

**CORPORATE PROFILE 2022**

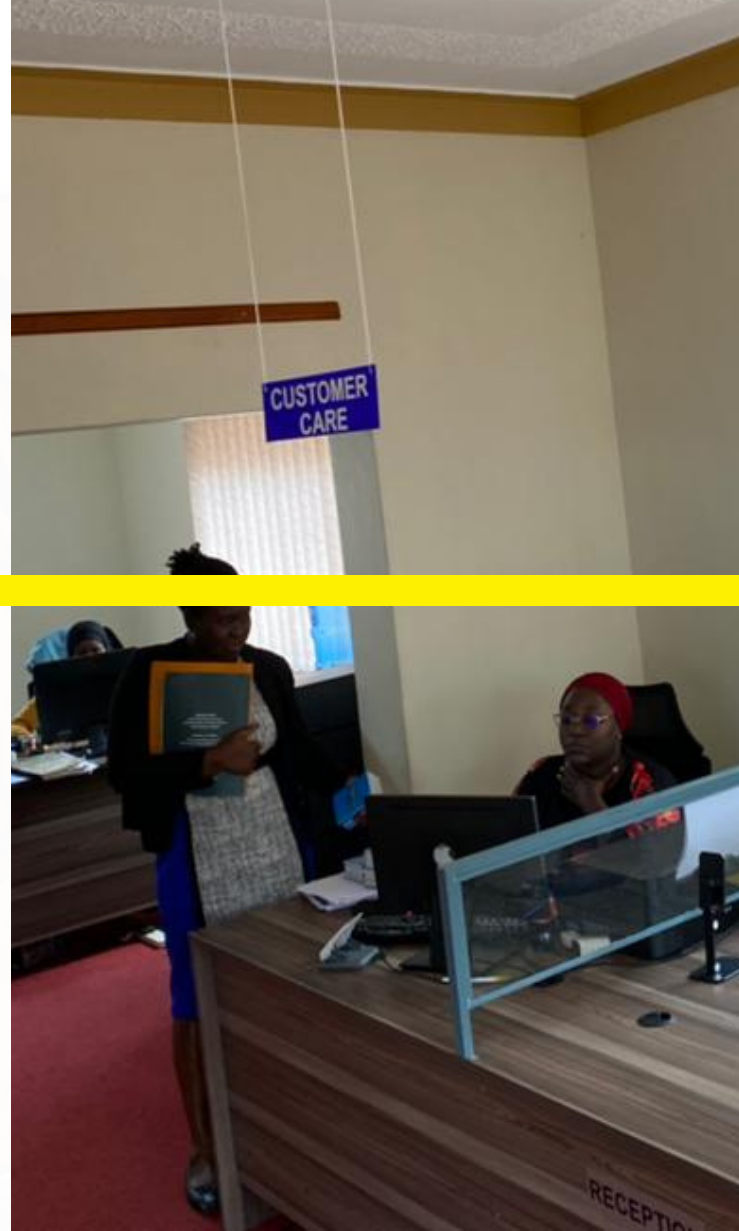
**EBBO TIGERS  
SECURITY SERVICES  
LIMITED**



# WHO WE ARE

## EBBO TIGERS SECURITY SERVICES

Ebbo Tigers Security Services Ltd is a private limited company by shares incorporated under the laws of Uganda in March 2018. Among the many objectives and services, Ebbo Tigers Security Services Limited is licensed by Ministry of Gender, Labour and Social Development to carry on business as a private employment/recruitment agency dealing in internal and external supply of labour both skilled, semi-skilled and unskilled to a big range of industries including but not limited to security services, Construction, hospitality, accounting, health, Banking, Horticulture, Media, Insurance, marketing, legal, construction, oil and gas etc. We are committed to reducing the rate of unemployment in Uganda by sourcing and identifying the right labourforce and matching them with the exact needs of the job Employers.



We do not stop at sourcing, recruitment and supply but we also offer a broader range of services including but not limited to temporary labour hire services, payroll management, HR outsourcing services, onsite job inspection, and labour and employment law advice among others.

# VISION

To be a leading recruitment agency for both internal and external labour in Uganda and beyond.

# MISSION

To reduce unemployment rates and improve labour market efficiency through connecting and providing competitive manpower resources to our clients.

**"Your security is our priority."**

## Core Values

- Ethical recruitment.
- Timely and efficient.
- Excellency.
- Transparency.
- Accountable.
- Flexible.

## Core Values

- To recruit and provide skilled, semi-skilled and unskilled Labour to various firms, companies and individuals in Uganda and abroad.
- To collect the ample databases of resumes and job specifications and find suitable job opportunities for the candidates.
- To assist businesses in meeting their human resources needs while also serving the needs of job-seekers.
- To engage in organizational needs assessment and development consultancy with a view to assisting organizations to come up with an efficient human resource strategy.



- To assist in identifying a talent shortfall in the organization, skills gaps and development needs and undertake to fill up the same.
- To embark on internal and external sourcing to ensure that our clients the right people and their human resource are in the right positions to achieve its business goals.
- To identify talent in the labor market and make it available to organizations that require skilled and talented people for various positions by conducting preliminary screening of candidates, evaluating them against the organization's requirements and then referring those who have the best qualifications for the job.
- To provide skills training as well as education regarding a company's policies and procedures including employment policies and laws to both workers and employers.
- To assist our clients in human resource development, management and consultancy

# Services

## a) Internal Recruitment

- **Recruitment of effective Labour/human resource**

We assist companies/firms/organizations find highly skilled, semi- skilled and unskilled employees for a variety of roles depending on their needs. Our dedicated and experienced team will find the right labour force with the right skills and attitude to suit our client's needs. In undertaking our recruitment role, we do job designs, candidate screening, candidate profiling, short-listing applicants, interviewing and pre-employment checks & gathering references.

- **Labour Outsourcing/ Hire and payroll services**

Where our clients need temporary employees for hire or outsourcing services, we provide the said employees; take charge of them and all the human resource tasks on behalf of our clients. This includes issuing employment contracts to the said employees with such contracts under our names, processing their salaries, filing taxes and managing all statutory requirements on behalf of our Clients.

- **Human Resource Outsourcing/ consulting**

We offer customized HR solutions that includes performance reviews, review of HR policies, HR audit, Key Performance Indicator (KPI), employment contracts and job descriptions.

- **Advice on Labour and Employment Laws**

We offer advice to our clients on labour and employment policies and all the emerging issues in the world of work.

- **Basic Training on Health and Safety at work**

It can be very costly for an employer to compensate workers who suffer from occupational injuries or hazards including death. The worker's compensation Act, 2000 demands that such injured workers should be compensated irrespective of whether there was contributory negligence on their part or not. The occupational safety and health Act, 2006 also places many obligations on the Employer to provide a safe and health working environment for all workers in their undertakings including conducting adequate trainings for workers on their safety and health at work. Training workers greatly reduces occupational accidents and hazards. As Ebbo, we have this at the centre of our recruitment and we therefore offer adequate trainings to all workers that we recruit and place on safety and health at work and how possible one can avoid occupational accidents and hazards. For instance, we conduct basic training on first aid and PPE.

# Our Approach

For our local companies, we partner and network with community leaders and other relevant community structures to source and identify job seekers in the local communities as a means of empowering the communities to benefit of all. During the sourcing and recruitment exercise, we also take consideration of gender dimensions and workers with special needs for instance the disabled workers.

## Why EBBO?

Ebbo recruitment offers a wide range of benefits to both the job seekers and job employers including local communities where job seekers are sourced and recruited.

- **Job Seekers**

Finding a job in the very complex labour market with many expectations is very difficult for a job seeker. Ebbo Recruitment comes in handy with the following;

### **1. Job search**

With our rich and vast database of open positions including those that are never announced or advertised on job boards or other locations, we help job seekers to access jobs easily without difficulty. This saves the job seekers time in seeking for employment for a long period without success.

### **2. Access to various multiple job openings at once**

With the job's seeker's profile in our midst, we source for many open positions suiting the profile of a job seeker for him or her to have a comfortable choice. In doing this, we help the job seeker to get the best job option.

### **3. Gaining Valuable Feedback**

At Ebbo Recruitment we provide resume and job interview tips and feedback to expedite the hiring process and improve an applicant's chances of getting an offer.



- **Job Employers**

### **1. Expertise in the recruitment industry.**

As Ebbo, we have a highly competent and experienced team in the recruitment industry with sufficient knowledge and skills required for effective recruitment and other services. Our team will provide you with valuable insight and useful advice that can help you find and hire better candidates. On the other hand, through our conversations with both clients and candidates, we have knowledge on salary rates, available skill sets, career expectations, current hiring complexities, and even market trends your in-house recruiters might not possess.

### **2. Right people for the right job**

A perfect candidate with a required skill set for the opening position is hard to find. At Ebbo recruitment, we have access to a lot of candidates with a range of skills and experiences which assist us to quickly match the right candidates for the right jobs.

### **3. Fast and Flexible Hiring**

It may not be easy for in house recruiters to conduct a speedy hiring and get the best candidates in the shortest time possible. This sometimes may cause delays in the implementation of certain projects or work. However, with our data base of job seekers including their resumes and screening services, it is easier for Ebbo to quickly meet the given deadlines and have the right people hired.

### **4. Assistance in Contractual Hiring**

We as Ebbo Recruitment understand that the best of the jobs requires you to have a great experience. Therefore, as the most qualified recruitment agency we provide not only permanent jobs but also temporary/contract jobs. So, we help you in contractual hiring.

### **5. Cost**

Reduction of costs and improvement of risk management through employee training on safety and health, key performance indicators



# Licencing and Membership

Ebbo Tigers Security Services Limited is a fully licenced company by the Ministry Gender, Labour and Social Development to engage in internal and external recruitment. We have a running licence vide No. 2022/2023/MGLSD/094 to recruit skilled labour and Licence No.2022/2023/MGLSD/093 to recruit and supply unskilled labour in Uganda. We also have a running licence to engage in external recruitment vide NO.E21081202

We are also members of Uganda Association of External Recruitment Agencies.

## Our Team

We have an experienced and dedicated team of professionals ranging from human resource specialists, legal personnel, Civil Engineers, Safety and Health Engineers, marketiers, community mobilisers, I.T and communication specialists among others.

## Our Partners

- Ministry of Gender, labour and Social Development.
- UAERA.



## Sectors

- Manufacturing
- Construction
- Infrastructure and Engineering
- Textile
- Hospitality
- Banking
- Insurance
- Oil and gas
- I.T and Communications
- Media
- Horticulture
- Education
- Digital

# EBBO TIGERS SECURITY SERVICES LIMITED

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