

PEOPLE POWER FUTURE

\*itude

DELIVERS CANDIDATES IN 48 HOURS

# Empowering Growth through Creative Talent Solutions



Ljubinka Takasmanov  
CEO & Founder

”

With extensive experience in global team leadership and talent development, I recognize the critical need for fast and efficient recruiting solutions, delivering top-tier candidates always within budget. I am committed to supporting your business growth by promptly supplying quality personnel, ensuring you never miss a deadline or exceed your budget.



ABOUT US

# Redefining Recruiting with Innovation and Expertise

ITtude is a leading Service, Recruiting and Outsourcing company that is constantly pushing boundaries of technologies to deliver the most innovative Recruiting and HR solutions.

Our expertise is fully dedicated to enhancing our clients' talent competencies, organizational agility, and profitability.

We shake the status quo to let our clients grow and reach new heights.





ITtude - a catalyst for growth and innovation with a focus on delivering exceptional service, leading the way in redefining Recruiting and Outsourcing.



70+  
Clients  
Served

Worldwide clients that  
enjoy our services  
again and again and  
again!



900K+  
Candidates  
in Pipeline

Candidates from all  
over the world, in  
diversity of industries



19  
Countries  
Served

Countries served daily  
from all continents

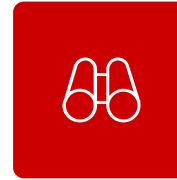


1190+  
Hires

Candidates from different  
countries directly  
hired or employed

# Our Goals

- Work with an **abundance** of synergy and trust
- Make recruiting and hiring **fun**
- Make all projects **start on time**
- Create value and **always overdeliver**
- Fill in any position **fast**
- Create and retain best **candidate experience**
- Have **the best** professionals always available for our clients
- **Welcome** clients, candidates, and employees to work with us **again and again**



## Our Vision

To become the most agile, comprehensive and reliable recruitment company in the world.



## Our Mission

To greatly enhance each organization's competitiveness by providing high quality workforce in a fast paced, cost-effective way and serve even the most demanding needs for talent.

# Problems we solve

Defying Excuses,  
Embracing Excellence

01

Delayed, time-consuming or stressful recruitment

02

Lack of quality resources

03

Bad Candidate Experience resulting in backouts

04

Tight Salary Budgets

# Our Services



## Recruiting

Nearshoring, Offshoring,  
Outstaffing, Direct Hires,  
Contract to Hire, Headhunting



## Staff Leasing

Hire resources according to  
needs, worldwide, without  
forming a legal entity.



## Training

Learn to fill in any position in 48 hours  
with our intensive Training Programs



## Boosting Your Workforce

Have our experts plug into Your  
organization and deliver  
according to your needs.



## Setting up in Balkans

Legal, HR, and Payroll advices. Take  
advantage of low corporate taxes,  
competitively lower workforce salaries and  
affordable costs of living, strategic locations



## Labor Market Analysis

Know the market, competition, staff  
availability, and costs upfront.



THERE IS A RIGHT CANDIDATE FOR EACH POSITION

# We Deliver Candidates that Fit

Experience Promptness

Experience Quality

**FEEL THE DIFFERENCE**

- Sending fully vetted candidates for your job positions within 48 hours.
- Labor Market Analysis for any country and industry.
- HR interviews with enforcing positive candidate experience.
- Employer Branding.
- Candidates' retention advises and maintaining best candidate experience.
- Recruitment process advisory
- Taking care of employment, benefits, compensation, taxes, extending offers, employment contracts, hiring, firing
- No risks





# Why Work with Us

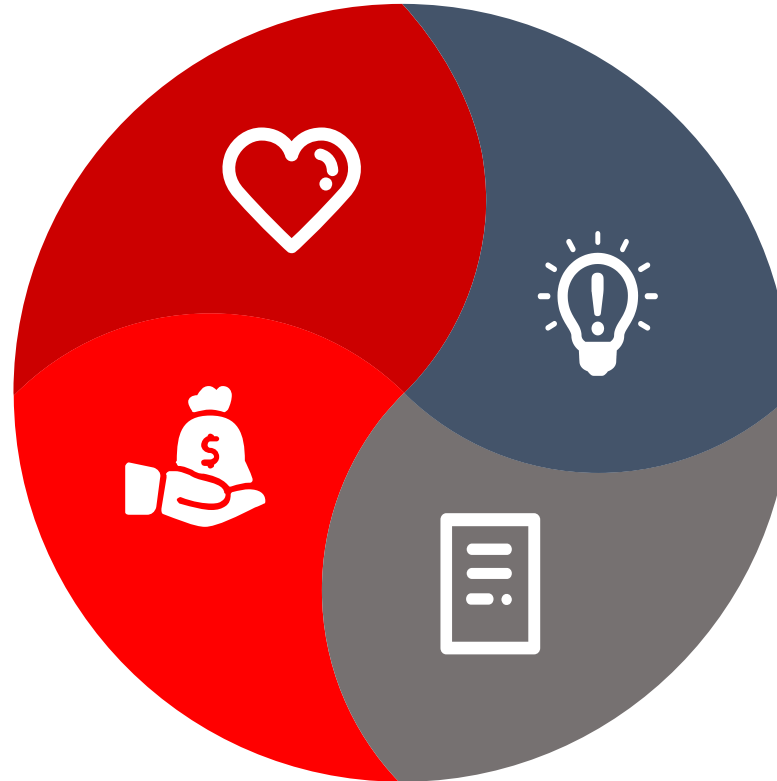
## Always Deliver

Own OUTSTANDING Recruiting Efficiency.

Our Recruiting team of excellence delivers hand-picked professionals eager and ready to become part of your projects and company, always.

## Add Value

We create best candidate experience, provide increased team efficiency, recruiting process optimization, and specialized expertise pushing the boundaries of technology to deliver the most innovative low-cost HR solutions.



## Save Time

We handle most time-consuming recruiting and HR tasks, taking over the workload of sourcing, selecting, interviewing, and even hiring staff for you.

## Risk Free

We deliver cost-efficient professionals that meet any budget with no backouts.

# Choose Us to Get

## Candidates in 48 Hours

We send candidates for your projects right away. You will never miss time, revenue and deadlines!



itlucde



## Access to Worldwide Markets

We deliver professionals for your teams worldwide. Relax and do not hustle about laws, taxes, payments.

## End-to-end Solution

We provide any staffing or recruiting service to choose from. No need to look elsewhere!

## Top Players

Staffing and Recruiting is a rough game, and we are the top players!



HOW WE DO IT?

# Our Approach Always Wins

- Transparent process
- Foster open communication
- Maintain synergy at highest level
- Own Outstanding Recruiting Efficiency
- Ensure Candidate Quality
- Provide Great Candidate Experience to increase retention
- Intelligent ATS
- Access to 30+ Job Boards Worldwide
- 900K+ available resources in pipeline
- Time to Hire < 48 hours
- 300+ candidates contacted daily

THE BEST WAY TO PREDICT YOUR FUTURE IS TO CREATE IT.



# Client Testimonials: Ittude's Impact

**+1.5K** Success Stories



Ittude nailed it! Their team understood our needs and quickly found the right talent for us. Thanks to their efficient work, we onboarded skilled professionals that took our organization to new heights. Highly recommended for quality, speed, and precision in talent acquisition. Thanks, Ittude, for your outstanding work!

A B E L T E C H



# Client Testimonials: ITtude's Impact

## ORANGE MELONS

The highly professional and agile approach of ITtude's team towards our needs for experienced employees enables us to always deliver high quality IT solutions ahead of competition. As we grow, we hire candidates on a continuous basis because we have trust and alignment with our recruitment partner.





# ITtude Market

We Excel Beyond the Limits!

# Some of Our Sub-vendor Supported Contracts

- NATO ITM
- NATO Advisory and Assistant Services (AAS)
- DoDEA - DoDDS-E
- US BICES-X awarded by U.S. Air Force - TS Cleared professionals
- CTSS III & IV supporting U.S. Air Force cleared personnel
- Customer Care Center (CCC) awarded by Defense Intelligence Agency (DIA) – TS/SCI FS Polly candidates
- Enterprise Communications Services 2 (ECS2) awarded by Defense Intelligence Agency (DIA) – TS/SCI FS Polly candidates
- SITE – NORTHCOM
- C4IES – TS/SCI cleared personnel in Middle East
- LOGCAP (Logistics Civil Augmentation Program)
- USACE
- US Southern Command (USSOUTHCOM) Eurocontrol
- Multiple US and European commercial contracts
- Many other: US Courts, DoD, DHS, NATO contracts

+450

Cleared Personnel

82%

Deployment Success



# Clients that trust us





# Get in touch



## Address

Rajko Zhinzifov 20/14 1000  
Skopje, N.Macedonia



+1 703.879.8717



## Email

contact@ittude.one



+389 71 36 55 31



## Website

www.ittude.one