



COMPANY PROFILE

SHULL EMPLOYMENT SOLUTIONS



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WHY SHULL?

- We always deliver and get the job done in the most efficient manner
- We use cutting-edge technology and systems to process with our clients and keep intact enterprise resource planning necessities
- We are adapted to provide a variety of services to our clients across industries with a high level of coordination and punctuality
- Our staff are available 24/7
- We treat every client or candidate with respect, integrity, and honesty
- We take responsibility for all our actions and maintain the highest standards



MISSION

Our aim has always been to build a better recruitment & HR service In the Iraq and Kurdistan Region. Because candidates are given a level of service that is not satisfying, with little or no support. At the same time, employers have been left to go through a huge number of CVs that are not screened, short-listed, or compatible with their job openings. Hence, Our mission is to create a platform where we provide top talents to top-performing businesses in the Kurdistan Region.

VISION

We work hard to achieve our goals together as a team with a clear shared purpose. We adapt to our clients changing needs as well changes in the market to make sure we are a business of growth, success and happiness.



HR OUTSOURCING

Shull, As the leading professional employer organization and employer of record in Iraq & Kurdistan, we offer a full suite of HR management services to help local and international organizations expand into Iraq and the Kurdistan region.

When establishing a business in Iraq, our services also provide you with the expertise, guidance, resources, and solutions you need to grow faster, save money on administration, and reduce employee turnover.

BENEFITS

- Improved operating performance
- Make the most of your organization's talent
- Access to workforce Management Technologies
- Easy Payroll Processing
- Reduce risk
- Compliance with employment laws
- Access to Human Resource Consultants
- Access to new markets will be easily achieved
- Guaranteeing compliance to local laws and regulations
- Allowing you to focus on your core business functions
- Using cutting-edge technologies and tools
- Payroll Processing remotely
- Securing valuable supply management
- Managing risks and avoiding penalties



PAYROLL

Many benefits come with local payroll or payroll outsourcing. Shull will do more than handle administrative and compliance functions of paying employees. Companies prefer to outsource salaries for a wide range of reasons, the most important of which are:

- Cost reductions are achieved by avoiding the use of in-house resources to meet complicated payroll demands
- Ease of ongoing payroll management by administrative transitions, salary system reduction or increase, and accountability to government authorities
- Avoiding violations and fines for noncompliance with tax laws
- If using our service in Iraq & Kurdistan Region, no need to establish legal entity to run a compliant payroll



HR CONSULTANCY

Our HR team provides consultancy services in compensations & benefits, organizational development, the labor law and in Human Resources Information System (HRIS)

Our HR Consultancy Service Includes:

- Contract staffing
- Performance management system
- Human Resources Information System (HRIS)
- Employee grievances management
- Employee leave management
- Organizational structure development
- Compensation and benefits management and development
- HR policies and regulation
- Labor law consultation
- Compensation and benefits



RECRUITMENT

Our recruitment agency team, by leveraging innovative technologies, carefully assessing candidates' characteristics in order to determine the best candidate that fits into your company's culture.

Here is the process:

1. Shull process starts with receiving the recruitment request from our client, then our recruitment team will contact the client to understand in detail the exact requirements for the position.
2. Our team will select the best candidate from our extensive database that includes profiles of the most talented candidates in Iraq across all industries. Furthermore, our team will announce the vacancy to ensure fair chances for applicants and to make sure we will present the best options available to our clients.
3. Shull Ensures that no unlawful discrimination will take place in Shull's job advertisements, job interviews, and the selection process.
4. Shull will inform the unsuccessful candidates
5. We employ high-end technologies and tools that efficiently shorten the recruitment cycle and facilitate communications with our clients.
6. Shull's clients are privileged to be guaranteed if the selected candidate leaves or is dismissed by the company for performance reasons and will be replaced for free within the probation period.
7. We dedicate an account manager for each client to keep direct communications with our clients and instantly attend to our clients' needs.
8. All our services to the candidates are free.



VISA & IMMIGRATION

We offer you the answer to obtaining all types of visas, work permit, and residency in Iraq and Kurdistan for your employees frugally effective and without any hassle. Depending on what kind of visa is required, we will issue a standard process that includes visiting and liaising with the relevant authorities, file with the residency office, and keeping track of the application process until the visa is obtained.

- A Single-entry visa takes between 7 to 12 days to be issued by submitting it in an application and followed up.
- A multiple-entry visa takes between 15 to 18 days with mandatory medical tests, passport copies, and personal photos.

TYPES OF VISAS

The types of Iraq visa vary depending on what you require. Every kind of visa serves a specific purpose, such as:

- Multi-Entry Annual Work Visa
- Multi-Entry 6-month Work Visa
- Single-Entry Visa
- Emergency Visa
- Exit Visa

Immigration regulation and timeline are subject to change based on government instruction.



TRAINING

Our training team delivers various training programs to your staff and empower your organizational development. We can customize any training program that your team requires, to have the desired business results.

Since all of our training is taught by subject matter professionals at the pinnacle of their fields, the quality and presentation of each course is of the highest caliber in the country. We deliver private training if requested by client as well as public trainings and courses.



OUR PRACTICE IN IRAQ & KURDISTAN

We will offer you tailor-made services to provide end-to-end support for all Human Resources necessities in Iraq And Kurdistan Region. Our HR professionals use their expertise to create a unique solution for your business. As a result, Shull's HR Outsourcing solutions start with us taking the weight of your HR challenges and end with your business growing beyond your goals.



We'll be happy to assist you at any time please don't hesitate to contact us if you have any questions or inquiries .

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