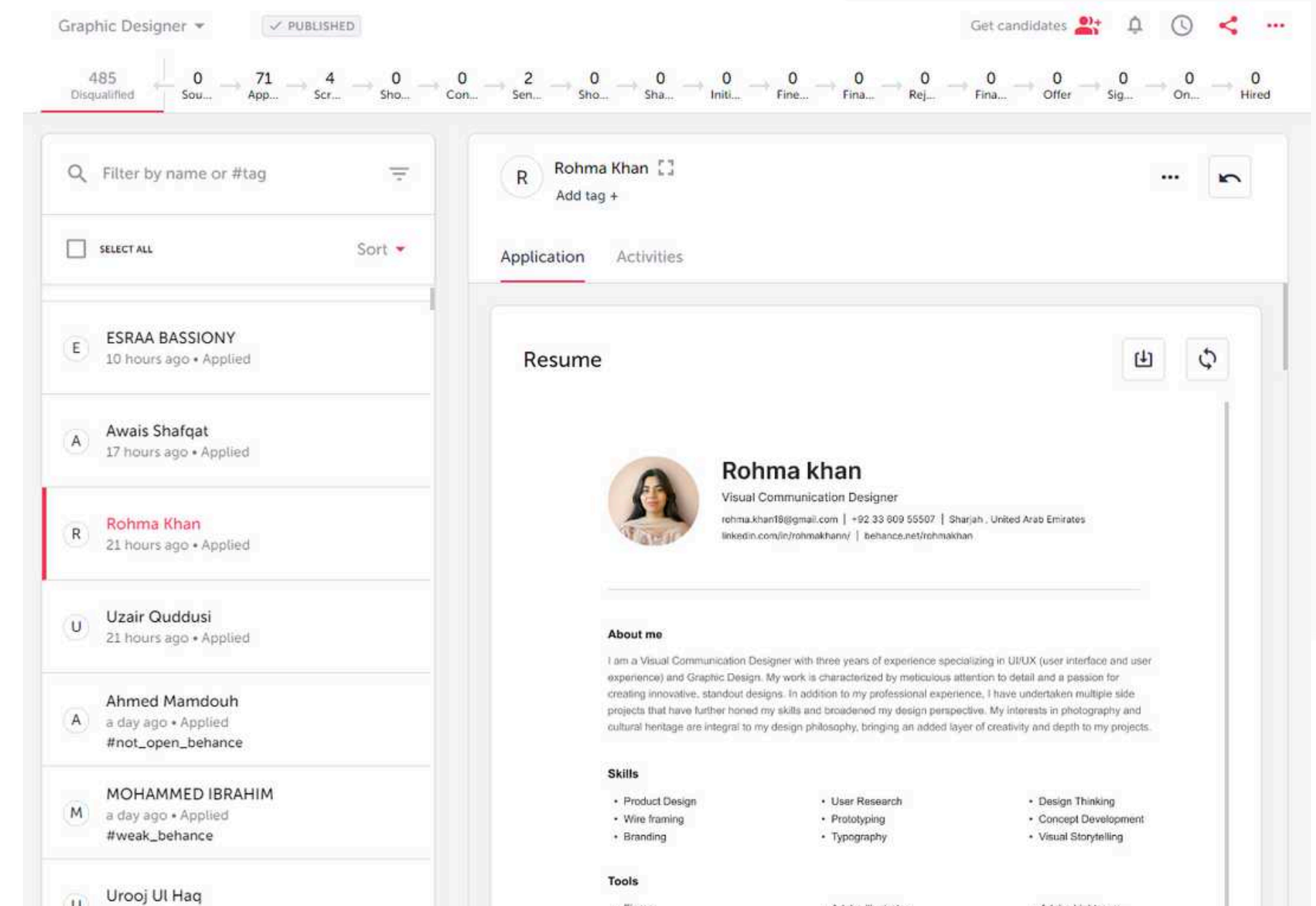


Resume Parsing and Candidate Profiles:

Utilize advanced tools to quickly screen candidates and maintain detailed profiles.

Collaborative Hiring:

Enable seamless collaboration among team members, assign tasks, and share candidate information effortlessly.



2. CUSTOMER RELATIONSHIP MANAGEMENT (CRM):

Talent Pools:

Build and manage custom talent pools to nurture potential candidates.



Candidate Engagement:

Utilize email templates and automated communication to maintain relationships effectively.

Performance Tracking:

Monitor the effectiveness of engagement strategies with detailed analytics.



3. RECRUITMENT MARKETING (CONVERT):

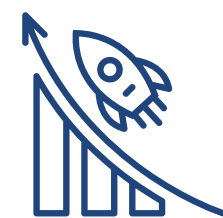
Build your talent pools proactively!

Create an outstanding career site, invite candidates to join your recruiting events and talent networks.



Engaging Content:

Utilize microsites, blogs, and video content to tell your company's story and present culture, enhancing the candidate experience and engagement.



Career Site Development:

Easily build attractive career sites that require no coding or design experience, featuring customizable templates that reflect your company's brand.

A composite image showing a career site editor interface. On the left, a sidebar titled 'Pages' shows a 'Join our Community' page with sections for Header, Text/Picture, Text/Picture, and Footer, plus an 'Add section' button. In the center, a preview of the 'Join our Community' page is shown, featuring the RAWAJ logo, a 'Homepage' link, and a large banner with the text 'Welcome our Talent Community' and 'Join with us, grow professionally and explore new job opportunities by email!'. Below the banner is a grid of content blocks including Text/Picture, Text/Video, Gallery, Videos, Team, Quote, Grid, Groups, Timeline, Locations, Articles, Jobs, Form, and CTA. On the right, a photograph shows four diverse professionals in a meeting, shaking hands and smiling.

4. TALENTLYFT ENGAGE:

Candidate Relationship Management



Build and maintain relationships with candidates using tailored email templates, automated communication workflows, and targeted content delivery.

Turn Leads into Top Talent



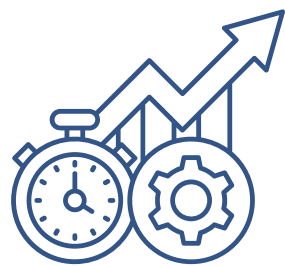
Create segmented talent pools based on various filters and actively engage with them to maintain interest and availability for future roles.

The screenshot displays the TalentLyft interface. At the top, there are tabs for 'Candidates', 'Campaigns', and 'Pools'. Below this is a search bar and a filter bar. The main content area shows a list of candidate pools, including '.net developer' (12 people) and 'Back Chefs' (6 people). A detailed view of the 'Candidates' pool is shown below, featuring a table with columns for Name, Email, Current job title, Current company, and Address. The table lists 15 candidates, including Mary Damilola, Muhammad Tuaha Taqi, Muhammad Nabil Qureshi, Mohamed Shimal iyn, Muhammad Ali Sheikh, Ahmed fayed, ABDUL FAHEEM MOHA..., Hossam Fahmy, Gamal Yakout, Ahmad Shakaib Arshad, Danilo Lumibao, and waleed kader.

Name	Email	Current job title	Current company	Address
Mary Damilola	naomimary2013@gmai.c...	-	-	-
Muhammad Tuaha Taqi ...	tuaha.taqi@hotmail.com	-	-	-
Muhammad Nabil Qureshi	nabilqureshi90@gmail.c...	Aircraft Inspection Analy...	-	W529+869 Jinnah Inter...
Mohamed Shimal iyn	shimalrasik5@gmail.com	-	-	-
Muhammad Ali Sheikh	acca.ali.sheikh@gmail.c...	-	-	House 13, 3 Neelam Rd, ...
Ahmed fayed	ahmed.fayed10@yahoo....	-	-	-
ABDUL FAHEEM MOHA...	abdulfaheemp@gmail....	-	-	-
Hossam Fahmy	eng.hossam.ac@gmail.c...	Tender Project Manager	-	-
Gamal Yakout	jamal220672@gmail.com	-	-	-
Ahmad Shakaib Arshad	shakaibarshad@gmail.co...	Proposal Engineer	-	Lahore, Punjab, Pakistan
Danilo Lumibao	dan_lumibao@yahoo.com	Sr. Quantity Surveyor	-	-
waleed kader	arab_al20@yahoo.com, ...	-	-	-

5. TALENTLYFT TRACK:

Make your whole recruitment process more enjoyable, collaborative and way more productive.



Streamline Your Hiring Pipeline:

Manage the recruitment process with a real-time view of your hiring pipeline. Enjoy features like bulk actions for CV uploads, interview scheduling, and automated candidate evaluations.



Collaborative Tools:

Facilitate teamwork with task assignments, activity logging, and shared candidate profiles within a unified platform.

The screenshot displays the TalentLyft recruitment dashboard. At the top, there are tabs for 'Jobs' and 'Job requisitions'. A search bar and filters for 'All departments', 'All locations', 'All tags', 'Active', and 'Status' are visible. Three job requisitions are listed:

- GL Senior Accountant - Holding Co. - Egypt** (PUBLISHED): El Haddad - cairo, Egypt. Pipeline: 197 Disqualified, 14 Sou..., 31 App..., 14 Scr..., 5 Sho..., 1 Co..., 3 Sen..., 0 Sho..., 0 Sha..., 0 Initi..., 0 Fine..., 0 Fina..., 4 Rej..., 0 Fina..., 0 Offer, 0 Sig..., 0 On..., 0 Hired.
- International Sales Executive** (PUBLISHED): Al Athar... https://www.alathar.com/ - Jeddah, Saudi Arabia. Pipeline: 301 Disqualified, 15 Sou..., 2 App..., 2 Scr..., 0 S...
- Managing Director** (PUBLISHED): IHC - cairo, Egypt. Pipeline: 203 Disqualified, 27 Sou..., 6 App..., 0 Scr..., 0 S...

A 'Scheduling' modal is open over the 'Managing Director' requisition. It contains the following options:

- Schedule publish
- Publish date: 12/12/2018
- Publish time: [dropdown]
- Status: Published
- Schedule close
- Publish date: 12/12/2018
- Close time: 00:00
- Buttons: Cancel, Schedule

6. ANALYTICS AND REPORTING (TALENTLYFT ANALYTICS):

Don't guess anything! Analyze data and get valuable insights into your recruitment efforts and strategies so that you can optimize accordingly.



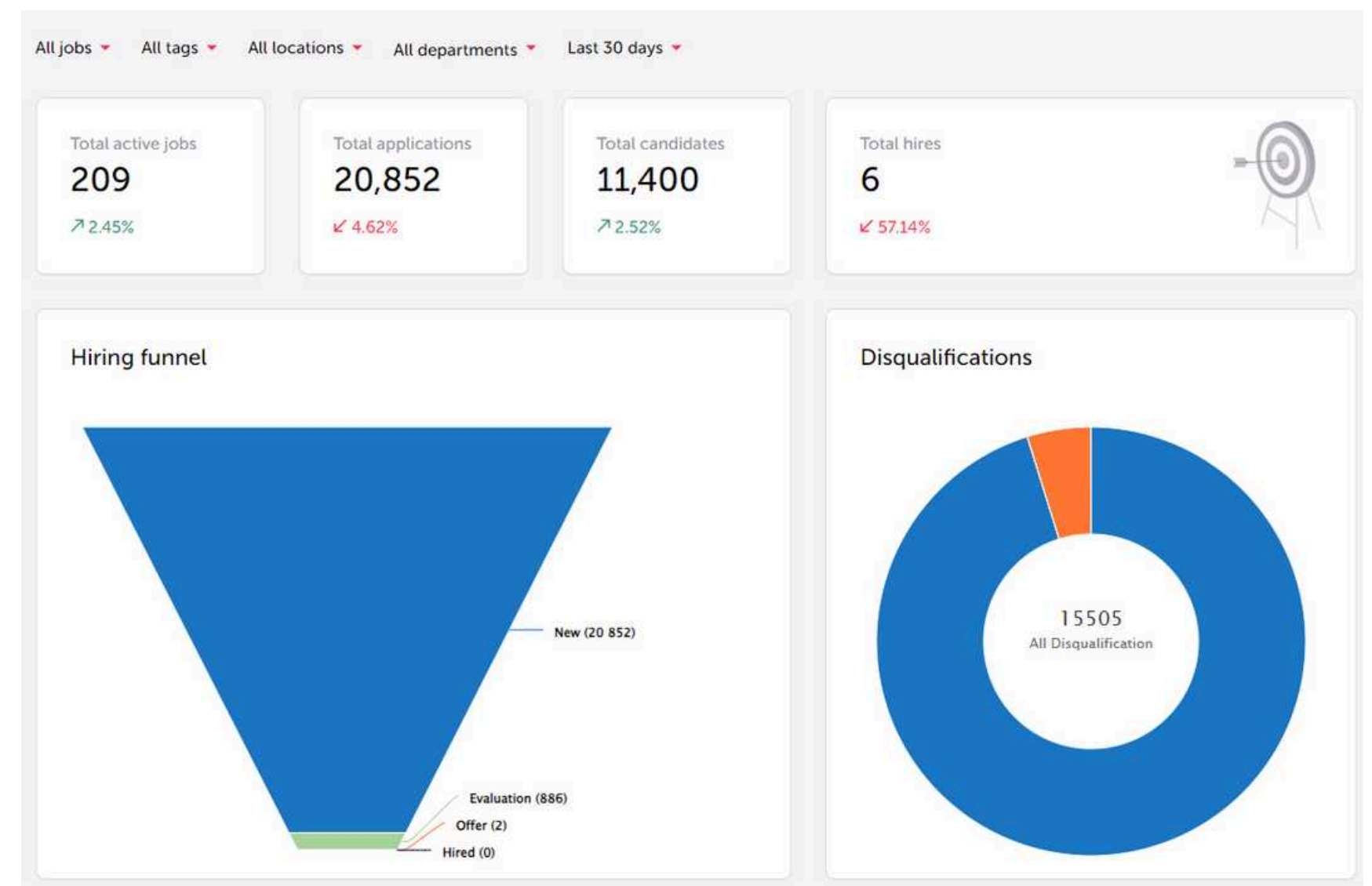
Advanced Reporting:

Gain valuable insights from detailed reports on recruitment activities and metrics. Identify effective strategies and areas for improvement based on solid data.



Strategic Decision Making:

Utilize analytics to refine recruitment strategies and optimize efforts towards the most effective outcomes.



7. GLOBAL REACH:

Localization and Accessibility:

TalentLyft supports multiple languages and is designed to meet the needs of global businesses.



8. SUPPORT AND INTEGRATION FEATURES:



- **Seamless Onboarding:** From initial setup to full implementation, TalentLyft ensures that clients are fully supported through each step with comprehensive onboarding sessions and ongoing training.



- **Continuous Client Support:** Dedicated support available 24/7, helping clients navigate any challenges and maximize platform utilization.



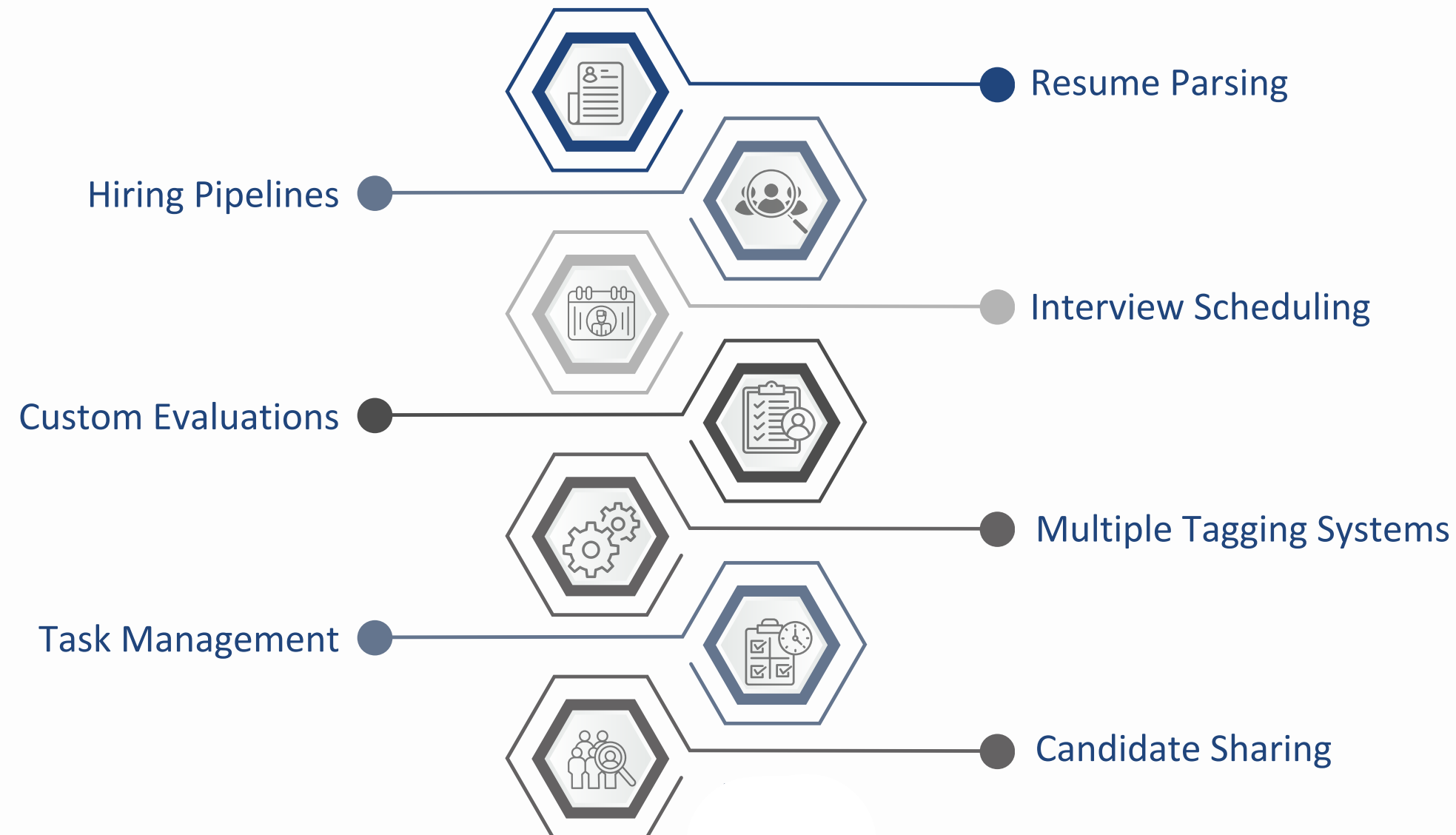
- **Data Security and Compliance:** Ensures high standards of data security with SSL encryption, comprehensive backup processes, and adherence to GDPR guidelines.



Automate and Streamline Your Recruiting Process

Spend More Time on What Matters

Our ATS will help you automate your whole recruiting process with:



TalentLyft 

These features eliminate manual entry. With an unlimited number of recruiters and direct collaboration in the tool, you can organize your team by different departments and roles.

Custom email templates and scorecards enable you to efficiently evaluate each candidate from the point of receiving their application to employment offer.

OUR CLIENTS

AECOM

ABB



DAMAC
LIVE THE LUXURY



العالمية -
INTERNATIONAL
MARITIME
الصناعات
INDUSTRIES
البحرية



HITACHI
Inspire the Next



OUR CLIENTS



RAWAJ

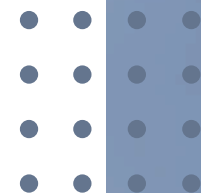
HUMAN CAPITAL MANAGEMENT

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Egypt

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Memaar Al-Morshedy, Gate B-3, 3rd floor, Apartment No. 7,
Cairo, Egypt
Phone: 0109 666 0222 - 0128 120 9926



Thank you

Thank you for considering Rawaj-HCM as your trusted partner in human capital management. We look forward to working with you.

RAWAJ

HUMAN CAPITAL MANAGEMENT

Rawaj-HCM Team