

GET TO KNOW DAMIA GROUP PORTUGAL

ENJOY OUR BUSINESS PRESENTATION



Damia Group



Dare to be a
Force of nature



We are a H2H (Human 2 Human) international recruitment organization with offices in Lisbon, London and Edinburgh.

We prefer to be plain and straightforward, when you work with us, you not only get an extraordinary team, with a great work environment, you'll working with a long-term partner, with a honest and transparent communication, with market knowledge always with a promise of quality in the process.



ABOUT US



At the heart of Damia Group is our passion for people.

Tech recruitment experts, we use a variety of sourcing techniques with a twist of boolean magic and a sprinkle of marketing & creative ideas.

We are innovative, transparent and relaxed.

We cut the b@lls#@t and deliver!



— OUR SOLUTIONS

Whether you're looking to find the right Developer for your business, or you're searching for the right company to help your career flourish, Damia can support you every step of the way.

We want to connect the right people, much more than just filling a position.

We're on a mission to make a positive change on people's life. We strive to find the best person for the job, build a stronger, smarter team, with the right skills and the perfect cultural fit.

We do it by fusing the traditional CV and interview qualification, tech assessments, psychometric testing and online video interviewing platforms, enabling us to source the best candidates.



RECRUITMENT

Whether you are looking to source permanent or contract staff, we can help. We provide the best and most suitable candidates, matching the skills and requirements of clients needs.



RPO (RECRUITMENT PROCESS OUTSOURCING)

As an RPO service provider, we're on a mission to unleash human potential, to combine and join forces with our clients to get the best talent available in the market.



OUTSOURCING

We create added value in all parts of the business, minimize the risks and improve your competitive position in the IT market.




TRAINING

We offer state-of-the-art sourcing skills and candidate engagement training to customers existing teams that will result reaching more passive candidates and creating a positive recruitment experience.



ACADEMY

Our Academy Program aims to identify potential talent, who, with the training can develop skills and consequently suppress the needs of our clients.



Knowledge is absolutely key to our success and our exceptionally high client retention rates. By taking the time to really get to know our clients and understand their ethos, preferences, values, goals and needs, we can provide a tailored service that ensures we remain a cost effective recruitment solution for your company.



RECRUITMENT



We create added value in all parts of the business, reduce your risk and improve your competitive position in the tech market.

We have a team of consultants specialized, who are ready to ensure the success of our clients' projects by using the best technology. In addition to minimizing the risks and improving your position on the tech market, we also create value with our wide industry experience and networks.



OUTSOURCING




ACADEMY

Damia Group offers its clients a development plan on the tech market through an evaluation of young talent or the re-qualification of professionals coming from other areas, who with the Academy Program can develop skills and consequently suppress the needs of their companies.

Our Academy Program aims to provide the best and most suitable selection within a candidate pool, combining the best recruitment, creativity and out-of-the-box thinking with ambitious projects which allows candidates to develop their skills.

We think it's important **for our clients** to invest in the recruitment and training of its teams. This helps to develop a healthy growth in line with the culture, mission and vision of the company.

For our candidates it is an opportunity to understand and take part in new activities, allowing them to acquire and develop new skills.




For us, RPO is synonymous of a complete fusion, your goals and needs become ours. It's all about partnership. After all, today's candidate experience can be a decisive differentiator for your employer branding.

We believe in a personal approach, working together, striving for continuous improvement, listening to your needs, really understanding your culture, your vision and your challenges. The way you attract, recruit and retain people determines increasingly your ability to seize business opportunities, to innovate and to grow!

Our In-House combining with our market knowledge, tech expertise, our network and cultural understanding, helps our clients achieve sustainable growth. We proud ourselves to be called reliable RPO Service providers, who offers a unique recruitment experiences, a valuable partnership with the very highest level of candidate care.



RPO



To have a successful business, you need the right team around you, **It's all about the people!**

Sourcing, interviewing and hiring are excellent skills for an HR professional, but if you work on a tech industry, you know it's not that simple and a premium LinkedIn account and countless connections, most of the times are not enough to find and engage passive candidates.

This is a very practical, how-to, not death-by-Powerpoint training. Your recruiters will work on real requirements, generate real sourcing strategies and candidates, will learn how to find people who aren't on LinkedIn, get their contact info, learn how to engage with candidates, go beyond the basics, and get your team focused more on direct sourcing those candidates who may not ever respond to an ad.



TRAINING

WE'VE DONE THIS BEFORE:



SIEMENS

pipedrive

BOSE[®]

sky



Volkswagen



THE DAMIA EXPERIENCE

The current job market is candidate-driven, which means you don't pick talent, talent picks you.

It is important to make all candidates know how important they are, personalizing the experience of all parties involved in the recruitment process.

For our clients:

- We want to feel like we are partners of your business;
- We take the time to understand your company's culture;
- We work as an extension of your team;
- We want to be someone you can trust;
- We always have a continuous and transparent communication.

For our candidates:

- Every process is a positive experience;
- We give all the information needed on the first contact (company and project);
- We will introduce the client and validate behavior and technical profiles;
- All communication will be held on the basis of transparent and honest feedback;
- We will also always give a reason for rejection;
- Ensure at all times they understand the decision-making processes.



THE DAMIA EXPERIENCE

One of our goals and responsibilities is to provide with full support, well beyond just recruiting, we focus on helping our clients create a strong Employer Brand, based on a positive connection and relationship with a **transparent** and **sincere** approach, making your business **relevant** to the talent you want to hire.

WE CREATE UNIQUE RECRUITMENT EXPERIENCES



CLEAR JOB DESCRIPTIONS with less text, more bullet points and images.

Through a **CUSTOMIZED VIDEO**, we want to connect the hiring managers directly to our candidates. This offers a personal approach on your behalf explaining the culture, project and the best fit for that particular offer.

A good **APPLICATION EXPERIENCE** providing credibility with employee stories and testimonials, giving the perfect look to what your organization is really like.

Sharing on **SOCIAL MEDIA**, since its currently the most widely-used channel for companies to attract applications and the right talent.

Give the right content and **ALL NECESSARY INFORMATION**. It's extremely important during the application stage of the candidate journey (company name, values etc.)



WORK
WITH
US
—

**THANK YOU!
PLEASE GET IN TOUCH**

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