



WEAVES CREATIVITY AND SUCCESS

2023

COMPANY PRESENTATION



WELCOME

At **iTalents**, we bring your vision to life with our innovative and skilled team

iTalents offers end-to-end IT project planning, execution, and optimization, ensuring top-quality service and flexibility. Our team is dedicated to delivering reliable results you can count on.

A black and white photograph of a laptop on a desk. A desk lamp is positioned to the right, casting light on the laptop. The laptop screen displays a quote in a serif font.

“
iTalents
Weaves Creativity and
Success
”

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1 ABOUT ITALENTS

Welcome to **iTalents** World, where we are confident in our ability to bring your projects to life with the utmost competence, innovation, and creativity. Our skilled team harnesses these strengths to accomplish your vision, in your terms. We plan, execute, and optimize your IT projects, providing a guarantee of service quality alongside an unwavering commitment to flexibility throughout the entire process. With **iTalents**, you can trust that your projects are in the hands of a reliable and results-driven team.



2 OUR MISSION AND VISION

We're here to execute your vision. Simply make the call, and we'll take care of the rest.



Mission

At **iTalents**, we connect businesses with skilled tech talents in Tunisia to drive their technological transformation. Our passionate team is committed to delivering competitive services that help businesses thrive, making us the trusted global partner for progress



Vision

We aspire to defy the barriers of distance and enable companies across the globe to achieve its full technological capacity. We remain steadfast in our dedication to your vision as well as ours.

3 OUR GOALS

“The world’s greatest achievers have been those who have always stayed focused on their goals and have been consistent in their efforts.”

Sustainability

We preserve your business’s long-term balance.



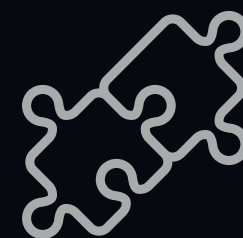
Innovation

Innovation
Our creativity knows no boundaries.



Integrity

We act upon a framework of ethics internally and externally.



Excellence

We offer you nothing but the best.



4 The International IT market

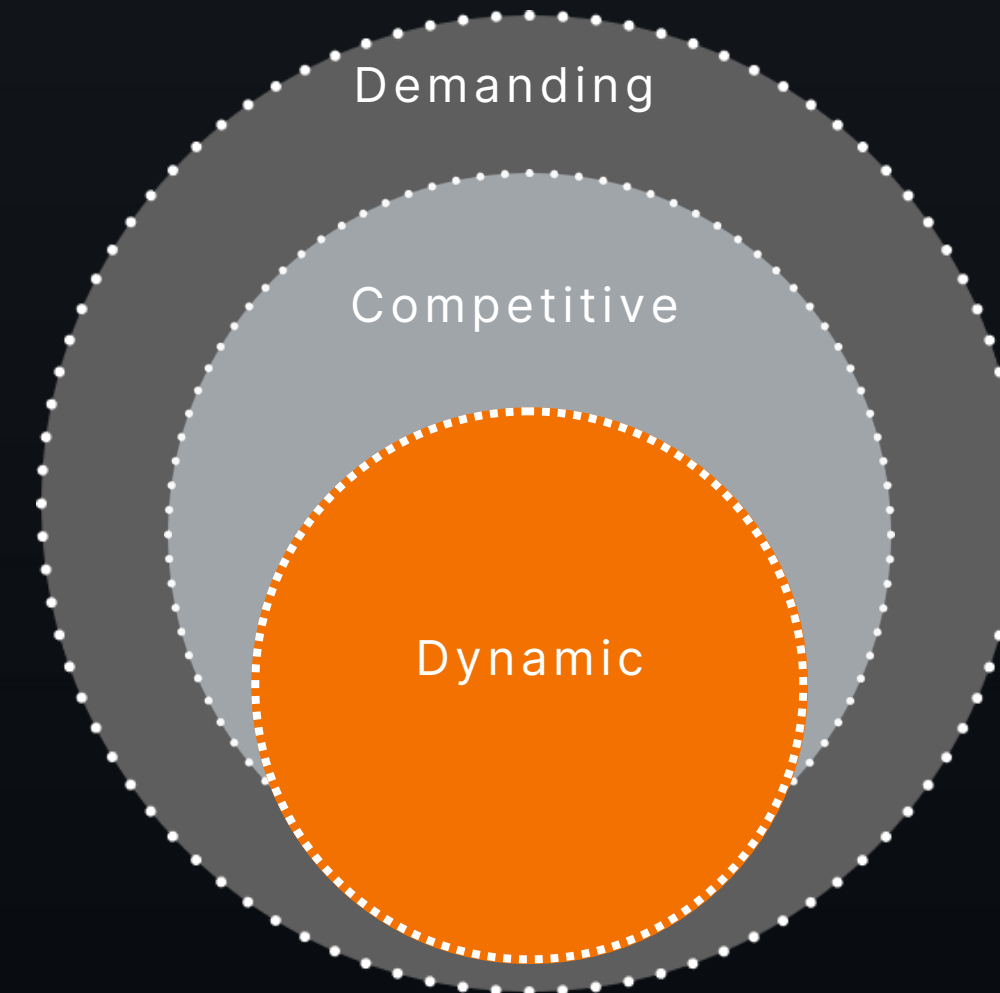
The global IT landscape is Dynamic and Competitive, with an unprecedented surge in demand for skilled IT professionals.

Dynamic: The continuous technological advancements and innovations in the IT landscape generate new IT and technological trends on a rolling basis.

Competitive: the race to innovation in the IT landscape is intense, with companies striving to develop creative technologies and solutions that sharpen their competitive edge in the market

The need for skilled IT professionals: The high demand for technology expertise coupled with a shortage in qualified IT talent, insufficient guarantees in freelance recruitment, difficulties in creating multidisciplinary teams, and communication problems contribute to the high cost of IT projects.

iTalents' formation is inspired by companies' need to access top-tier IT talent in a dynamic and competitive global IT landscape. The shortage of qualified IT talent and the high demand for technology expertise is the gap iTalents aims to fill.





5 OUR REACH

Defying the barriers of distance, our services expand around the world.

United States
Germany
Saudi Arabia
Belgium
France
Qatar
United Arab Emirates
Libya
Canada

6 Our Services

At iTalents we offer you a variety of services based on your needs

IT Staffing
Staff Management
IT Training
VIP Skills



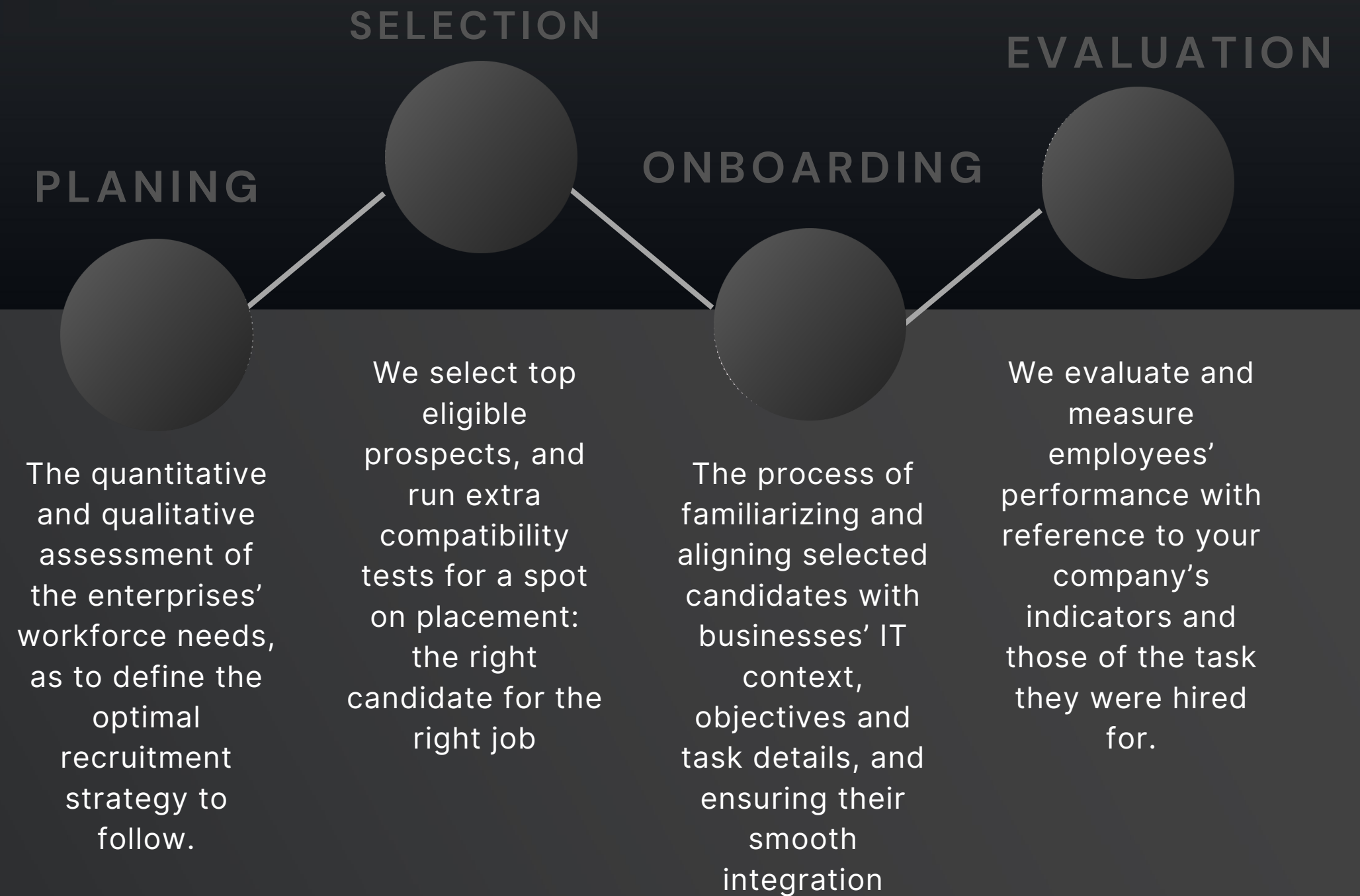
6.1 IT Staffing

- Just as a skilled navigator plots a course by charting the stars and the seas, iTalents navigates the complex world of IT talent recruitment to guide our clients towards their goals!
- We build, train, and support your Tunisia-based team efficiently and ensure your business is poised for growth. We take pride in our recruitment process that is designed to maintain fairness and consistency, and to ensure a non-discriminatory selection of candidates where technical qualification and interpersonal skills are the only distinctive parameters.
- Our extensive network of partners, clients, and technical collaborations empowers us to provide you with the IT talent you need. With our strong presence in the Tunisian context, we can connect you with skilled software developers, project managers, and cybersecurity experts.



STAFFING PROCESS

Our process begins with workforce planning, identifying the profiles and experience levels that match your short and long-term position requirements. We carefully select eligible candidates who meet our high standards. Through rigorous evaluation of their technological proficiency, we ensure only the best candidates proceed to the final appointment decision.



6.1.1 PLANNING

OUR PLANNING PROGRAMS AND TOOLS

Recognizing the complexity of staffing, we allocate substantial resources to the workforce planning phase, aiming to secure the long-term success and sustainability of the teams we assemble for our clients.

This strategic process involves analyzing and predicting workforce requirements, identifying and addressing skill gaps or surpluses, and formulating effective strategies for hiring and developing job description.

- Human Resource Information Systems (HRIS) such as WORKDAY
- Applicant Tracking Systems (ATS) like GREENHOUSE
- Candidate Relationship Management (CRM) Systems AVATURE
- Video Interviewing Platforms such as HIRE VUE
- Data Analytics and Reporting Tools like TABLEAU



Avature

6.1.2 SELECTION

We follow a systematic approach in team selection, conducting tests to assess candidates' eligibility based on background checks, technical skills, and interpersonal abilities. This rigorous evaluation ensures that we select team members who possess the necessary competencies aligned with our team's objectives and working dynamics.

-
- Eligibility Test: Evaluates candidates' qualifications, experience, and background for meeting the job requirements. 67% SUCCESS RATE
 - Background Check: Where we evaluate applicants' history to ensure suitability and safety in the workplace 97%
 - Technical Skills Assessment: Measures proficiency in required technical skills and relevant competencies. 71% SUCCESS RATE
 - Psycho-technical Analysis: Assesses psychological traits, problem-solving skills, and leadership potential. 98% SUCCESS RATE



6.1.3 ONBOARDING

This is an intersectional area between the staffing team and the management body. We ensure a seamless integration of new hires into our company's ecosystem, ensuring they are well-contextualized and familiar with their mission. How do we achieve this?

Integration

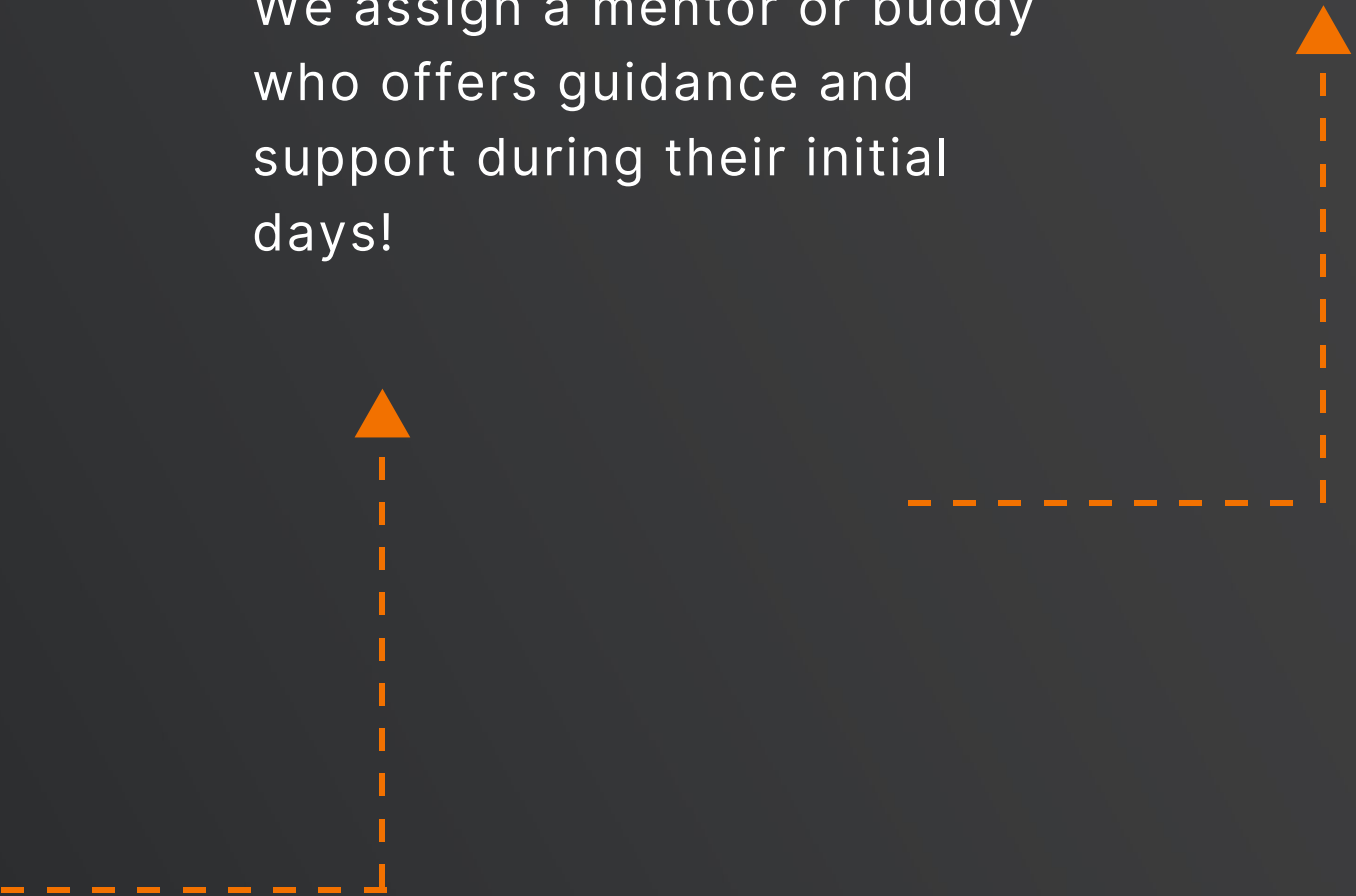
We help new hires connect and get introduced to team members, fostering relationships and a sense of belonging.

Mentorship

We assign a mentor or buddy who offers guidance and support during their initial days!

Induction

We provide orientation sessions and preparative training programs to contextualize new hires with the purpose of their role and the technological capacity of the company



WE EVALUATE AND MEASURE EMPLOYEES' PERFORMANCE WITH REFERENCE TO YOUR COMPANY'S INDICATORS AND THOSE OF THE TASK THEY WERE HIRED FOR.

OBSERVATION

While starting in their roles, employees remain under observation for two weeks to track their performance, behaviors, and contributions.

EVALUATION

With reference to the benchmark we establish based on the job requirements, we evaluate the employees performance during the observation period as to identify the long term need they can work on with the management body.

SET PERFORMANCE IMPROVEMENT PLANS

We deliver feedback summarizing the new hires biggest assets and developmental areas for them to consider and for the management team to work on.

6.1.4 EVALUATION

Our rigorous evaluation system provides a solid foundation for new employees, ensuring they are closely monitored and set on a path to success.

6.2 MANAGMENT

iTalents offers HRM services for Tunisia-based team, with managers overseeing task execution and deliverable submission. The project manager acts as a direct point of contact for progress updates and performance reports. **iTalents** focuses on motivating and empowering employees to unleash their creativity, fostering a feedback culture for growth. iTalents motto is People First!



6.2.1 TEAM MANAGEMENT

01

Team Management Software: Our firm uses advanced team management software specifically tailored for the IT domain, to optimize operations and organize teams.

03

Training and Simulation Programs: we harness simulation-based techniques to concretize and render industry-relevant the training programs we offer to our hires across the various IT disciplines. Among the platforms we rely on in ACI Learning Pro.

02

Performance Monitoring Systems: we employ performance monitoring systems to track team metrics and get full data analysis on the latest tasks achieved .

04

Mobile Applications: Our Company implements customized mobile apps like "ItManagerPro" Systems to provide crew members with convenient access to schedules.

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iTalents is a dynamic and innovative firm known for its strategic approach to management. With a focus on fostering talent, leveraging technology, and driving organizational growth.

Team Management is a procedure of how to handle and perform work to accomplish a task

iTalents' approach to team management elevates the concept to new heights, pushing the boundaries of traditional practices and setting new standards.

TRAINING AND
SIMULATION

TEAM
MANAGEMENT
SOFTWARES

TEAM
RESOURCE
MANAGEMENT
(CRM)

iTalents'
approach to
team
management

PERFORMANCE
MONITORING
SYSTEMS

MOBILE
APPLICATIONS

6.2.2 PROJECT MANAGEMENT

01

Data Collection and Analysis: Through advanced data analytics tools and techniques, iTalents gathers and analyzes project data via platforms such as Tableaux to extract insights and make informed decisions.

03

Benchmarking and Goal Setting: By employing industry-standard benchmarking tools like "SmartSheet", we compare project performance against established norms, setting realistic goals aligned with the industry's best practices.

02

Continuous Monitoring and Reporting: By Utilizing project management software such as Asana, our firm ensures real-time monitoring of project progress, enabling transparent communication and timely reporting for effective decision-making.

04

Risk Management and Mitigation: we implement robust risk management strategies using tools like risk registers and simulation platforms like RiskyProject to identify, assess, and mitigate project risks, minimizing potential negative impacts.

Effective project management requires a systematic approach that encompasses various key steps. iTalents demonstrates a strong commitment to project success through its implementation of data-driven techniques, benchmarking strategies, continuous monitoring and reporting, robust risk management practices, change management frameworks, and a culture of learning and improvement

ITALENTS' APPROACH TO PROJECT MANAGEMENT



6.3 IT TRAINING

ITalents invests in the continuous training of candidates and remote employees! Through our Gotalents Training Center and partnerships with higher education institutions & online platforms, we aim at keeping our workforce updated with the latest advancements in the IT industry. These offer a range of long-term and short-term training programs in various areas of IT expertise, including soft skills and technical training that are tailored to individual learning paces and immediate situation requirements. This ensures that employees are equipped with the necessary skills and knowledge to function optimally.

Are employees interested in continuous professional development?

76%
YES

24%
NO

Sensitive IT disciplines require adequate training and we take much pride in collaborating with various centers, labs and leading IT companies to train prospects, hires and interns!

Gotalents

Gotalents Academy is our premier body for delicate disciplines training such as cybersecurity, Cryptography and IoT, following a hands-on approach that involves CTF challenges, Simulation, AI-driven analytics and machine learning.

LaTICE

Is an advanced IT and Electrical Engineering laboratory that merges both disciplines for a maximized potential. We rely on LaTICE to support our employees with rigorous training programs around complex systems implementation in sensitive industries.

OrNsoft

Our esteemed partner, is a French AI software development and business automation company that provides on-site internships allowing our trainees to apply their practical IT knowledge and gain valuable industry experience.

OUR TRAINING PARTNERS

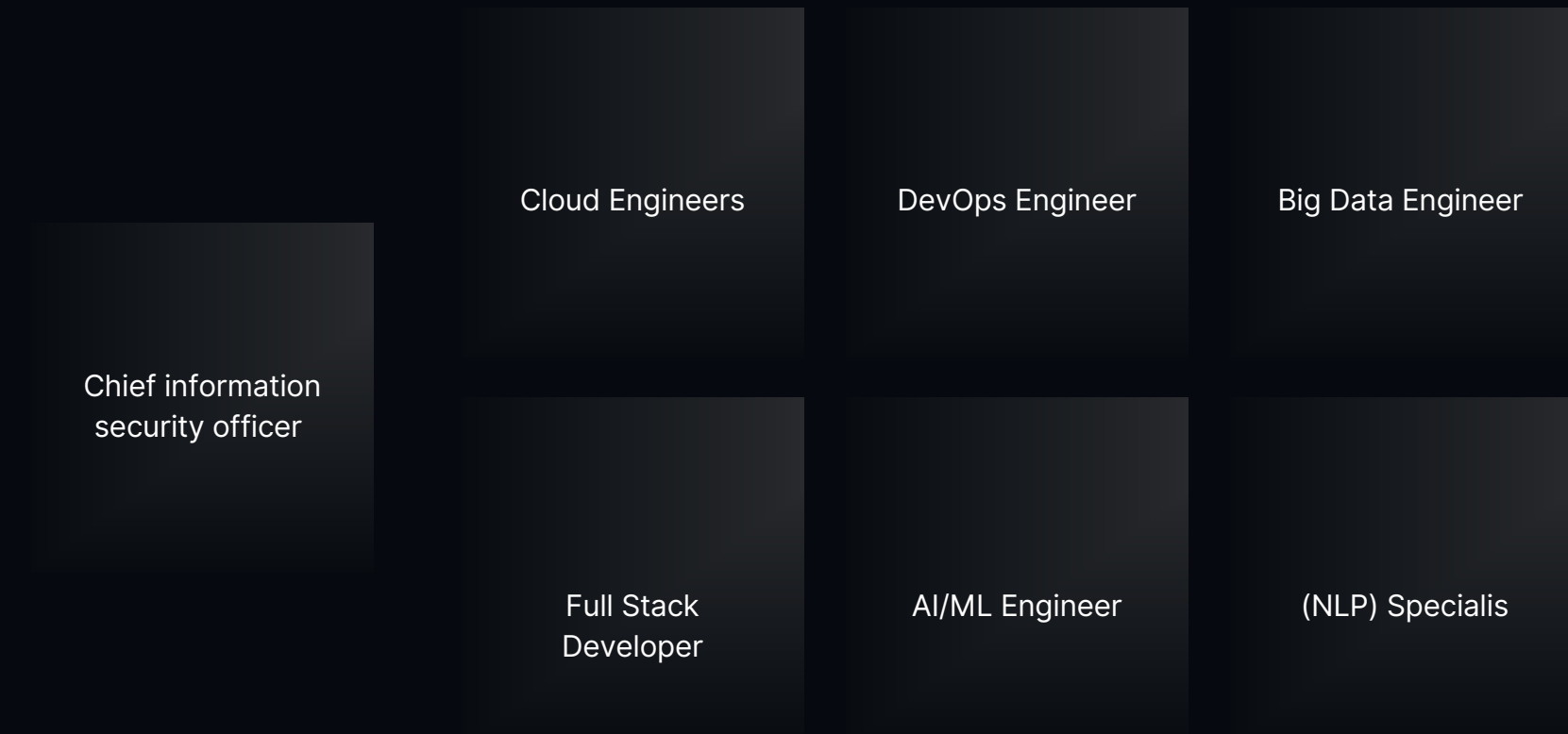
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6.4 VIP SKILLS

In the realm of IT, VIP skills represent rare and elusive expertise requiring that extra mile. These skills are particularly sought after in sectors that require precision technology, information security, government projects, high-value research and development endeavors, and industry-specific IT applications, among others.

Relying on well-established network of relationships in the technology sectors as well as our rich database of IT specialists, we save you time and effort and connect you to the experts you look for.



dun & bradstreet

virtusa

Capgemini 

6.5 ADDITIONAL SERVICES

In addition to our core services, our company offers a range of additional services to meet the diverse needs and requirements of our clients. These supplementary services complement our primary offerings and provide added value and convenience

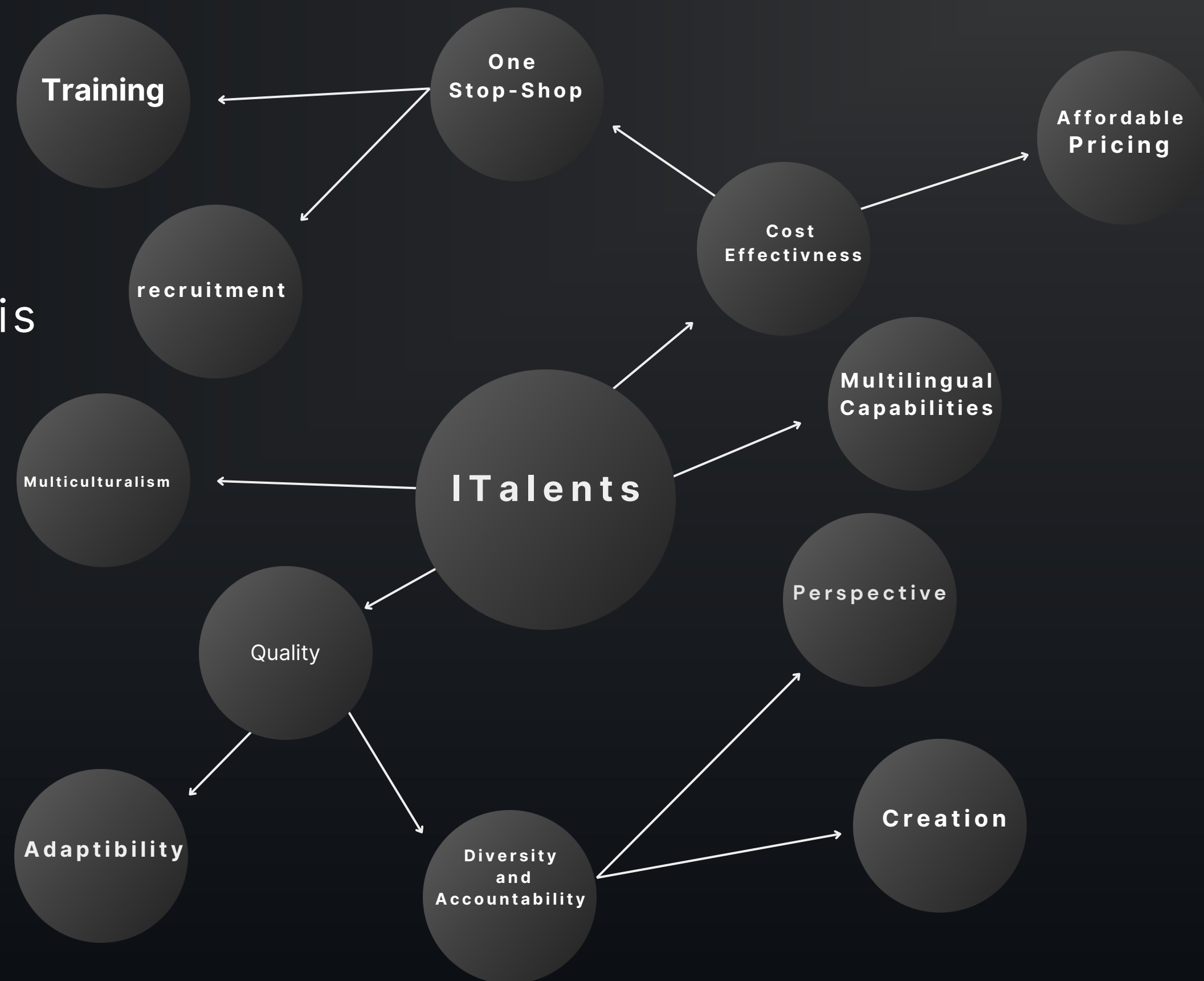
IT CONSULTING	We provide a range of IT consulting services, including Blockchain, Architecture, and Enterprise security consulting, among others
FEASIBILITY STUDY	iTalents offers affordable feasibility study services to assess the viability of your recruitment plans in line with your productivity goals.
QUALITY ASSURANCE	Our exceptional quality assurance services provide you with a firm grasp on your product's lifecycle, meticulously overseeing each stage of its development.
TECH- DEV	Our team is dedicated to utilizing their expertise to create or enhance your IT infrastructure as best serves your business needs
FEASIBILITY STUDY	Our team is dedicated to utilizing their expertise to create or enhance your IT infrastructure as best serves your business needs
RECRUITMENT EVENTS	Are you interested in holding a recruitment event to explore Tunisian IT talents? We can help you with the agenda and logistical preparations!
TECHNICAL COOPERATION	We actively engage in technical cooperation with institutions, firms, and training centers, and we facilitate collaborations between companies based on mutual interests.

7 ITALENTS IN NUMBERS

Milestones stats	Numbers	discription
Countries Reached	Over 9	Our firm functions in over 9 countries around the world and still expanding.
Candidate Files	5642	We have a roster that includes 5642 applicants with their skillsets at the ready.
Project Managers	+30	more than 30 project managers are working for us for team managmen.
Regional Coordinators	+8	More than 8 reginal cordinators overseeing and coordinating activities, projects, and initiative.
Technical Support	+10	At iTalents technical suppot has always been a priority and we are proud to have more than 10 expertise on it.
Training Centers	+13	We partnered with over 13 training centers to keep work teams professional and up to date.
Training Focus	+175	iTalents features over +175 training programs in a multiplicity of fields keeping your team ahead of the curve.
IT and Tech specialties	25	At iTalents, a roaster of 25 VIP specialties is at your command.
Research Centers	+7	Partnering with more than 7 Research Centers makes iTalents accurate on data collection and statistics analysis .

WHAT MAKES US SPECIAL

"Quality is not an act, it is a habit." - Aristotle



8 WHAT MAKES TUNISIAN EXPERTISE SPECIAL

All of iTalents services come at the most cost-effective ratio in comparison to other IT staffing firms.

Benefit from substantial cost savings on your current expenses. Our optimized management costs, simplified tax work, and reduced salaries, rental cost and social security payments result in up to 30% to 50% cost savings compared to other locations. This means that unnecessary expenses such as VISA fees, travel and displacement are off the table!

Because we value your time and commitments, we ensure that the onboarding and integration process is completed promptly after the contract signing.

We are committed to being the one-stop-shop for all of your IT needs. You can trust us to provide comprehensive solutions without the need to look elsewhere.

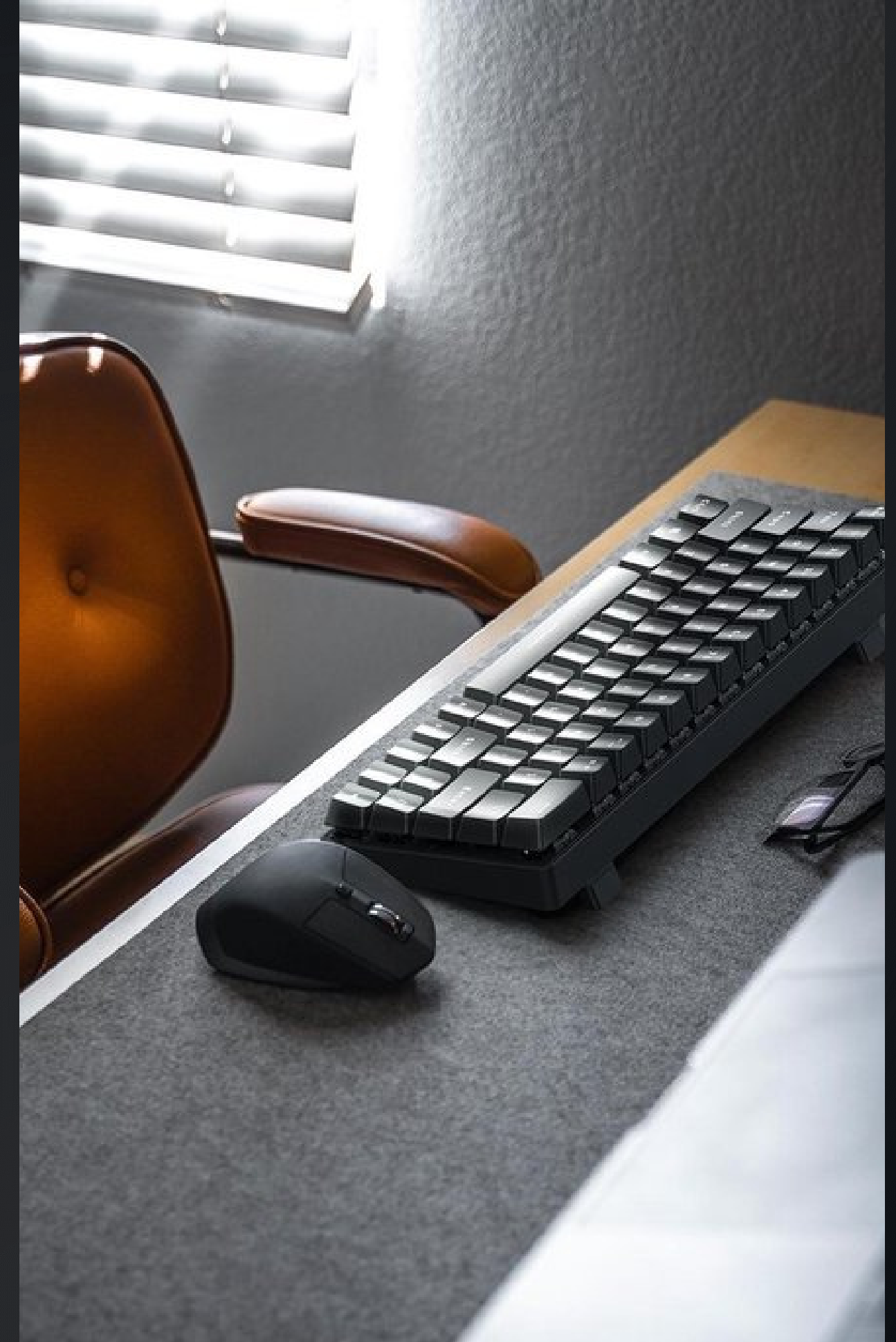
Long-Term Employment	Affordable Pricing
Remote Work adaptability	Skilled workforce
market liberalization	flexible contracting
Multilingual Capabilities	Government Support

9 SUCCESSFUL COLLABORATIONS

We take pride in introducing "Digation" as our first success story in the industry

DigiNation: Our successful partnership with DigiNation, an IT company specializing in innovative technology solutions for businesses, has allowed them to overcome several challenges, expand their reach and increase their market share. Prior to our partnership, they struggled to find the right expertise given the scarcity thereof in the Saudi IT market, and they lacked efficient coordination for their freelancers spread across the world. Bringing in employees from different countries was also costly due to strict Saudi laws.

To address these issues, we built for Digation a robust team of Graphic designers, motion designers, art directors, community managers, marketing manager and content creators. Provided their mission, we made sure that the team was culturally relevant and with a deep understanding of the Saudi consumer preferences. **iTalents** took care of all the logistics for setting up the physical office in Tunisia and also managed and supervised the remote team.



Speaking numbers, the office rental expenses were **one-third** lower than the average in Saudi Arabia, the social security expenses decreased by **30%**, and the equipment cost was more affordable. This has **eliminated visa and housing expenses entirely**. We are proud that after our collaboration Digination saw significant improvements in their work processes, conquering new markets and partnering with significant clients such as **Jarir, PlayStation, Xbox, the General Entertainment Authority, Esport, and Aramco** among others.



DIGINATION AND ITALENTS

Our partner /Our friend

Digination	Pre-collaboration with iTalents	Post-collaboration with iTalents
Clients	2	Over 10
Crew	15	40
Market	Limited to gaming	Gaming, entertainment , audio-visual services, and marketing
Reach	100000 : Followers	+5000000 : Followers

The Growth Rates we Promise

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The following indicators illustrates the measurable growth rates attained by our clients when partnering with iTalents. They highlights the tangible business expansion they achieved with our experts guidance.

Decreasing expanses

Up to 30%

Boosting Revenue

Guaranteed increase in revenues

Establishing Growth:

50%

OUTSOURCING MERITS

70%

Of B2B decision-makers say that they've outsourced key services to third parties.

25%

Of joint venture partnerships don't meet or exceed either partner's expectations but still benefit all the companies involved.

34%

Of British businesses hand IT work to third parties while 85% declare mutual benefits

82%

Of B2B leaders plan to add to their roster of partners this year.

56%

Of high-growth brands outsourced to make website improvements, while 48.2% outsourced graphic design.

WHAT OUR CLIENTS THINK OF ITALENTS

"We are impressed by their market knowledge and their ability to quickly find highly qualified Tunisian candidates."

- CTO



"iTalents' personalized and synergetic collaboration helped us find, attract and retain key talents who currently occupy essential roles in Digation."

- Office Manager



"iTalents HR solutions and specialized training created a new culture in our team that set us on the right track towards achieving our objectives."

- CTO



"Coming together is a beginning, staying together is progress, and working together is success."

- Henry Ford

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VISIT US AT
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2023

