



FREE TAKERS (T) LTD

Recruitment, Training, Outsourcing, Consultancy

COMPANY
PROFILE





ABOUT US

We are a limited liability company operating in Tanzania since 2015 with Incorporation no: 118507; TIN: 127-834-385; and VRN: 40032144V. It is a local company with Local Content Registration No.LSSP-2019-04-240.

We are a state of the art manpower outsourcing and affiliated service company. We boast of our specialisation in highly productive, cost-efficient outsourcing assurance specifically designed to offer customised business objectives and streamline business processes in our service provision.

We have a highly qualified team of professionals with both international and national affiliation fostered with knowledge and ability to offer human resources, administrative, training and fiscal services. We brand ourselves as the One stop centre for all Talent deployment and management.

○ PROFESSIONALISM

○ RELIABILITY

○ TRUST

○ INTEGRITY

○ LOYALTY

○ CRAFTSMANSHIP



VISION, MISSION & VALUES

Vision

To be renowned throughout east africa as the company that understands a customer's needs for talent recruitment and management services and Acknowledged as a leader in our capacity to provide one -stop outsourcing and Affiliated services.

Mission

To provide high quality, engaging, compliant, cost effective and tailored talent Management, outsourcing and administrative services ensuring reduced Overhead, time efficiency and an opportunity for our customers to focus on Other profitable areas of their business.

Values

- **Customer Commitment** – We develop relationships that make a positive difference in our customer's life.
- **Quality** – We provide customised, reliable and just on time services with an added value.
- **Integrity and Safety** – We uphold the highest standards of integrity and health and safety compliance in all of our actions and deploy the same to our pool of talents.
- **Teamwork** – We work together, across boundaries, to meet the needs of our customers and to achieve a common objective.
- **Respect for People** – We value our people, encourage their development, and reward their performance.
- **Good Citizenship** – We are good and respectful citizens in the communities in which we work.
- **A Will to Win** – We exhibit a strong will to win in the marketplace and in every aspect of our service provision.
- **Personal Accountability** – We are personally accountable for delivering on our commitments.



SCOPE OF SERVICES AND WORK

- **Outsourcing Services** - We will not just allocate employees to you, we are a one stop service centre - with specialised administration, Fiscal, Payroll, Pension, health care and other insurance covers services all available at your request- we will provide the schemes and manage on your behalf.
- **Talent Pool Management** - We keep a pool of Talents categorised in different job profiles/ expertise and functionals.
- **Recruitment Services** - We offer customised recruitment service, which includes selection of candidates from our trusted pool of applicants, screening, placement and management of their portfolio while at service. We have the requisite tools to manage our applicants and talent Tracking System ATS, HRIS (Human Resource Information System and other systems allowing us to effectively review resumes and recruitment process and monitoring.
- **Regulatory Advisory** - We offer our customer customised regulatory advisory and guided compliance relating employment and labour relations / Fiscal/ Pension/ Industrial Health and Safety and local content compliance.
- **Talent Management**- services focused on strong employer brand, role managements, competencies, objective tracking and alignment, high performance culture and tools to support single source view of employees and engagements.
- **We offer specialised career paths** - training, coaching, employee development, culture and mentorship service to our customers and the service is extended to the talent pool within Free Takers.
- Free Takers holds a pool of certified associates available to address all advisory requirements on conflict resolutions, government relations, employee grievances, probation, company dispute resolution guidance and settlement processes in line with the Tanzania Employment and labour relations Laws.
- We will manage and bear all Liabilities related to the outsourced employees in line with the Employment and Labour Relations Act of 2004



OUR SERVICES

RECRUITMENT

We believe hiring qualified professionals to be the most important first step towards in the organization's success. By assiting to develop the right local graduate recruitment and retention solution for your area of need and we believe in the saying.....

" Do not hire a person who does your work for money only, but hire him / her who does it for the love of it and money!

HR OUTSOURCING

HR outsourcing can be used as tool for small and medium business that relies on HR outsourcing to alleviate time consuming, time wasting of mineral tasks, to enable them to focus on that they do best

HR outsourcing can also reduce the company liabilities that come with hiring and firing staff. It improves office performance and lowers company costs.

HR outsourcing increase Company efficiency. The lastest trend of HR outsourcing can be done by outsourcing the routine, non value - added activities and core human resources activities.

HUMAN RESOURCES CONSULTANCY

Free Takers (T) Limited with our dedicated human Resources Consulting practice comprise of a multidisciplinary of professionals who believe in working with clients using participative methodology and tool which are simultaneously adaptive structured

Free Takers (T) Limited Offers a variety of HR services to assist clients in attracting, retaining, motivating and developing an optimum mix of staff.

Free Takers (T) Limited offers a variety of HR services that maintain your Business compliance with Governmental regulations that enhances not only the employees and overall workplace character. Our certified HR associate are here to ensure your team members are treated fairly and are given utmost care and advice.

Free Takers (T) Limited boasts a Professional and dynamic team that endowed with a wide range of expertise, skills and industry experience and bring to the table a unique and innovative methods of doing successful business with ease

TRAINING

Free Takers (T) Limited will work with customer to implement the four phases of this service as follows:

1 NEEDS ASSESSMENTS

- (a) Organization
- (b) Tasks analysis
- (c) Employee analysis

2 DESIGN

- (a) Instructional Objectives
- (b) Trainee readiness
- (c) Learning Principles

3 IMPLEMENTATION

- (a) On - the - job methods
- (b) Off - the - job
- (c) Management

4 EVALUATION

- (a) Reactions
- (b) Learning
- (c) Behavior
- (d) Result



PAYROLL AND BENEFITS MANAGEMENT












Spreading yourself too thin with all the administrative tasks associated with payroll and benefits management doesn't leave a lot of time for planning. Our partnership will enable our Clients to transform and get experience without hiring additional personnel. Compliance can also be a huge risk as can legal liabilities, so outsourcing this function grants extra layers of protection.

EXPATRIATE SOLUTION

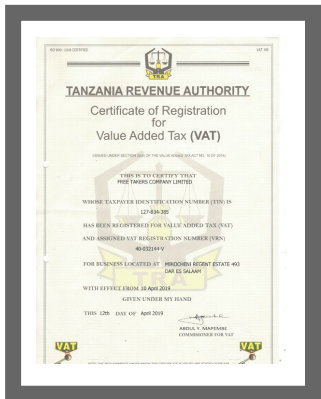
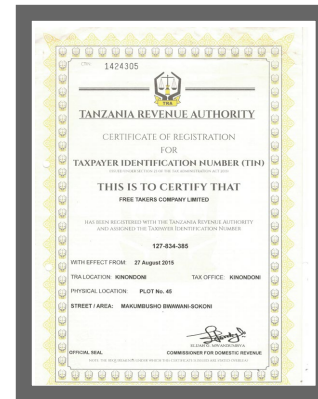
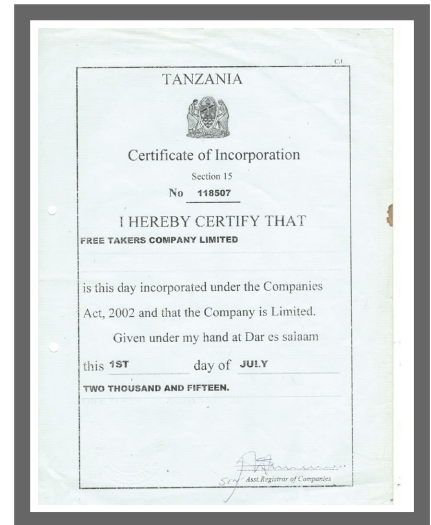
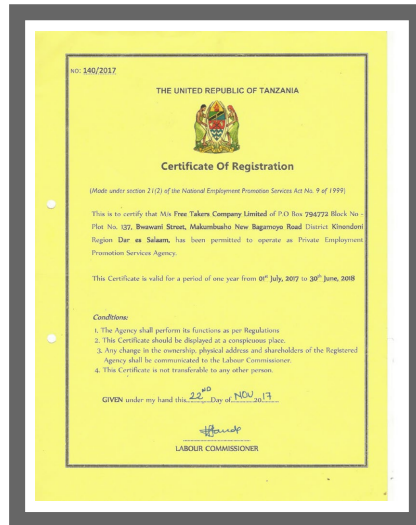
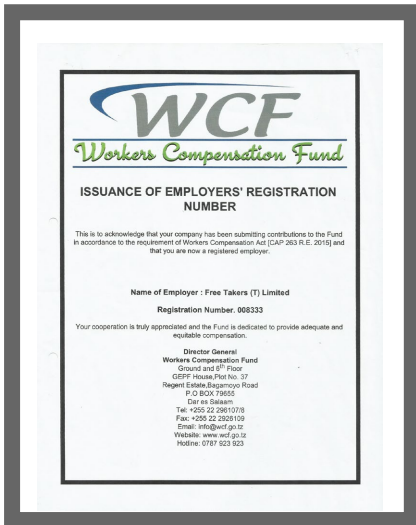
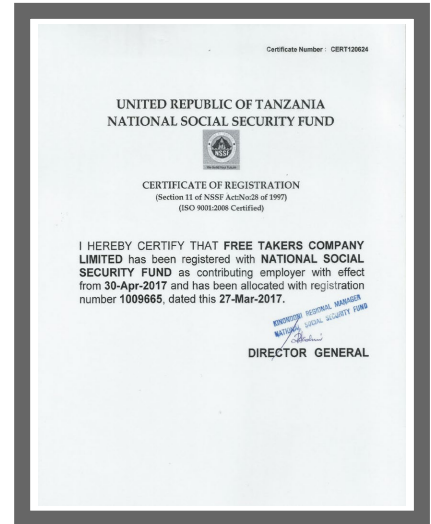
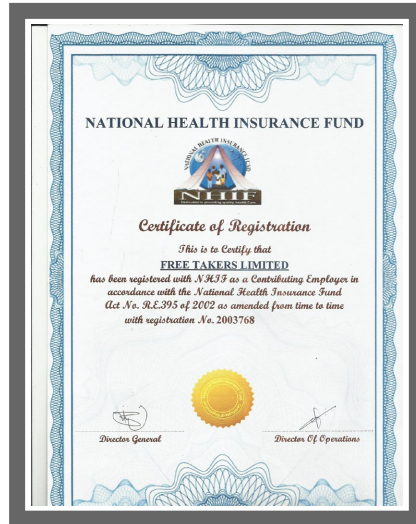
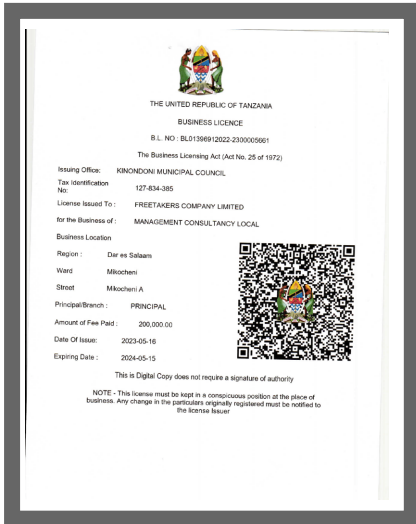
Free Takers Limited has the ability to support an end to end solution for expatriate sourcing and integration into their country of operation. This includes meet and greet services, work - permit, Processing and contract management.



SOME OF OUR CLIENTS

CLIENTS NAME	INDUSTRY/PRODUCTS/SERVICES
 TotalEnergies	OIL
 EAST AFRICAN CRUDE OIL PIPELINE	GAS & OIL
 TOYOTA	AUTOMOBILE
 NDANDA PREMIUM INDUSTRIES	TRANSPORTATION & LOGISTICS
 PREMIUM ENERGIES	OIL
 INTERCOM	TRANSPORTATION & LOGISTICS
 AFRI VENTURES www.afriventures.com	FARM
 NASSCO	OIL
 NIS	TRAVEL AGENCY
 NUFE TRADING AND LOGISTICS	LOGISTICS
 SYSTEMAX (T) Limited	IT SOLUTION

CERTIFICATES





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