



*"Availability is the key of success"*

ROYALTY JOBS

# ROYALTY JOBS


Designed to manage the employment through personnel leasing




- ▶ **Romanian company founded in 2004**
- ▶ **Ownership : Romanian & Austrian**
- ▶ **Fiscal Code : R 17066395**
- ▶ **Registry of Commerce : J40/21552/2004**
- ▶ **Agent for Temporary Work**
- ▶ **Structure : IT and NON-IT**





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- ▶ **No of employees**  
**(Placed currently in leasing at the Customers)** **38**
  - ▶ **No of freelancers**  
**(Placed currently in leasing at the Customers)** **6**
  - ▶ **No. of daily visitors**  
**(On the web-site)** **420**
  - ▶ **No. of jobseekers**  
**(In the database)** **8733**

▶ **Royalty Jobs is providing :**

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- ▶ **personnel leasing services** to organizations that need temporary resources, on the Romanian market.
  - ▶ **recruiting services**. For the customers which have Frame Agreements for personnel leasing, special fees apply (discounts)
  - ▶ **payroll services**

▶ **The IT expertise provided in leasing includes:**

- ▶ Help Desk officers (Technical support)
- ▶ Programmers (Visual Basic .NET, Java, Lotus Notes, database programming, BI)
- ▶ Oracle expertise
- ▶ SAP expertise

The contracts refer to placing temporary resources in the IT department of companies that have new implementations and need supplementary resources or want to outsource part of the IT department activity which is very sensitive to people fluctuation.

▶ **The non-IT expertise provided in leasing includes:**

- ▶ Customer Care Representative
- ▶ Receptionists, Manager Assistant, Protocol Assistant
- ▶ Operators for the Reconciliation Centre
- ▶ Workers
- ▶ Drivers

▶ **The IT expertise recruited includes:**

- ▶ System Administrators (Linux / Windows)
- ▶ Network Administrators
- ▶ Programmers (Visual Basic .NET, Java, Delphi)
- ▶ Product Development Managers

▶ **The non-IT expertise recruited includes:**

- ▶ Engineers (mechanical/electrical/quality/experts in nuclear plants)
- ▶ Project Managers (construction)
- ▶ Executives (marketing/financial)
- ▶ Management Consultants
- ▶ HR Consultants

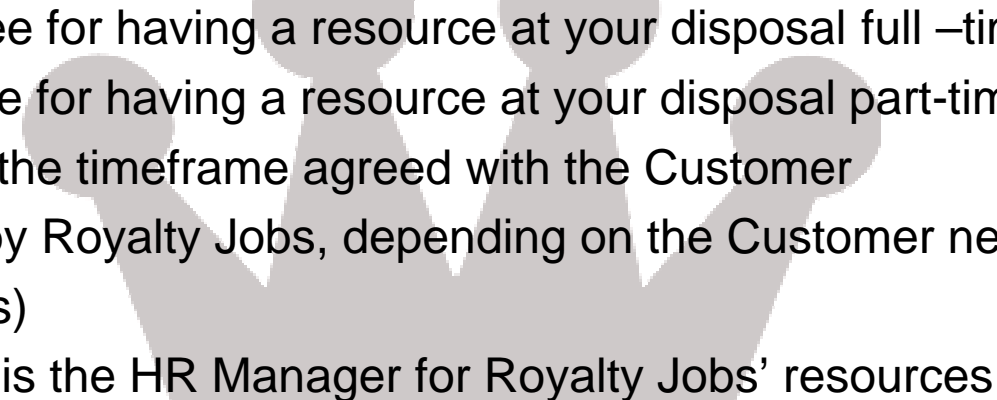
▶ **Why personnel in leasing?**

1. Higher flexibility – paying only for the period the resource is needed;
2. Lower personnel costs – specially for the positions with higher fluctuation;
3. Reduced risk – taken over by the company that provides personnel leasing services

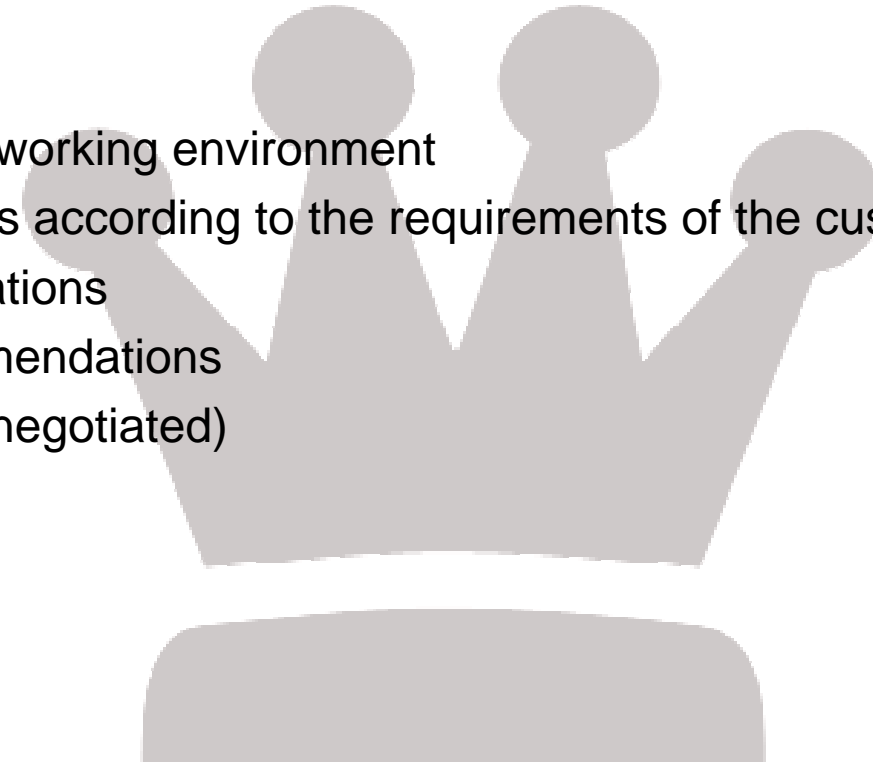
▶ **Why Royalty Jobs?**

1. Royalty Jobs does not charge any commission in advance for recruiting & selecting the resources
2. Royalty Jobs tariffs are very competitive
3. Royalty Jobs offers are customized considering the position involved

## Leasing with Royalty Jobs means :

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- ▶ Paying a monthly fee for having a resource at your disposal full –time
  - ▶ Paying an hourly fee for having a resource at your disposal part-time
  - ▶ Replacing time - in the timeframe agreed with the Customer
  - ▶ Risk is taken over by Royalty Jobs, depending on the Customer needs ( Managed Services)
  - ▶ The Field Manager is the HR Manager for Royalty Jobs' resources

## Recruiting with Royalty Jobs means :

- ▶ Assessment of the working environment
  - ▶ Selection of the CVs according to the requirements of the customer
  - ▶ Interviews & Evaluations
  - ▶ Candidates recommendations
  - ▶ Guarantee period (negotiated)
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## The leasing package Royalty Jobs offers:

- ▶ **Recruiting & Selecting the resources**
  - ▶ **Payroll Services**
  - ▶ **Reporting Services**
  - ▶ **Replacement of the resource in the timeframe agreed with the Customer**
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\*Management & Reporting – One resource as a single point of contact between the Customer and the Service Provider (Field Manager).

## ***National:***

- ▶ **FMCG:** IT expertise; customer care representatives; workers; drivers; PC operators
- ▶ **Retail :** Sales; drivers
- ▶ **Insurance:** IT expertise, business development and executives
- ▶ **TELCO –** Software Development

## ***International:***

- ▶ **Software development for Sarbanes-Oxley & Business Assurance**
- ▶ **Telecommunication solutions**
- ▶ **Construction : PM, Site Engineers, Electrical engineers, workers**

# **Royalty Jobs International**

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