



WQS
Recruitment Services Ltd



QSS GROUP PROFILE

RESOURCE | PERFORMANCE | SAFETY



WHO WE ARE

Q-Sourcing Servtec Group is East Africa's preferred human capital management firm for growth-minded organizations.

We offer timely support that enables businesses to transform in a fast-changing world of work by sourcing, assessing, developing, and managing the people, systems & technology that enable them to unlock their highest potential.

Every year, for the last 19 years, Q-Sourcing Servtec Group has been developing innovative solutions for hundreds of organizations across East Africa, providing them with skilled talent while finding meaningful, sustainable employment for thousands of people across industries.





200+
Clients Served



25.000+
Outsourced Staff
Managed



**Regional
presence: 5
countries and
expanding**

**UNLOCKING
POSSIBILITIES FOR
AMBITIOUS BUSINESSES
AND INDIVIDUALS...**





In 2021, Worldwide Recruitment Solutions (WRS) (www.worldwide-rs.com) and Q-Sourcing Servtec (QSS) partnered to create a WQS Recruitment Services Limited in Uganda focusing on manpower needs in the region's growing Oil & Gas sector.

Leveraging WRS's global reach and QSS's regional know-how, we aim to meet client and contractor needs, strengthening their workforce with suitable staff while fulfilling local employment demands.

WQS Recruitment Services Ltd, registered with the Petroleum Authority of Uganda (PAU), is an approved vendor on the National Supplier Database (NSD) NS-13356/2021/2336 for the supply of goods, works and services in the oil & gas & mining industries.





Q-Training Limited trading as The Assessment and Skilling Centre (TASC) is a private pre-employment training, assessment, and certification hub for ambitious professionals in East Africa since 2014.

We believe in leveraging the power of skills to build successful careers, businesses, and economies. TASC operates as the training, assessment, and certification arm of Q-Sourcing Servtec (QSS).

Together with global development & certification partners, we provide a broad range of programs that help people achieve their potential through work-based learning.

FEATURED SERVICES

TRAINING

- Environment Health & Safety
- Scaffolding and Work at Height
- Welding & Fabrication
- Electrical Installation & Maintenance
- Soft Skills
- ISO Professional Services

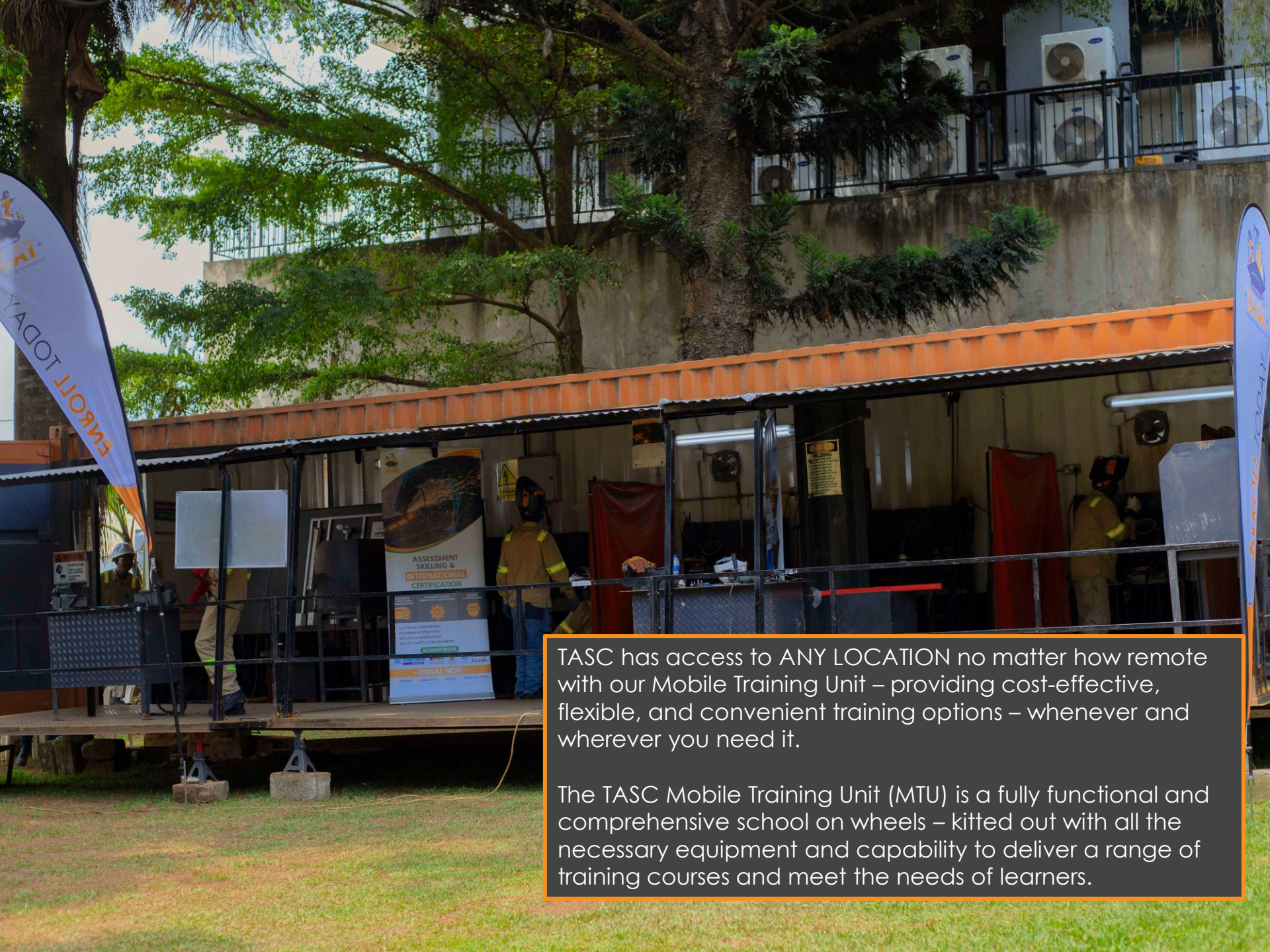
ASSESSMENT & CERTIFICATION

- Welding
- Scaffolding
- Electrical Installation & Maintenance

WORKSHOP & MACHINE HIRE

CERTIFYING BODIES





TASC has access to ANY LOCATION no matter how remote with our Mobile Training Unit – providing cost-effective, flexible, and convenient training options – whenever and wherever you need it.

The TASC Mobile Training Unit (MTU) is a fully functional and comprehensive school on wheels – kitted out with all the necessary equipment and capability to deliver a range of training courses and meet the needs of learners.



AFRICA'S DIGITAL MARKETPLACE FOR RATED ON-DEMAND TALENT

The FLIP Africa platform is a freelance marketplace where small and growing businesses can hire experienced, rated, short-term talent at the click of a button.

As part of the QSS group, the flip Platform provides a database of rated and verified talent across industries and markets where clients can effectively find , hire contract and pay professionals and artisans alike.





VISION

To be the regional management solutions provider of choice



MISSION

To provide seamless client responsive management solutions



CORE IDEOLOGY

To satisfy and exceed our client & employee expectations.

CORE VALUES



INTEGRITY

Deliver what we promise



EXCELLENCE

Exceeding expectations



TEAMWORK

Collective responsibility



INNOVATION

Newness that delivers impact



EMPATHY

We care



www.qsourcing.com
www.tasc.co.ug
www.wqsrecruitment.com
www.flipafrica.app

MEET OUR LEADERS



Patrick K. Mbonye
Chief Executive Officer



Alysha Jamal
Group HR
Business Partner



Fiona Amemba
Group Head
Of Finance



Umar Luyimbazi
Group Head
Of Operations



Patricia Masiko
Group Head
Of Growth



Diana Mutesi
Group Head
Of Customer Experience



Jolene Mtalo
Group Head
Of Marketing



Michael Kiai
Group Head
Of I.T



Steven Kinuka
Resident Director
Rwanda



Derrick Byarugaba
Resident Director
Tanzania



Martin R. Mugisha
Country Manager
Rwanda



Eric Omondi
Country Manager
Kenya



Robert Etoori
Country Manager
Tanzania



Benjamin Tumukunde
Head Of Business
TASC



Tadeo Wandera
Group Support
Digital



Rogers Bukenya
Head Of Business
WQS

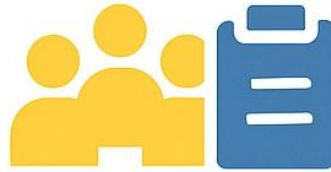


Lodu Emmanuel Lubang
Business Manager
South Sudan

OUR SPECIALTY!



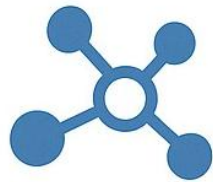
Recruitment



**ManPower Management
(HR)**



**Global Mobility
& Relocation**



**Integrated People
& Projects Management
Solutions (IPPMS)**



**Training, Assessment
& Certification**



RECRUITMENT & BUSINESS CONSULTING

Q-Sourcing Servtec, a leading recruitment agency in East Africa, specializes in connecting businesses in Kenya, Rwanda, Tanzania, Uganda, and South Sudan with top-tier talent.

Our expertise lies in understanding the crucial role human resources play in driving business success. By simplifying and optimizing your recruitment process, we empower your organization to concentrate on its core competencies.

With Q-Sourcing Servtec, you can access the finest talent pool and enhance your business productivity and performance.

- **RECRUITMENT PROCESS OUTSOURCING**
- **PSYCHOMETRIC & APTITUDE TESTS**
- **EXCLUSIVE TALENT POOLING & HEAD-HUNTING**
- **JOB LISTING & ADVERTISING**
- **CAREER GUIDANCE**
- **SALARY BENCHMARKING**
- **ORGANIZATIONAL REVIEWS**
- **TEAM BUILDING & MORE**



They are exemplary & are doing a good job of helping us hire quality people. The team is capable & clearly informed about our industry, making their expertise especially valuable. They're available, communicative, and approachable.

Chief Accountant, FORTUM

MANPOWER SOLUTIONS

As a trusted provider of manpower solutions in East Africa, our human resource management team has made and kept a pledge to optimize your human capital for peak performance.

Our fusion of profound industry experience, tech-driven strategies, and personalized services make us the go-to partner for businesses seeking a competitive edge.

We recognize the individuality of each business and its unique HR and manpower requirements. That's why we are not just filling jobs — we bridge skill gaps, enhance productivity, and amplify business performance.

- **EMPLOYEE ONBOARDING & CONTRACTING**
- **WELFARE MANAGEMENT**
- **PAYROLL MANAGEMENT & COMPLIANCE**
- **PERFORMANCE MANAGEMENT**
- **HUMAN RESOURCE MANAGEMENT SYSTEMS HR CONSULTANCY**



They have done very well in terms of meeting deadlines; they go above and beyond the call of duty. They provide valuable insight and make sure we are up to date. They are also communicative and reliable.

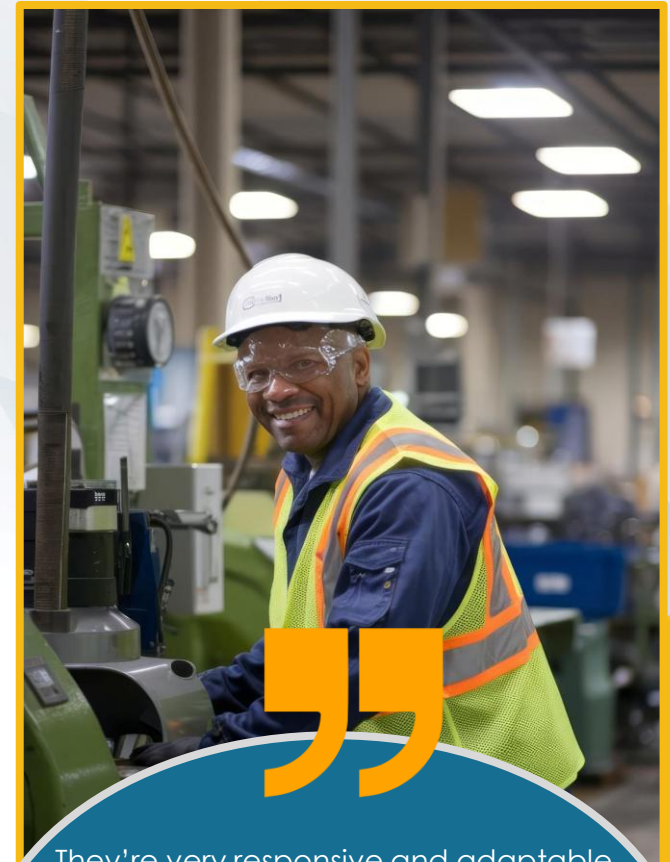
HR Assistant, Telecom Company

INTEGRATED PEOPLE & PROJECT MANAGEMENT SOLUTIONS

Local, regional and international organizations trust us to navigate the complexities of their business operations in factories, mineral extraction sites, construction and more while they focus on core tasks.

Our ISO Certification, a commitment to the highest international standards of safety & quality management, is proof that we place utmost importance on ensuring the safety of our clients, employees, and partners.

- **WAREHOUSE AND STORE MGT**
- **MANUFACTURING PROCESS MGT**
- **LOGISTICS SUPPORT**
- **PLANT, MACHINERY AND EQUIPMENT MANAGEMENT**
- **COMMISSIONING AND DECOMMISSIONING**
- **MAINTENANCE SERVICES.**



They're very responsive and adaptable to each of our needs. Q-Sourcing Limited met all performance metrics and has made collaboration seamless. They implement an effective project management style, maintaining excellent communication.

Head of Supply Chain, ATC

GLOBAL MOBILITY & CORPORATE RELOCATION

Utilizing our strong local & international partnerships, we provide superior accommodation, transportation, and compliance services, customized to your specific business needs.

Our specialists oversee the entire relocation journey, from initial preparation to cultural adjustment, and from local support to repatriation. We don't just enable relocation; we ensure a frictionless journey. With us, your settling in isn't just smooth – it's effortless.

- **PRE-EMPLOYMENT CHECKS**
- **NEW LOCATION ORIENTATION**
- **PROCESSING OF WORK PERMITS & DEPENDENCY PERMITS**
- **SPOUSAL ASSISTANCE**
- **IN-HOUSE TRAVEL AND TRANSPORTATION SERVICES**
- **PURCHASE AND RELOCATION OF ASSETS**
- **SOURCING ACCOMMODATION**
- **MANAGEMENT OF ON-GROUND LOGISTICS**
- **FINDING SCHOOLS FOR YOUR CHILDREN**
- **HEALTH AND TRAVEL INSURANCE**
- **IMMIGRATION SUPPORT SERVICES**



Having been with QSL/WQS for a year, I would like to say that I have been very happy with the service and have no regrets choosing you as my Technical Assistance Services Provider.

Rap Lead, EACOP



Deep local
talent network



Project mgt
experience



Proven cost
savings for clients



Competent and
motivated team



Commitment to
QHSE standards

THE QSS DIFFERENCE...

FEATURED CLIENTS & SECTORS

MANUFACTURING



ENERGY & MINING



NON-PROFIT ORGANIZATIONS



ENGINEERING, LOGISTICS & CONSTRUCTION



FAST MOVING CONSUMER GOODS & RETAIL



FINANCIAL SERVICES



AGRICULTURE



INFORMATION & COMMUNICATION TECHNOLOGY



GET IN TOUCH



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RWANDA

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SOUTH SUDAN

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