



Gi Group Holding in The Baltics

Where talents and partners meet opportunity

Gi Group Holding in the Baltics – is a leading staffing and recruitment company – **business ecosystem** with the most completed value proposition and a wide range of services in the Labour market.

We **Aim**

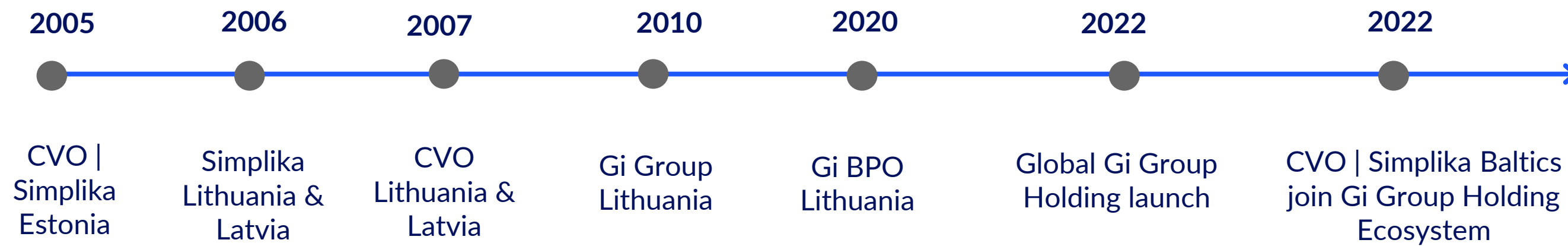
To create a sustainable and enjoyable Global Market for Candidates and Companies, reflecting Labour Market needs.

We Are
More than Work

About Us

Baltics Presence

We are creators of the personnel industry, we have a long time and successful history. We [#changelives](#)



 **Gi Group Holding** in the Baltics has local legal entities in Estonia, Latvia, and Lithuania that are united under a pan-Baltic level management team.

 We ensure similar capability of services across all three Baltic markets: centralized project management and reporting and localized candidate search and selection according to your business needs.

Global Presence

37 Countries

Gi Group Holding is active across Europe, APAC, and the Americas

+700

Branches and offices

+9,000

Employees



Our Solutions to Your HR needs

Gi Group Holding in the Baltics offers a wide range of services to meet the needs of businesses and assists with all aspects of the recruitment process.

BLUE-COLLAR STAFFING

TEMPORARY &
PERMANENT STAFFING



BUSINESS PROCESS
OUTSOURCING



WHITE-COLLAR, PROFESSIONAL RECRUITMENT

TEMPORARY STAFFING &
PERMANENT RECRUITMENT



EXECUTIVE SEARCH
& SELECTION



The market knowledge. More than 20 years in the market



Personalised solutions



Cost and time efficiency



Consultancy approach across all businesses



Strategic Talent Acquisition



Caring for the client and the candidate

How do we work

TALENT ACQUISITION STRATEGY:

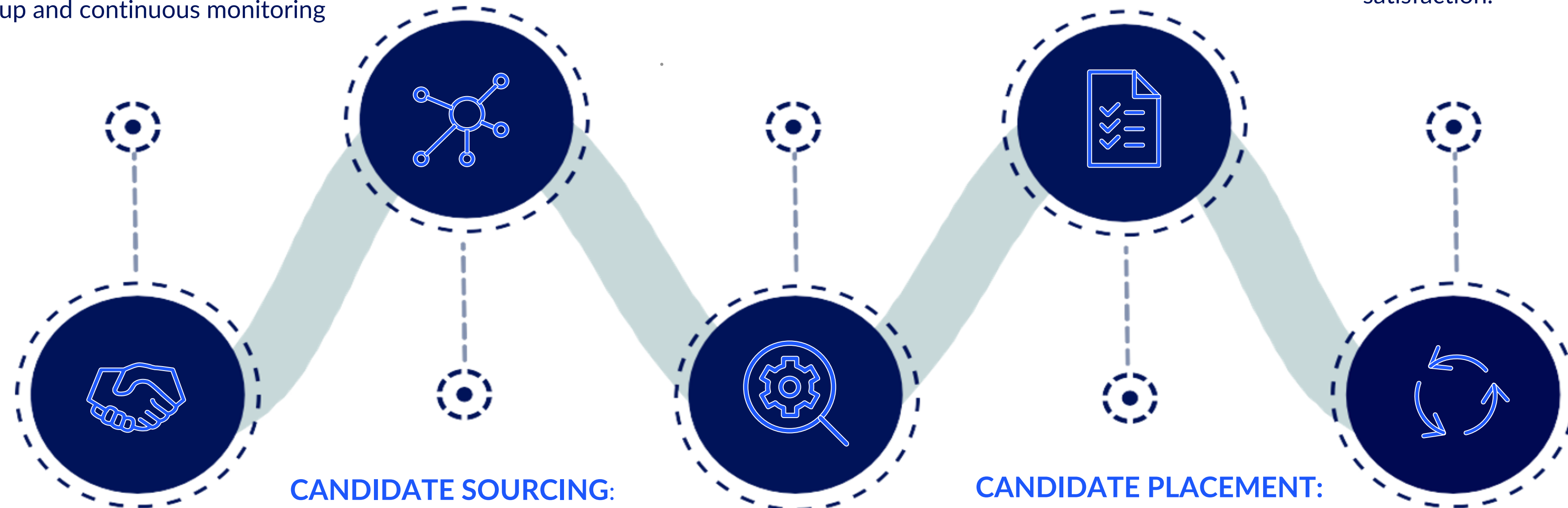
- 360° consultancy approach about HR activities and processes
- custom designed of processes, methods and tools
- dedicated team sized according to the needs
- KPI setting up and continuous monitoring

SCREENING AND EVALUATION:

Our team of recruiters conducts thorough screenings and evaluations of candidates to ensure they meet the required qualifications and are a good fit for the client's culture and values.

ONGOING SUPPORT:

We provide ongoing support to both the candidate and the client throughout the duration of the assignment, including feedback and regular check-ins to ensure satisfaction.



CANDIDATE SOURCING:

We utilize a variety of methods to attract a diverse pool of qualified candidates, including job postings, social media outreach, employee referrals, and direct sourcing.

CANDIDATE PLACEMENT:

Once a candidate has been selected for a position, we ensure a smooth transition for both the candidate and the client.



Gi Group Holding in the Baltics

Our Solutions

Professional Recruitment
Temporary and Permanent Staffing
Business Process Outsourcing



I. OUR SOLUTIONS

Professional Recruitment



CVO | Simplika
Gi Group Holding

We take care of your Recruitment solutions for your **Business to thrive**: from junior specialists to top-level specialists and managers.

- With many years of experience we provide the **highest quality professional recruitment services** and contribute to the development of your company.
- Our Clients confirmed that with our **recruitment experts' knowledge** and persistence to go the extra mile, we ensure **faster recruitment, high-quality candidates**, and a **result-oriented approach**.



SIMPLIKA:

- Temporary Employment / Staffing / EOR of skilled employees
- Secretary replacement
- Attraction and Recruitment
- RPO Services
- Mass recruitment
- CV screening



CVO:

- Headhunting & Direct Search and Selection
- Confidential search
- Outplacement
- Business and Labor market consultations
- Talent mapping

II. OUR SOLUTIONS

Temporary and Permanent Staffing



We make the staffing process simpler: from candidate sourcing to workforce management.

- We build on global know-how and implement for **location-based industry needs**.
- We provide **flexible workforce solutions** for high volumes of force requests and **hard-to-fill** technical jobs specialised in general markets.
- We aim for long-lasting relationships and build **client's image** on the local labour market.
- We **act responsibly** to make the labour market thrive.



Temporary Staffing

- Multi-channel **sourcing** of labor force
- Ensuring workforce **flexibility**
- Employee **turnover** management
- **Digital** employment and administration

+70

CLIENTS

SUCCESSFULLY SERVED
YEARLY



Permanent Staffing

- **Matching** client needs to candidates' expectations
- **Specialising** in search of industrial skill-sets
- Maintaining candidate pools for hard-to-find technical jobs

+900

BLUE-COLLAR WORKERS

SOURCED FOR OUR CLIENTS EACH
YEAR

III. OUR SOLUTIONS

Business Process Outsourcing



Outsourcing is a staffing management service with **increased value added** for a client.

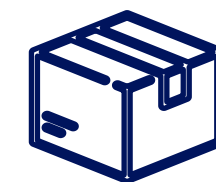
In Lithuania, Gi Group has developed outsourcing practice in a separate **legal entity** – **Gi BPO Lithuania** – to better address client needs regarding **staff productivity, efficiency and flexibility**.

We study, plan and coordinate client's non-core work processes integrating best practices and technologies to generate added value for our clients.



Warehouse Management

- Warehouse layout changes
- Inventory control
- Picking & wrapping
- Replenishment
- LIFO, FIFO management



Production Operations

- Product sorting
- Visual quality control
- Repacking
- Ticketing



Backoffice Services

- Customer inquiry management
- Documentation management
- Document digitalization
- Payroll solutions



Gi Group Holding in the Baltics

Meet Success Client Stories


Whether it's temporary staffing, permanent placements, HR consulting, or advanced outsourcing services – we have the expertise and resources to deliver exceptional results.



CVO | Simplika

 **Client:** Guidehouse Lithuania, UAB
Need: 25+ employees - a team of financial information specialists
Purpose: To attract candidates from all over Lithuania to work with cryptocurrency bank clients in a short period of time

 **Solution:** Recruitment and temporary placement through Simplika (3 months)

 **Results:**

- The recruitment process exceeded expectations
- The selection took 18 working days
- A total of 35 professionals were recruited
- The Client's needs were precisely met: the cooperation with the selected candidates was extended up to 12 months



Gi Group


 **Client:** Kitron Lithuania, UAB
Need: 50-100 new staff per year (5+ years) for manufacturing operations
Purpose: fully manage candidate attraction, selection, turnover, and employment for the client
 **Solution:** SMS (Site-Managed Service) – Gi Group „implant“ in client's premises with full Kaunas recruitment branch and Gi Group marketing support

 **Results:**

- All labor market channels in Kaunas moved, including labor fairs and ad boards
- 50-100 new candidates per year employed as temporary employees
- Huge workload done as candidate-to-employees conversion rate stands at 5-10%
- 20-30 temporary employees per year taken over directly by the client for permanent jobs after 9-12 months serving as temps

Gi BPO

 **Client:** Coca-Cola HBC
Need: Full outsourcing of warehouse operations for Lithuania and Estonia markets
Purpose: ensure the right amount of resources and achieve productivity to manage peaks of client's FMCG products supply to retail channels
 **Solution:** Full outsourcing of warehouse personnel starting from shift leaders, and accounting to picking and supporting labor

 **Results:**

- Improved productivity of labor resources
- Control over the needed amount of workforce per season and monthly peaks
- Improved retention of warehouse staff due to better internal career opportunities



Other Clients Who Trust Us

| | | | | |
|-------------|----------------------|--------------------|-------------------------|-------------|
| Swedbank | UAB Linas Agro | Siemens | Rail Baltic | |
| | RB Rail | Majorel | 3M | |
| Microsoft | Philip Morris | AS TV Play Baltics | Sherwin Williams Baltic | |
| | Grohe | Prysmian Group | BaltCap | |
| Telia | Retal Lithuania | Inchcape Motors | Bepco Pooling | |
| | VKG | Cegal | Area9 | |
| Utilitas | Ramirent | Estee Lauder | Fujitsu | Foxway |
| Posti Group | Elering | YIT Lithuania | Dovista | |
| | Creditinfo Lithuania | SumUp | IPF Digital | Same System |
| | Dana Lithuania | LW Group | Isis Medical OU | |

AND MORE...



Fulfil your HR needs now.

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Gi Group
HOLDING