TECHNICAL PROPOSAL – TALENT DEVELOPMENT

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1 Service presentation

1.1 Description

Talent Development & International Projects helps companies identify, qualify, develop and mobilize technical professionals from Madagascar who are ready to contribute to national and international projects. faHR combines talent sourcing, technical and professional assessment, targeted training, career development and deployment support to connect qualified Malagasy professionals with the specific requirements of project-based organizations.

1.2 The Need We Address

Projects often require companies to rapidly access **qualified, reliable and project-ready technical talent**, while existing teams may face recruitment difficulties, skills gaps, limited availability of specialized profiles or the need to develop professionals for specific project environments.

At the same time, many engineers and technical professionals from Madagascar have the technical potential but need **additional qualification, practical preparation, professional development or international exposure** to meet project requirements.

faHR bridges this gap between available talent and actual project requirements.

1.3 Type of Clients and Projects

The service is designed for:

→ Engineering and design consultancies
→ Construction and civil engineering companies
→ EPC contractors ad international contractors
→ Infrastructure and public works companies
→ Energy and renewable energy companies
→ Mining and industrial companies
→ Water and environmental engineering companies

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→ Project developers and investors
→ International organizations and development programs
→ Companies expanding their activities across Africa and Indian Ocean

Talent Development & Internation Projects can support projects in:

→ Roads, bridges and transport infrastructure
→ Ports and maritime infrastructure
→ Buildings and construction
→ Water supply, sanitation and hydraulic infrastructure
→ Energy and renewable energy
→ Mining and industrial projects
→ Environmental and climate-resilience projects
→ Engineering studies and design
→ Project management and construction supervision
→ International development and donor-funded projects

1.4 Objective

The objective is to **develop a reliable pipeline of qualified Malagasy technical professionals and connect the right talent with the right international project at the right time**.

For clients, faHR aims to provide **faster access to qualified Malagasy talent, reduce recruitment and mobilisation challenges, strengthen project teams and support successful project delivery.**

For professionals, the objective is to **develop technical and professional capabilities, increase employability, gain international exposure and create pathways towards meaningful project opportunities.**

1.5 Core Value Proposition

THE RIGHT TALENT. THE RIGHT PROJECT. THE RIGHT FIT.

We develop people for projects – and connect project needs with qualified talent.

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2 Scope

Talent Development & International Projects covers the identification, assessment, preparation, development and deployment of engineering, technical and project professionals for national and international assignments. faHR supports both **organizations seeking qualified project-ready professionals and professionals developing their technical, professional and international capabilities**.

3 faHR Talent Database – Internal Asset

faHR maintains an **internal database of qualified engineering, technical and project professionals**. This database is used to:

- accelerate talent identification;
- improve matching between professionals and project requirements;
- maintain updated professional information;
- identify suitable profiles for future opportunities;
- build long-term talent pipelines.

4 Services

S1-TALENT SOURCING & RECRUITMENT

Identification and recruitment of suitable technical and engineering profiles according to client and project requirements.

- Talent sourcing and screening
- Individual or team recruitment
- Engineering and technical profiles

S2-TALENT VERIFICATION & QUALIFICATION

Assessment and verification of candidates to provide clients with greater confidence in their technical and professional background.

- Academic qualification verification
- Professional experience verification
- Technical skills assessment

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- Short-, medium- and long-term
- Temporary replacement
- Interview coordination
- Client presentation

S3-MOBILITY OR DEPLOYMENT COORDINATION

Preparation and coordination of professionals for deployment to project locations, including international assignments.

- Visa and work permit
- Travel arrangements
- Accommodation and relocation
- Administrative procedures
- Pre-departure briefing
- Family relocation assistance
- Coordination with local partners

S5-TECHNICAL DEVELOPMENT

Development and upgrading of technical competencies to maintain the relevance and competitiveness of project professionals.

- Advanced technical training
- BIM and digital tools
- New engineering practices
- Specialized software training
- Technical certification

- Reference checks
- Employment history verification
- Language assessment
- Candidate assessment reports

S4-TALENT DEVELOPMENT & TRAINING

Preparation and continuous development of professionals to ensure that they are operationally and professionally aligned with requirements.

- Induction and onboarding
- Basic training and orientation
- QA/QC, HSE and refreshers
- International standards
- Basic software and digital tools
- Basic coaching and soft-skills development

S6-PERSONAL & PROFESSIONAL DEVELOPMENT

Supporting professionals in developing the behavioral, interpersonal and leadership capabilities required for successful project environments.

- Communication skills
- Leadership development
- Teamwork
- Professional attitude
- Coaching
- Mentoring

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- Technical skills refresh and upgrading
- Preparation for specific project
- Career guidance
- Intercultural preparation

5 Service packages

5.1 P1 - Recruitment – *Find the right talent*

This consists into S1 of faHR Engineering Consultancy services.

Ideal for **Companies or institutions looking for qualified talent with full support for deployment**.

5.2 P2 - Verified Talent – *Recruit with Confidence*

This consists into S1 + S2 of faHR Engineering Consultancy services

Ideal for **Clients who wants to secure the quality, reliability and background of their candidates.**

5.3 P3 - Talent Development – *Recruit. Prepare. Refresh*

. This consists into S1 + S2 + S3 of faHR Engineering Consultancy services

Ideal for **Projects requiring candidates to be operational and aligned with specific standards before deployment.**

5.4 P4 - Technical Development – *Keep your talent ahead*

This consists into S1 + S2 + S3 + S4 of faHR Engineering Consultancy services

Ideal for **Projects and organizations seeking up-to-date technical skills and certified professionals.**

5.5 P5 - Talent Partner – *Develop the professional, strengthen the team*

This consists into S1 + S2 + S3 + S4 + S5 of faHR Engineering Consultancy services

Ideal for **Clients who invest in the long-term development and performance of their teams.**

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5.6 P6 - Custom packages – *Build your own talent solution*

If none of these combinations suits your research, you can customize the package that aligns to your need.

Ideal for **Specific or complex needs requiring a fully tailored approach.**

6 Deliverables

6.1 P1 – Find the right talent

- Client requirement leading to job profile description and validation
- Candidate sourcing and market search
- CV screening and shortlist
- Initial candidate interviews
- Technical/profile pre-screening
- Interview coordination
- Candidate presentation to client
- Recruitment progress report
- **Final candidate recruitment recommendation**

Main deliverable: Qualified candidate shortlist ready for client selection.

6.2 P2 – Recruit with confidence

- All deliverables for Package 1
- Academic qualification verification
- Professional experience verification
- Employment history verification
- Technical skills assessment
- Reference checks
- Language assessment
- Identity/document verification
- Candidate assessment report

- **Verified candidate profile / Talent Verification Report**

Main deliverable: A technically and professionally verified candidate profile, supported by an assessment report.

6.3 Recruit – Prepare - Refresh

- All deliverables for Package 2
- Candidate/Project onboarding assessment
- Basic training and orientation
- QA/QC refresher
- HSE refresher
- Project management refresher
- International standards refresher
- Software and digital tools refresher
- Client/project-specific pre-training
- Training attendance record
- Training test results
- Pre-deployment readiness assessment
- **Talent Development & Readiness Report**

Main deliverable: A project-ready professional aligned with the client's operational and project requirements.

6.4 Keep your talent ahead

- All deliverables for Package 3
- Technical skills gap assessment
- Individual technical development plan
- Advanced technical training
- New engineering and construction practices training
- BIM / digital tools training
- Specialized software training

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- Technical methodology refresh
- Certification coordination
- Technical competency assessment
- Post-training assessment
- **Technical Development Report**
- **Updated Competency Profile**

6.5 Develop the professional, Strengthen the team

- All deliverables for Package 4
- Personal development assessment
- Individual Development Plan (IDP)
- Soft-skills training
- Communication and leadership development
- Coaching sessions
- Mentoring
- Career guidance
- Intercultural preparation
- Internal assignment preparation
- Progress monitoring
- Development review sessions
- **Individual Talent Development Plan**
- **Progress & Development Report**
- **Career / Competency Roadmap**

Main deliverable: A structured long-term development pathway for the professional.

6.6 Build your own talent solution

A tailored combination of services from Package 1 to 5.

Main deliverable: A tailor-made talent solution aligned with the client's workforce, project and business objectives.

7 Methodology




TRAINING & DEVELOPMENT
01
Identify Training Needs
02
Set Training Objectives
03
Design Training
04
Implement Training
05
Evaluate Results
06
Review and Analyse


TALENT MANAGEMENT
Talent Acquisition
Onboarding & Engagement
Development
Performance Management
Succession Planning
Workforce Planning

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8 References

First faHR experience into Talent Development:

Project: Travaux d'urgence de traitement des points noirs sur la RN6P entre Ambanja et Antsohihy (Treatment of black spots on the RN6P between Ambanja and Antsohihy)

Client: COLAS Madagascar

Country: Madagascar

Sector: Road maintenance

Amount: 42M Euros

Financed by : World Bank

Rôle de faHR: Provision and support of the project QA/QC Engineer under Package 4 of faHR Engineering Consultancy service.

Refer to: Balsama ANDRIANARISOA – Construction Manager

Contact: balsama.andrianarisoa@colas-mg.com - +261 34 07 409 18

Experience of the Founder :

Project : Projet de Developpement du Port de Toamasina, Package 2 (Toamasina Port Development Project Package 2)

Client : Penta Ocean Construction Ltd.

Country: Madagascar

Sector: Marine and coastal infrastructure

Amount: 639M $

Financed by: Japan International Cooperation Agency (JICA)

Rôle de faHR: Provision and support of the thirteen (13) engineers and technicians under Package 2 of faHR Engineering Consultancy service.

Refer to: Stephen Juntilo LEROG – Senior Civil Engineer

Contact: lerog.juntilo@mail.penta-ocean.co.jp - +261 34 36 098 13

9 Commercial information

9.1 Geographic area of operation

→ Madagascar – Talent Base

Our primary talent pool is based in Madagascar, providing access to qualified engineers, technicians and project professionals for local and international assignments.

→ Indian Ocean – Regional Development

Talent sourcing, qualification, training and deployment for projects across Comoros, Mauritius, Seychelles, Mayotte, Réunion and other Indian Ocean islands.

→ Africa – International Project Deployment

Identification, qualification and mobilization of Malagasy and regional technical professionals for projects across East, West, Central and Southern Africa.

→ International – Global Mobility

Support for the deployment of qualified Malagasy professionals to international projects, subject to **client requirements, appliable regulations, work permits and mobility conditions**.

From Madagascar to international projects, faHR develops, qualifies and mobilises technical talent for engineering, construction, infrastructure, energy, industrial and development projects across the Indian Ocean, Africa and beyond.

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From Madagascar to Africa, the Indian Ocean & beyond.

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9.2 Indicative Mission Duration

9.2.1 Estimated duration

Package	Indicative Duration
01 – Recruitment	**30 working days**
02 – Verified Talent	**37 working days**
03 – Talent Development	**To be defined** according to the training program number of participants and required resource
04 – Technical Development	**To be defined** according to the training program objectives and required resource
05 – Talent Partner	**To be defined** according to the development program, objectives and required resource
06 - Custom	**To be assessed** according to the scope and specific requirement

9.2.2 Additional timelines

- **Hiring Coordination: ± 7 to 10 working days** after client selection
- **Mobility & Deployment: ± 15 to 30 working days** where applicable
- **Multiple positions:** timelines may vary depending on candidate availability and profile complexity.

9.3 Consultation and engagement process

i. Initial Consultation

Understanding the client's project, talent requirements, target profiles and expected outcomes

ii. Needs & Profile Definition

Validation of job descriptions, technical requirements, experience, qualifications, language and mobility requirements.

iii. Service & Package Selection

Selection of the appropriate faHR package : between P1 to P6.

iv. Proposal & Commercial Terms

Submission of a tailored technical and financial proposal, including scope, deliverables, timeline and applicable fees.

v. Client Validation & Engagement

Confirmation of the selected service, terms of engagement and project start date.

vi. Delivery & Reporting

Execution of the agreed services, regular communication and progress reporting throughout the assignment.

vii. Completion & Follow-up

Final delivery, client feedback, documentation and where applicable, follow-up support or talent development.



9.4 Contact

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