



HR, RECRUITMENT & WORKFORCE SOLUTIONS

**Your Gateway to Global
Talent**

Company Profile

2026

HR Consulting | Recruitment
Workforce Solutions

Asia | Europe | Africa

Dubai headquarters · Riyadh Saudi business office
Recruitment and strategic partners: Asia · Europe · Africa

www.zeezone.co



COMPANY AT A GLANCE

ZEEZONE in brief

Established in Dubai in 2022, ZEEZONE HR SOLUTIONS delivers international recruitment, talent acquisition, HR consulting and workforce solutions to employers across the GCC and beyond, supported by an expanding network of recruitment and strategic partners spanning Asia, Europe and Africa. ZEEZONE HR SOLUTIONS is the public-facing brand of ZEEZONE HR CONSULTANCIES, the registered Dubai entity.



Headquarters

Dubai, United Arab Emirates



Business presence

Dubai headquarters; Riyadh Saudi Arabia business office and employer partnerships.



Recruitment partnerships

Independent recruitment partners across established sourcing markets.



International network

Asia, Europe and Africa; established partnerships and developing markets.

2022

Established in Dubai

UAE

Headquarters

Global

Recruitment network



ABOUT ZEEZONE HR SOLUTIONS

Connecting Talent. Empowering Businesses.

Established in Dubai in 2022, ZEEZONE HR SOLUTIONS delivers international recruitment, talent acquisition, HR consulting and workforce solutions to employers across the GCC and beyond, supported by an expanding network of recruitment and strategic partners spanning Asia, Europe and Africa.

Headquartered in the United Arab Emirates, we support employers across the GCC and international markets through strategic partnerships, established recruitment networks, and collaboration with appropriately licensed organisations.

WHAT WE DO

We specialise in international recruitment, talent acquisition, manpower sourcing, workforce mobilisation support, and strategic recruitment partnerships across diverse industries.

OUR GLOBAL NETWORK

Our expanding recruitment and strategic partner network spans Asia, Europe and Africa. Established recruitment partnerships support current assignments, while developing markets are reviewed as opportunities arise.

Our approach combines industry knowledge, reliable sourcing networks, ethical recruitment practices, and a commitment to building long-term relationships with employers and recruitment partners.



PURPOSE & OPERATING PRINCIPLES

Vision, mission & values



Our vision

To be the trusted gateway between employers and global talent.



Our mission

At ZEEZONE, our mission is to connect the right talent with the right opportunities while helping businesses build dependable and sustainable workforces.

01

Professionalism

Professional conduct at every stage.

02

Transparency

Clear information and agreed responsibilities.

03

Ethical recruitment

Lawful recruitment and fair assessment.

04

Reliability

Dependable coordination and follow-through.

05

Long-term relationships

Lasting relationships with employers and recruitment partners.

Regional market knowledge, role-specific screening and a defined recruitment process underpin our delivery approach.



SERVICE PORTFOLIO

Seven connected services

01

Local Recruitment

candidates already in the country where you need them

02

International Recruitment

candidates sourced through licensed recruitment partners

03

Bulk and Project Recruitment

large, phased hiring for projects and expansions

04

Skilled and Technical Recruitment

tradespeople and technicians, tested before submission

05

Professional Recruitment and Executive Search

managers, specialists and selected senior appointments

06

HR Consulting

hiring plans, job descriptions, HR policies, Emiratisation and Saudisation support

07

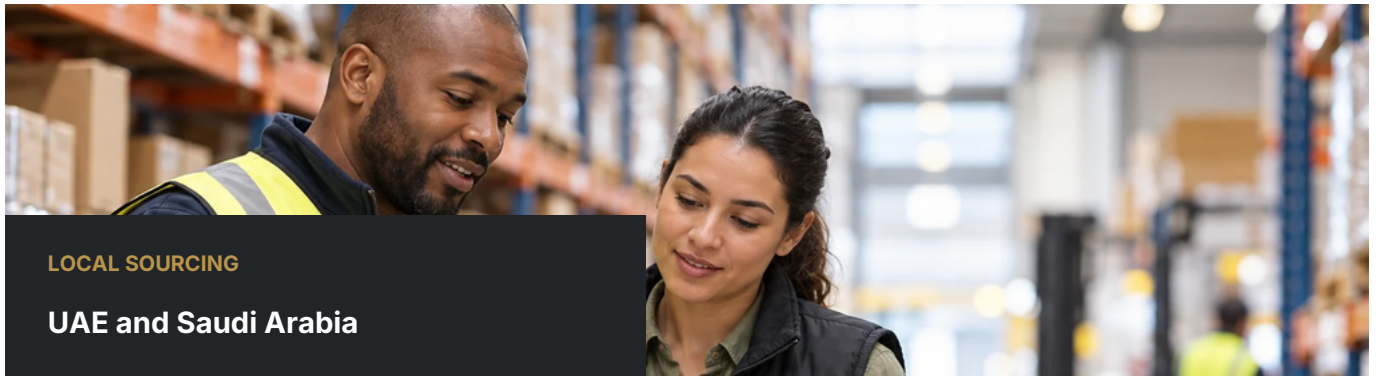
Workforce Solutions (Saudi Arabia)

outsourced manpower through partner companies

LOCAL RECRUITMENT

Local recruitment

Candidates already in the UAE or Saudi Arabia

**LOCAL SOURCING****UAE and Saudi Arabia****01****Candidate information**

Screened profiles include experience, current location, visa or transfer status and availability.

02**Selection coordination**

Interview scheduling, candidate communication and employer feedback are coordinated through a defined point of contact.

03**Joining support**

Offers, document readiness and joining arrangements are followed up within the agreed scope.

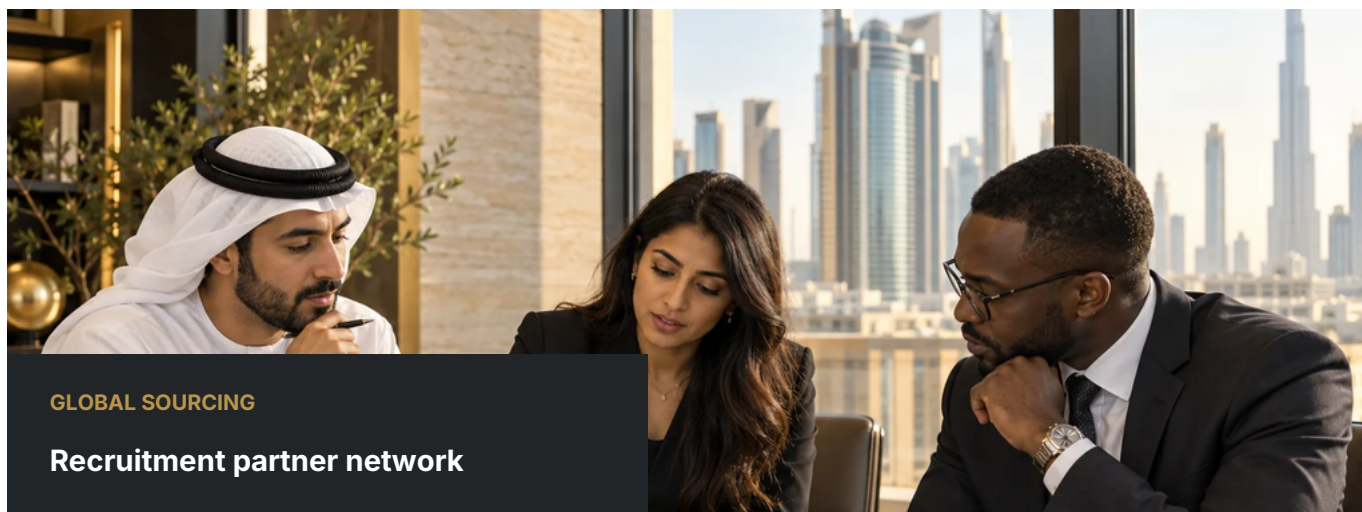
Typical roles

Drivers, delivery riders, cleaners, warehouse personnel, security, sales, retail, hospitality, technicians and office staff.

INTERNATIONAL RECRUITMENT

International recruitment

Overseas sourcing through licensed recruitment partners

**GLOBAL SOURCING****Recruitment partner network****01****Confirm**

Agree roles, quantities, salary, benefits, accommodation and selection requirements.

02**Source & screen**

Licensed recruitment partners source, screen and prepare candidates against the approved brief.

03**Select**

Employer interviews may be in person, by video or through practical trade tests.

04**Prepare**

Approved offers, documentation and travel readiness are coordinated through appropriate legal channels.

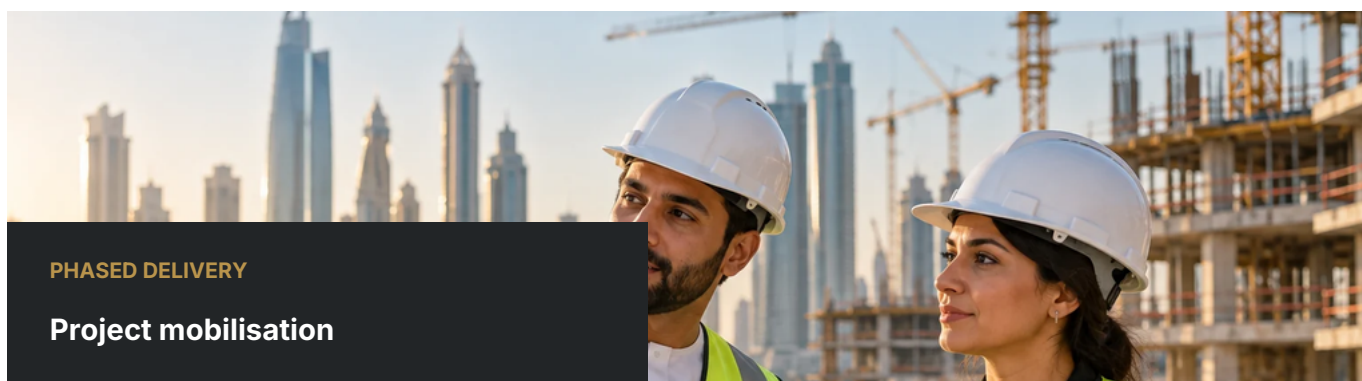
Source markets

Asia, Europe and Africa, supported by established recruitment partners and developing international networks.

BULK & PROJECT RECRUITMENT

Project & volume recruitment

Phased hiring aligned with workforce demand

**PHASED DELIVERY****Project mobilisation****01****Plan**

Agree role categories, quantities, timelines and joining priorities.

02**Select**

Organise screening and interview batches, with employer feedback after each batch.

03**Track**

Maintain reporting on offers, documents, readiness and arrivals in the agreed format.

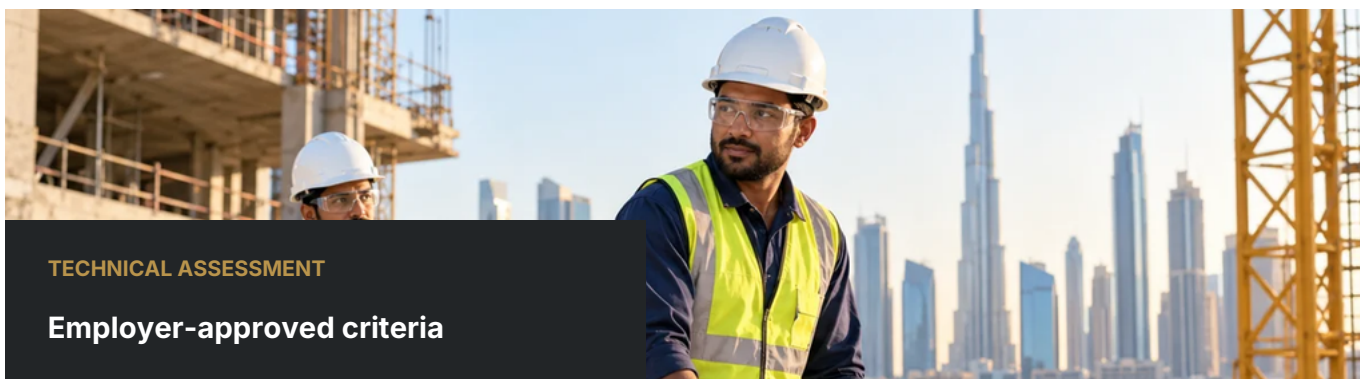
Phased deployment

Recruitment batches can be aligned with project mobilisation and expansion milestones, subject to candidate availability and processing requirements.

SKILLED & TECHNICAL RECRUITMENT

Skilled & technical recruitment

Role specifications supported by practical assessment

**TECHNICAL ASSESSMENT****Employer-approved criteria****01****Define the specification**

Confirm trade, experience, equipment exposure, certifications and working environment.

02**Assess & shortlist**

Coordinate experience screening, employer interviews and practical trade tests where required.

03**Confirm suitability**

Final technical acceptance remains with the employer against agreed selection criteria.

Representative trades

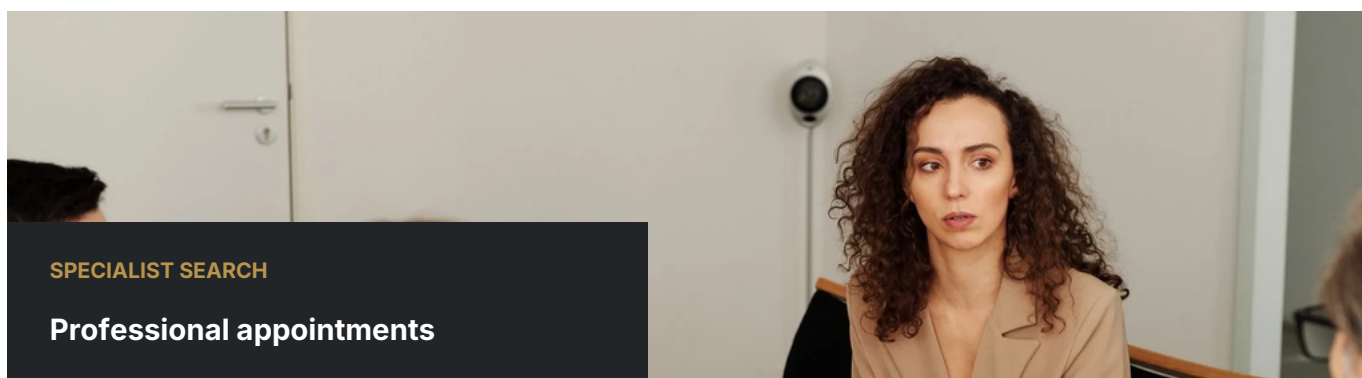
Masons, tile and marble fabricators, welders, metal fabricators, electricians, technicians, carpenters, steel fixers, operators and site supervisors.



PROFESSIONAL RECRUITMENT

Professional & executive search

Specialist recruitment for office and management teams



01

Professional appointments

Search across HR, administration, sales, accounting, engineering, IT and operations management.

02

Executive search

Focused searches for selected senior and specialist appointments against an agreed mandate and assessment criteria.

03

Employer selection

Shortlisted candidates are presented for employer review, interview and final selection.

Recruitment support

Designed for employers requiring specialist hiring capacity alongside their internal management or HR function.

HR CONSULTING

HR consulting & hiring support

A defined role and process establish the basis for effective hiring

**HR ADVISORY****Hiring and workforce planning****01 Planning & role design**

Hiring plans, workforce planning, job descriptions and screening criteria.

02 Policies & process

HR policy support and recruitment process improvement.

03 Selection & offers

Interview scheduling, feedback coordination, approved offers and joining follow-up.

04 National talent recruitment

Emiratization and Saudization recruitment and workforce-planning support in the UAE and Saudi Arabia.

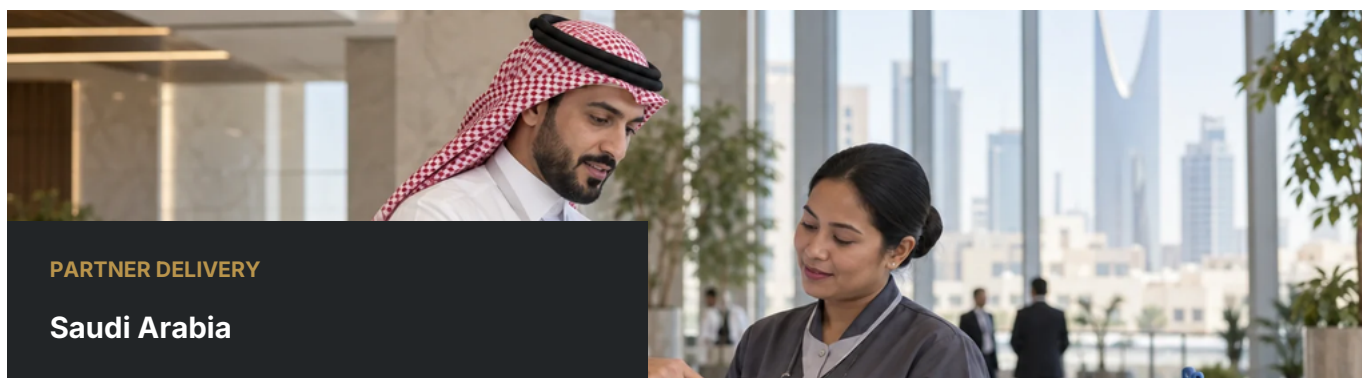
Engagement scope

The proposal establishes the advisory deliverables and the employer's implementation responsibilities.

SAUDI WORKFORCE SOLUTIONS

Workforce solutions Saudi Arabia

Partner-delivered manpower for ongoing and project requirements

**PARTNER DELIVERY****Saudi Arabia****01****Requirement**

Agree workforce categories, headcount, duration and assignment location.

02**Operational ownership**

Identify supervision arrangements, payroll responsibilities and the partner company delivering the workforce.

03**Service review**

Define reporting, review points and the parties responsible for operational delivery.

Partner delivery model

Outsourced manpower is delivered through partner companies in Saudi Arabia. Roles and responsibilities are agreed in writing for every assignment.



RECRUITMENT METHODOLOGY

From requirement to joining

01

Brief

Roles, headcount, location and package

02

Plan

Markets, selection stages and responsibilities

03

Source

Candidate outreach through licensed recruitment partners

04

Screen

Experience, suitability, documents and availability

05

Select

Employer interviews, tests and feedback

06

Offer

Approved offer and candidate acceptance

07

Readiness

Document and visa follow-up

08

Joining

Arrival, joining confirmation and post-joining check-in



SECTOR COVERAGE

Industries & workforce

Our recruitment portfolio addresses operational, trade and professional requirements across the following sectors.

Construction & infrastructure

Oil & gas

Facilities management

Logistics & transport

Delivery operations

Retail & e-commerce

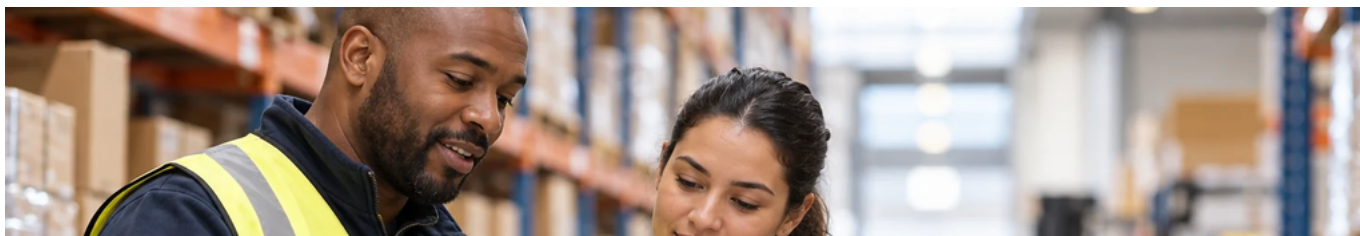
Hospitality & hotels

Healthcare

Information technology

Real estate & development

Manufacturing & industrial



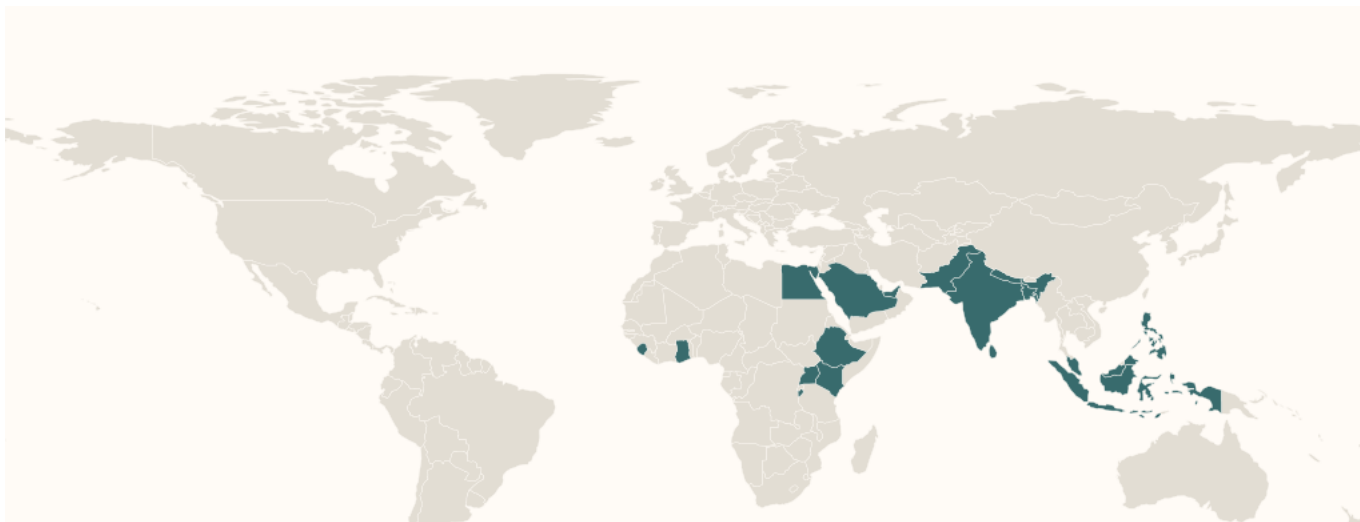
Workforce categories

Skilled and technical · Cleaning and housekeeping · Drivers and delivery · Warehouse and retail · Professional roles · Project support



OFFICE & PARTNER NETWORK

Local presence. International reach.



Named countries highlighted. Map base: Natural Earth.



Dubai headquarters & Riyadh Saudi business office

Dubai headquarters; Riyadh Saudi Arabia business office and employer partnerships.



Licensed recruitment partnerships

Rawalpindi and Karachi through independently owned recruitment partners; local recruitment partnerships in India and Sri Lanka.



International business and recruitment network

Malaysia; GCC market development in Bahrain and Qatar; developing opportunities and partnerships in Europe and Central Asia.

Our network does not imply registered ZEEZONE branches or local licences in every country. Where legally required, international recruitment and employment processes are coordinated through appropriately licensed organisations and authorised local partners.

PARTNERSHIP MODELS

Two engagement models

ZEEZONE supports direct employer assignments and sourcing mandates from recruitment agencies and contractors. Both models begin with a written requirement and agreed responsibilities.

**Employer recruitment**

Share the roles, quantities, employment package and timeline. The engagement defines sourcing scope, selection stages, reporting, shortlists, interviews, offers and joining follow-up.

**Agency & contractor sourcing**

We add candidate sourcing and screening capacity behind client orders. Candidate criteria, submission ownership, confidentiality, commercial terms and processing responsibilities are agreed before work begins.

Shared visibility

Progress reporting connects the approved brief with candidate submissions, employer feedback, readiness and outstanding actions.



COMPLIANCE & ETHICAL RECRUITMENT

Responsible recruitment

01

Ethical recruitment

We support lawful recruitment, fair candidate assessment and clear communication with employers and sourcing partners.

02

Applicable regulations

We commit to the labour and recruitment requirements of the UAE, Saudi Arabia and each source country, with regulated processing through appropriate channels.

03

Accurate job information

Candidates receive information on salary, benefits and employment terms before acceptance.

04

Confidential candidate data

Documents and personal information are handled confidentially and shared with relevant authorised recruitment parties for the agreed purpose.

Recruitment concerns

Raise concerns about candidate information or recruitment conduct with business@zeezone.co.

EMPLOYER ENGAGEMENT

Commercial framework

The written proposal sets out the scope, service expectations and commercial conditions applicable to the assignment.



Commercial terms

The proposal identifies the contracting parties, scope of work, responsibilities and agreed commercial terms. Each assignment is confirmed in writing before work begins.



Shortlist & delivery

Initial shortlist timing, submission batches and joining milestones are agreed for the role, sourcing market and volume.



Replacement terms

Any replacement commitment is defined in writing, including coverage period, eligibility, exclusions, notification requirements and remedy.

Before sourcing begins

Confirm the hiring brief, employment package, assessment stages, reporting format and the party responsible for each processing step.



LEADERSHIP & ACCOUNTABILITY

Leadership & oversight

FOUNDER & CEO

MUHAMMAD SHAFIQUE

Business development, employer relationships and recruitment partnerships are coordinated through a named leadership contact.



Business development

Employer requirements, proposals and partner discussions.



Recruitment operations

Sourcing, screening, candidate submissions and selection coordination.



Partner coordination

Source-market responsibilities, documentation follow-up and joining updates.



CONTACT ZEEZONE

Discuss your next recruitment requirement

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Rawalpindi — Licensed Recruitment Partner

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BUSINESS LOCATIONS Dubai · Riyadh | **INDEPENDENT PARTNERS** Pakistan · India · Sri Lanka

GENERAL ENQUIRIES

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CAREERS & CANDIDATES

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