

RECRUITMENT & HR DEPARTMENT SET-UP

A complete HR department, built for your market.

We build your high-performance HR function — fast, efficient and fully compliant with national labour laws. Save time, cut costs, and unlock growth with a turnkey solution.

The reality without strategic HR

Six ways the absence of a real HR function shows up in the business.



High early-stage attrition

→ Wasted recruitment spend & lost productivity



Managers overwhelmed by hiring

→ Core business functions suffer



No retention frameworks

→ Talent drain to competitors



Budget on mismatched hires

→ Poor ROI & increased rehiring costs



Zero job post responses

→ Employer brand damage



Non-compliance with regulations

→ Risk of penalties & litigation

You need this if your business...

- ✔ Has grown beyond 10 employees, triggering key labour act provisions
- ✔ Experiences high staff turnover and hears “no one wants to work here”
- ✔ Sees new hires exit during probation or internship phases
- ✔ Lacks structured performance assessments
- ✔ Runs employee training that is ad-hoc or non-existent
- ✔ Has an undefined corporate culture, affecting engagement
- ✔ Is unsure about compliance with Pension, Social Insurance, Health Insurance, Training Fund & Tax obligations

Measurable outcomes

160%

reduction in staff
turnover

100%

increase in
operational profit

180%

increase in employee
engagement

200%

increase in employer
brand appeal

Service packages, by organisation size

Each tier builds on the one before it — from foundational HR to enterprise-grade transformation.

1–50 Employees

SME Unit

Foundational HR structures for startups and growing teams.

- ✔ Recruitment process design & job description library
- ✔ Onboarding & probation framework
- ✔ HR policy starter kit (Handbook, Discipline, Leave)
- ✔ Compliance checklist & statutory registration guidance
- ✔ Part-time HR Business Partner support (20–50 staff)

51–200 Employees

Medium Enterprise Unit

Structured HR leadership and systems for scaling organisations.

- ✔ Dedicated HR Manager or HRBP placement support
- ✔ Advanced performance management system
- ✔ Customised Learning & Development curriculum
- ✔ HRIS/ATS integration for local payroll & tax
- ✔ Advanced HR analytics dashboard

200+ Employees

Enterprise Unit

Strategic HR transformation and enterprise-grade infrastructure.

- ✔ Full HR leadership team placement
- ✔ Enterprise-wide HRIS/ATS, multi-location & multi-currency
- ✔ Custom compliance automation & reporting engine
- ✔ Organisation design & workforce planning advisory
- ✔ Executive coaching & leadership development

Why Globalclique – HireAfrica Ltd?

Local Market Expertise

Deep talent dynamics knowledge across commercial hubs.

Full Regulatory Compliance

Aligned with Labour Act, Pensions, Social Insurance & Training Funds.

Tech-Enabled

Cloud-based tools optimised for local infrastructure & currency.

Outcome-Focused

Tied to your retention, engagement & compliance metrics.

Book a Consultation

Globalclique - HireAfrica Ltd

Globalclique · HireAfrica Ltd — Recruitment & HR Department Set-Up

Email: hr@globalclique.net | www.globalclique.net