

**WE DELIVER
QUALITY AND EXPERIENCED MANPOWER**



GHAZI

OVERSEAS EMPLOYMENT PROMOTERS

APPROVED BY GOVT OF PAKISTAN OEP LIC. # 2636 / KAR
THERE IS A SIMPLE PHILOSOPHY AT WORK,
CLIENT ARE OUR SUCCESS PARTNERS AND IN THEIR GROWTH LIES OUR GROWTH.



**A genuine promise to supply quality
Manpower that gets
Your work done.**

The Success of any business
organization lies in the hands of
Its employees, this is possible
Only if there are right people for
The right job. We ensure this

**Whenever you want them
Wherever you want them.**

MESSAGE FROM THE DESK OF MANAGING DIRECTOR

Mr. AAMIR ZAKARIA The Man Behind The Ghazi overseas Employment has an attractive personality and is energetic, has been engaged in the manpower recruiting business since 1990. Since then he has been running the business with reputation, dignity, dedication. He has possession of vast and varied experience.

All the support services which are needed for the purpose such as mobilization of suitable work people, trade testing and selection, medical checkup, visa stamping, immigration formalities and finally briefing of selected workers are done by group of well trained staff under his personal supervision. Mr. Aamir has traveled widely in and outside the country which in turn has bestowed upon him the expertise of a successful public relation man

As a result, he has been able to expand the recruiting business to the peak and the corner of the manpower importing countries. The high standard of performance of his company has been glowingly attracting the attention of foreign employers at an increasing number.

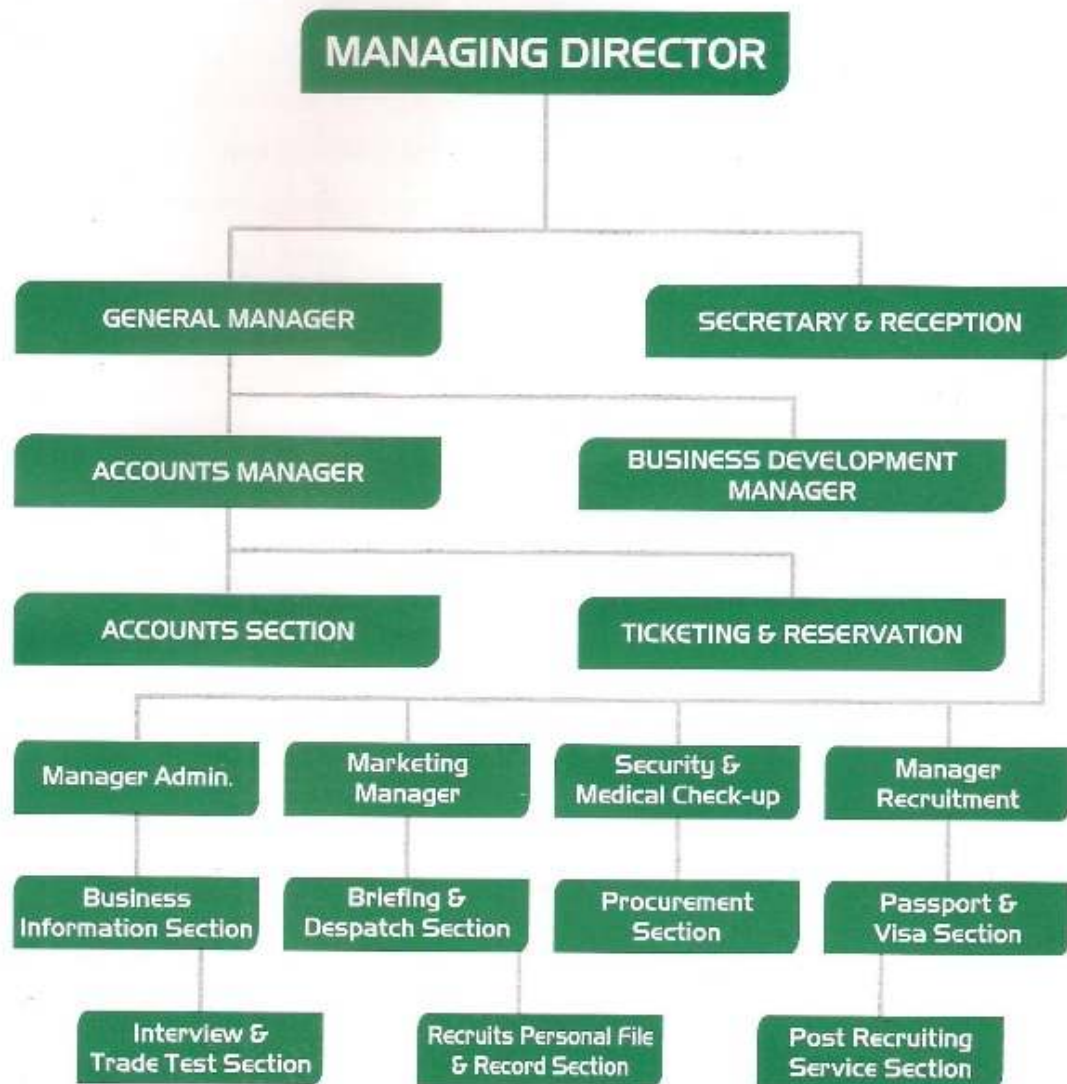
The personalized services rendered by his company has been prompting the same employers to utilize services of his company to its employers specially from kingdom of Saudi Arabia, Iraq, Kuwait, Qatar, Oman, UAE & Bahrain. The employers put their judicious choices on them because Ghazi Overseas Employment is the trusted name for efficient and prompt supply of experienced, talented and loyal manpower for any project of vital importance. "Let Ghazi Overseas Employment have the opportunity to serve you better"

Yours Sincerely,

Aamir Zakaria

[Managing Director / Chairman]

ORGANIZATIONAL CHART





OUR ORGANIZATION

Ghazi overseas employment based placement firm officially established in the year 1990, and Has shown a continued growth in this operation. Ghazi overseas employment office is located In Karachi, which is the biggest international business city in Pakistan. We are manpower Suppliers, contractors and government authorized recruiting agent formed with a view to Provide for the needs of extending its comprehensive services to the foreign principals as well as the intending emigrants. We provide reliable platform to the candidates as well as Hiring organizations of the arca to interact with one another for the purpose of head hunting.

Ghazi overseas employment is recognized by the government of Pakistan and is a member of the Pakistan overseas employment promoters association (Pocpa). Our manpower recruitment Agency is regarded as among the oldest overseas employment promoters in Pakistan.

Ghazi overseas employment is a government licensed overseas employment promoter in Pakistan And holds employment agency license no. MPD/2636/KAR, issued by the ministry of labor, Manpower and overseas Pakistanis, government of Pakistan. Our staffing agency has been Offering excellent manpower employment services and staffing services to many satisfied companies around the world, particularly all over gulf the last many years.

Founder (Mr. Aamir Zakaria) is the chairman of the Ghazi overseas employment, a Pakistani national, with in-depth knowledge and experience in the recruitment Business since the last 20 years. He is a dynamic entrepreneur with sound Understanding of recruitment method. He is committed to shape the future of the skilled, Unskilled, semi skilled people of Pakistan by offering excellent placement opportunity. Under whose headship we have established ourselves as a reliable hr consultancy in the region.

STRATEGY

The recruitment faculty is facilitated in order to provide clients with good, reliable and proficient manpower. Ghazi overseas employment judiciously short lists the Required candidates with precise reviews and succession of interviews. Ghazi overseas employment believes in providing only the best and the most Perfect candidate to there valued clients for saving a lot of time, energy and money. .

NETWORK

The Ghazi overseas employment has a comprehensive and strategic recruitment network with qualified recruiting consultants all over the country in Pakistan and also in gulf region, Pakistan is very rich human resources. Pakistan has large numbers of professional and vocational institutions in government and private Sectors, engaged in training personnel in various fields of trade. Semi skilled and Unskilled workers are also available in abundance for general, industrial construction, Petro chemical plants, agriculture and irrigation projects, oil and gas pipelines and Maintenance staff. Due to extreme climate, Pakistanis are industrious, strong, well-built And hard working individuals. Their output in much higher compared to other asian's.

AIMS & GOALS



A dream team rarely happens. A team in which every individual knows his responsibilities, has high spirits to excel and execute a positive attitude and finally it's team work that bears the fruit, pays the benefits. Every member of **Ghazi Overseas** team is talented and dedicated to his responsibilities. Ready to serve with a smile. We at Ghazi Overseas Employment are well versed with our responsibilities, our experienced HR panel comprises of leading Doctors, Engineers, Chartered Accountants, Lawyers and HR Consultants. An additional Panel of Specialist Engineers and Technicians are also available for specific selection of candidates. Clients Individual Objectives are first priority at the time of final selection.

OUR VISION

The vision of **Ghazi Overseas** Employment is to become one of the most trusted and credible resource in the world through providing our clients services and opportunities to enhance individual employee development and work unit effectiveness.

OUR MISSION

The **Ghazi Overseas Employment** business strives to achieve success through delivery, integrity, and service quality. Our mission is to provide a truly consultative and value added service that allows our clients to achieve their strategic staffing needs and supports our candidates in meeting their career goals

"WORKING FOR HUMAN TO HELP HUMAN"

Through the ongoing development of a structured, educated and dynamic recruitment platform, Ghazi Overseas Employment Partnership aims to become the predominant brand and provider within recruitment services across our international and regional markets and functions

QUALITY POLICY

Ghazi Overseas Employment is committing to all our customer to provide best professional service in the areas of recruitment and management consultancy services in compliance of our values of integrity, sincerity and professional competence with the continual improvement toward quality management system i.e

ISO 9001: 2009.
"Quality the Service which you Deserve"



Ghazi Overseas Employment based on high standard of training.

we are able to offer both professionalism and quality of service, ensuring that we are both client and candidate driven striving to develop through consistently applied quality standards, long term relationship with our clients

RECRUITMENT PROCEDURE

Recruitment in Pakistan must be carried out through a firm, holding valid OEP license. Our License No. MPD/2636/KAR, Ghazi Overseas Employment required following documents for recruitment of manpower to process the cases. The procedure of recruitment is simple and starts with preparation of Recruitment documents in our favour as follows:

Employer Responsibilities:

- A- Visa Slip (Original or Photo copy)
- B- Original of Power of Attorney or E-Wekala by Employer to Local Recruiting Agency.
- C- Letter to the Embassy/Consulate by Local Recruiting Agency.
- D- Copy of C.R. & Identity Card of employer.
- E- Copy of C.R. & Identity Card of Local Recruiting Agency.

1. We (Ghazi Overseas Employment) must hold an appropriate Power Of Attomey or wekala from the Employers. It is therefore advisable that employers in Saudi Arabia should send a fresh power of Attorney with each demand.
2. A letter of demand addressed to Ghazi Overseas Employment containing Number of Vacancies, Types of Trade, Pay & Allowances, Accommodation Food , Medical facilities, Leave, Overtime Scales and any other relevant terms of services to be in cluded in the contract.
3. A letter addresses by the employers to the embassy / Consulate of the country for which visas are sanctioned authorizing Ghazi Overseas Photocopy of visa cable or acknowledgment slip issued by the ministry should be sent to us in original (Only for Saudi Arabia).
4. The documents as per 1 & 2 above are required to be attested as under:
 - A. By the foreign Ministry of the country of employment and the Embassy of Pakistan in the country of employment or, by the embassy of that country in Pakistan.
 - B. The Ministry of Foreign Affairs of the host country may only attest the document as per paragraph 3.



RECRUITMENT PROCEDURE

PERMISSION FROM THE PROTECTOR

On receipt of power of attorney or wekala and letter of demand we seek permission from protector of emigrants we have to obtain a written sanction from the protector of Emigrants, Government of Pakistan for recruitment of each batch as demanded by our principals

ADVERTISING

After confirmation of this sanction, Job facilities are advertised in widely circulated daily newspapers, without this Sanction vacancies cannot even be advertising

INITIAL SCREENING

Initial screening is done by agency Selection Being done as per instruction by our valuable clients, there are Six types of interview and selection tools available with Ghazi Overseas Employment

- Face to Face interviews
- Group Interview are carried out to shortlist candidates.
- Individual Interviews in this style of interviews the delegates meet the pre screened candidates on a one to one basis.
- Trade test candidate's skills are tested practically to evaluate the workmanship and its conformity to international standards.
- Final interview depending on the requirement of the client, the Final Interviews can be conducted either by newsy officials or the client's delegate.
- Telephone Interview

TIME FRAME FOR PROCESSING CASES:

- Permission obtaining from Protector of Emigrants Govt. of Pakistan. 1 to 2 days
- Advertisement and Provisionally Selection. 4 to 10 days
- Visa Endorsement by Embassy / Consulate. 4 to 12 days
- Personnel Insurance. 1 to 2 days
- Signing and Approval of F.S.A's by (Emigration Office). 1 to 2 days
- Ticketing 1 to 2 days



TRAINING & DEVELOPMENT FACILITIES

We have the most Comprehensive Education System to train the workforce covering the different trades. This is the unique system and uncommon to other local manpower placement companies. From the moment semi - skilled and/or skilled workers are finally selected for overseas principals and the processing of their visas we take into our hand, we call them into our camp and organize for them by our professionals: lectures, group discussions, practical demonstrations of the uses of trade tools. This helps to remove the minor deficiencies, if there be any, which a tradesman might have headline orientation & Dispatch of the workers. Prior to dispatch of any worker whether janitorial or tradesman everybody is to attend the Orientation Course. The very purpose of this course is to explain the worker his job specification, job responsibilities, job duties working hours, pay, overtime, leave, accommodation, food provision, other contractual obligations, and what he should do and what not during the period of his employment with the employer.

We are capable of organizing a dispatch of about 400 workers in 4 weeks consisting of 40/50 tradesmen and the remaining in the unskilled group. Even three years back, we could mobilize workers in 45 days time from the date of receipt of documents in our hand. Now-a-days, at the insistence of some of the overseas Governments, our Government is pursuing a very comprehensive check system regarding the workers. This entails a time outlay of about 15-20 days extra compared to the past. As such, now-a-days, we can mobilize workers upto 400 a week within 30-35 days from the date we commence our job.



FOR LONG LASTING RELATIONSHIP
We never consider our business and ultimate relationship with our principal on a single deal basis. Our objective is to have a sustained growth record. And with this end in view, post deployment follow-ups are always made as a part of our continuing commitment of services to our clients. We assure you, our search for excellence will never die



SITE VISIT BY OUR REPRESENTATIVE

Our Representative (s) will visit job sites and the offices of the employer to assist them on various personnel related affairs. If required special visit is also possible. Such a visit boosts up the morale of the workers.

BACK-UP SERVICE & GUARANTEE BACK GROUND.

As a part of our continuing commitment of services to our clients, we provide a number of services to the employer and the concerned employees to have a sustained relationship and also to make the job of the employer easy and realistic.

OUR SERVICES



Account and Finance



Administration



Medical & Hospital



Engineering



Telecommunication Field



Information Technology



Auto Industry



Travel

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Medical & Hospital



Engineering



Telecommunication Field



Information Technology



Auto Industry



Travel

OUR SERVICES



Oil and Gas Sector



Road & Highway Projects



Drivers & Operators



Construction / Maintenance



Education Sector



Hotels and Restaurants



Sales & Marketing



Security

CLIENT PORTFOLIO



CLIENT PORTFOLIO



CLIENT PORTFOLIO



OUR SERVICES



غاز الامارات
EMIRATES GAS

DUBAI REFRESHMENTS (PSC)
دبي للمصروبات (ش.م.ع.)



مجموعة الرشيد
Al-Rushaid Group



ArcelorMittal



Kubota Saudi Arabia Co., LLC

صدارة
Sadara



GULF-TECH INDUSTRIAL SERVICES
شركة تقنية للصناعات



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Taqi Abdel Hadi Al-Qahtani & Brothers
Dammam, Saudi Arabia



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Drake & Scull International P. Ltd.

مجموعة السنبلة
SUNBULAH GROUP



STC
الاتصالات السعودية



دانيا
danya



TAMIMI
POWER & INDUSTRIAL GROUP



brf

Aasia
STEEL



النابودة
Al Naboodah

AES

Environmental & Process Engineering

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