



MATCH

HIRING AFRICAN TALENTS



This project is funded by the European Union's Asylum, Migration and Integration Fund

JAN 2020 - JAN 2023

THE MATCH PROJECT

The MATCH project targets existing labour shortages through smart and organised labour migration.

The project will facilitate the ‘matching’ of highly skilled African talents - from **Nigeria and Senegal** - with Dutch companies based on the specific needs of the private sector.

Selection of highly skilled talents
BASED ON YOUR COMPANY NEEDS

30%
Empowering female participation by selecting at least 30% female candidates

Highly qualified skills
MOST IN NEED IN ALL SECTORS OF THE DUTCH ECONOMY

Recruiting professionals for bottleneck vacancies
40% of Dutch companies in the ICT sector experience obstacles due to labour shortages. Other sectors reportedly experiencing bottlenecks in terms of recruitment are the health, construction, education, business services and trade sector.

Knowledge sharing
CONNECT TO EMERGING INNOVATION & TECH HUBS IN AFRICA

Recruit Internationally
Large labour pools of highly qualified talent available

How can your company benefit from MATCH?

- Enjoy tailored, affordable solutions to address your specific labour needs
- Reinforce your technical expertise by hiring qualified professionals
- Explore the potential of Africa, as an untapped labour and economic market
- Contribute towards initiatives and projects benefitting their country of origin

MATCHING - How the recruitment process works

- 1

Send us your vacancies for highly qualified profiles
- 2

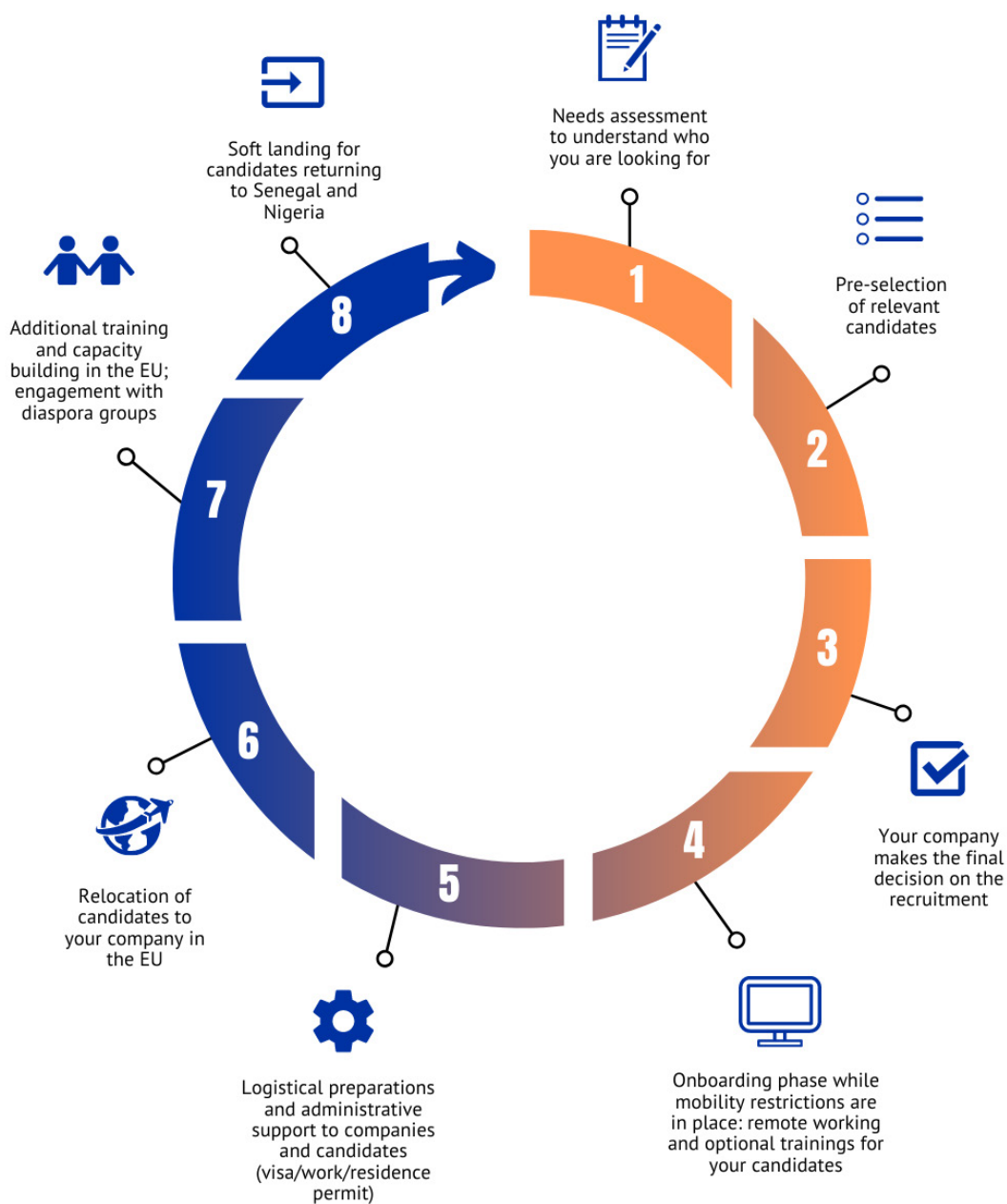
A selection process will be launched in Nigeria & Senegal
 - Mapping of relevant hubs and labour pools by our local partners
 - Call for resumes
- 3

Pre-screening of candidates by a selection panel incl. IOM, VDAB and local employment agencies ANPEJ (SEN), NDE (NI), and Aldelia (NI & SEN).
 - Highest recruitment standards are safeguarded (IRIS)
 - Technical skills and knowledge of English and French will be tested
- 4

A shortlist of the best candidates will be presented to your company
- 5

Finalisation of recruitment process by your company (without obligation to recruit)
 - Skype interviews
 - Company specific tests

RECRUITMENT TIMELINE



Africa's Potential

- Large investments in ICT and digitalisation
- A young population driven by an interest in innovation and technological advancement
- A growing range of existing skill partnerships with Europe
- Growing consumer market
- Endorsed by the European Commission's 2020 strategy for partnerships with Africa

Why Senegal?

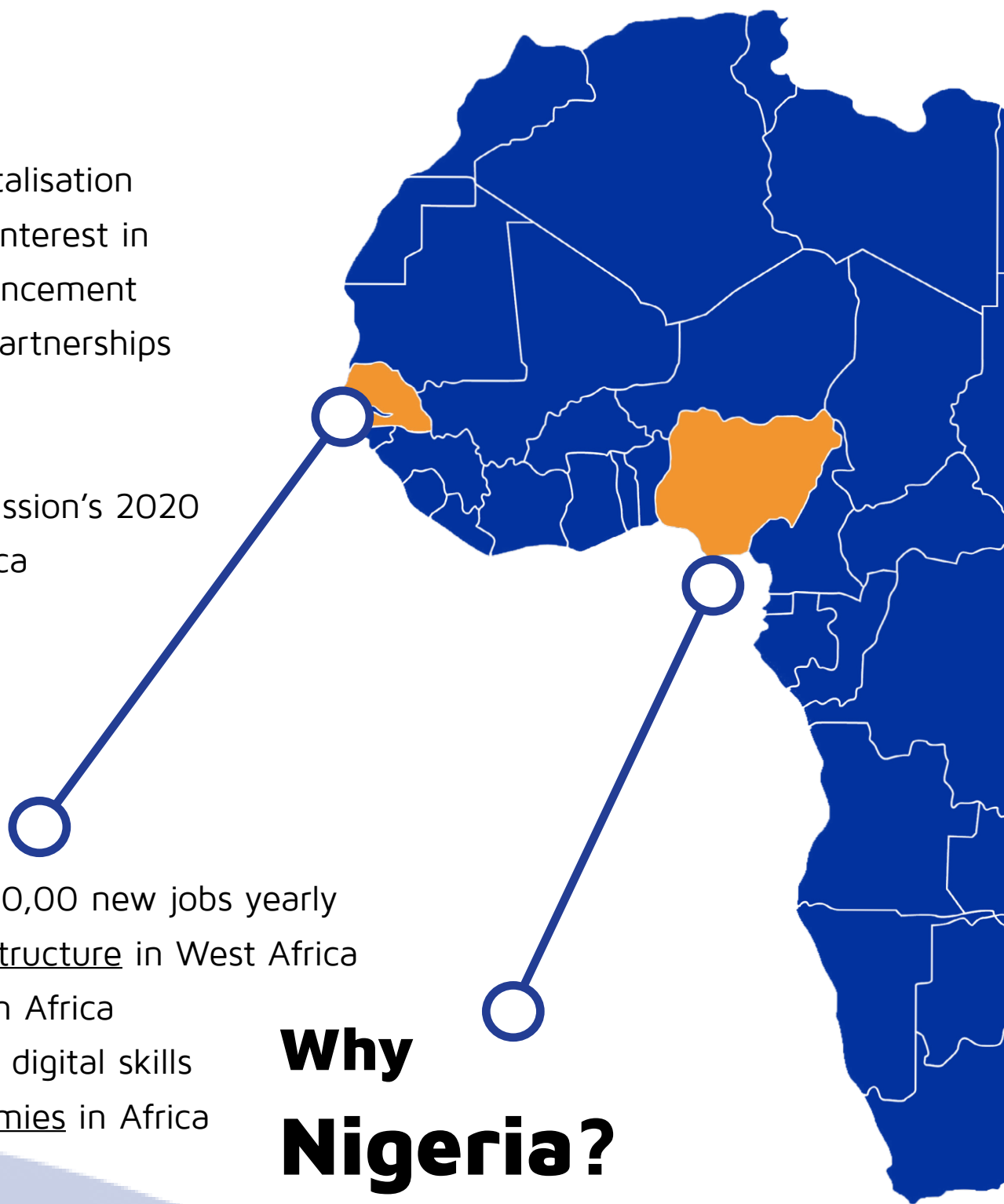
- French = national language
- 200,00 new job seekers yearly/ 30,00 new jobs yearly
- Among most developed ICT infrastructure in West Africa
- Top 10 most stable democracies in Africa
- Ambitious educational reforms for digital skills
- One of the fastest growing economies in Africa

Examples of Available profiles

Information and communications technology service manager
 Software and applications developers and analysts
 Database and network professionals
 Information and communications technology operations and user support technicians
 Telecommunications and broadcasting technicians
 Electronics and telecommunications installers and repairers

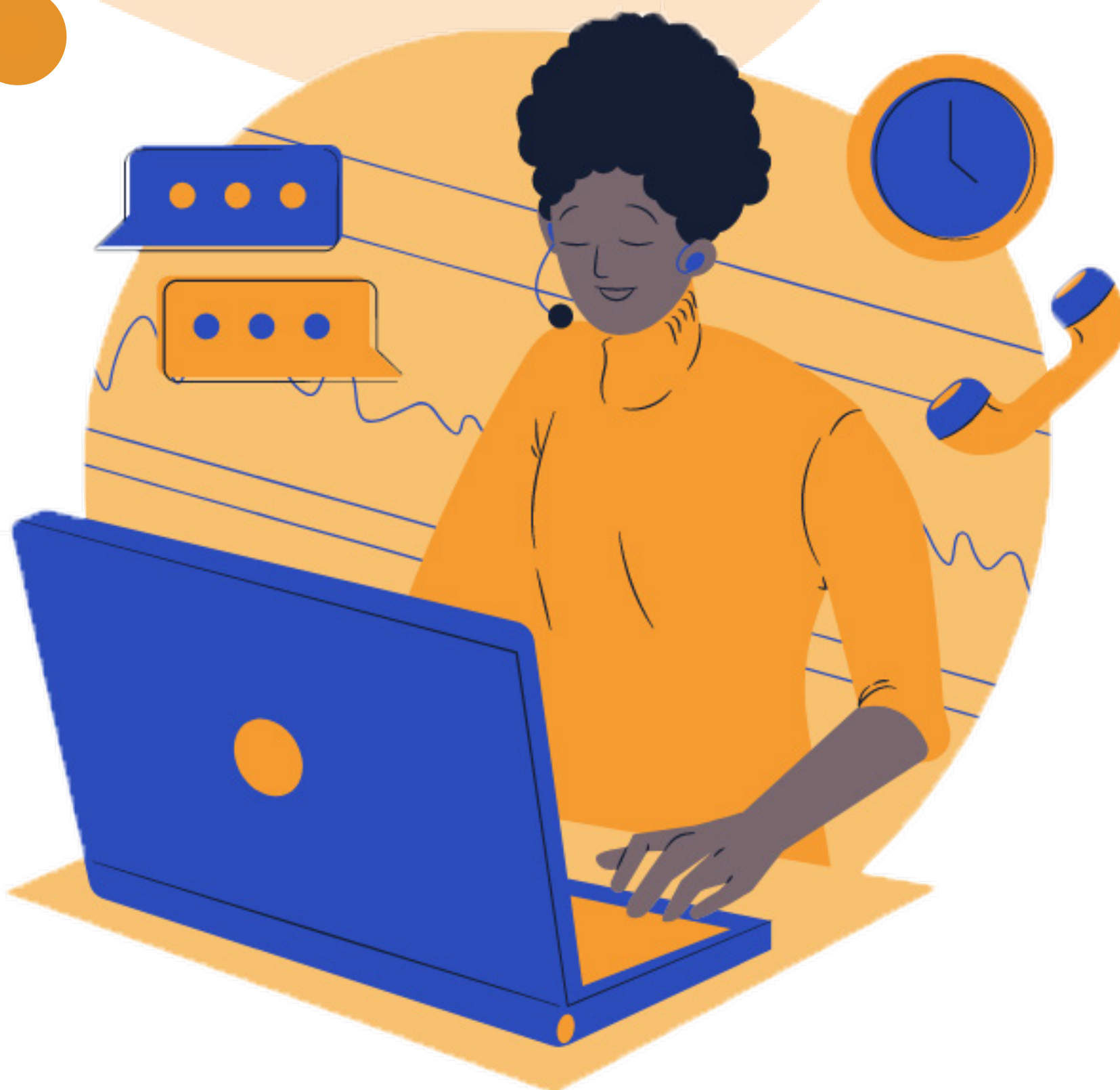
Why Nigeria?

- English = national language
- Highest nr. active Tech-hubs Africa 2019
- Largest economy in Africa and seventh-most populous country in the world
- Africa's largest ICT market, and second-highest internet usage in Africa
- High concentration of innovation and entrepreneurship activity
- Leading financial technology (Fintech) industry in Africa, attracting high FDI



Get ready to Recruit from Africa!

We are using this time wisely – selecting talent, preparing talent and facilitating remote recruitment for companies in the Netherlands. Allow the MATCH project to provide you and your talent with a smooth transition to the workplace once travel is permitted.





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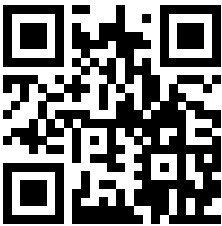
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