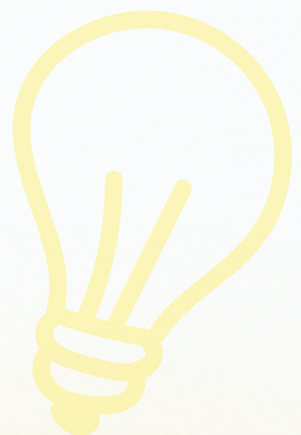


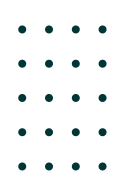
www.sparktalentalliance.com



"Strategic recruitment.
Sustainable performance.
Powered by Spark Talent
Alliance."

Taïssir SALAH, CEO





SPARK INNOVATION WITH THE RIGHT TALENT

1. ABOUT US
2. OUR VISION
3. OUR VALUES
4. OUR SERVICES
5. WHY CHOOSE US ?
6. STRATEGIC ADVANTAGE
7. BUSINESS PROPOSAL AND PACKS



ABOUT US

WHO ARE WE ?

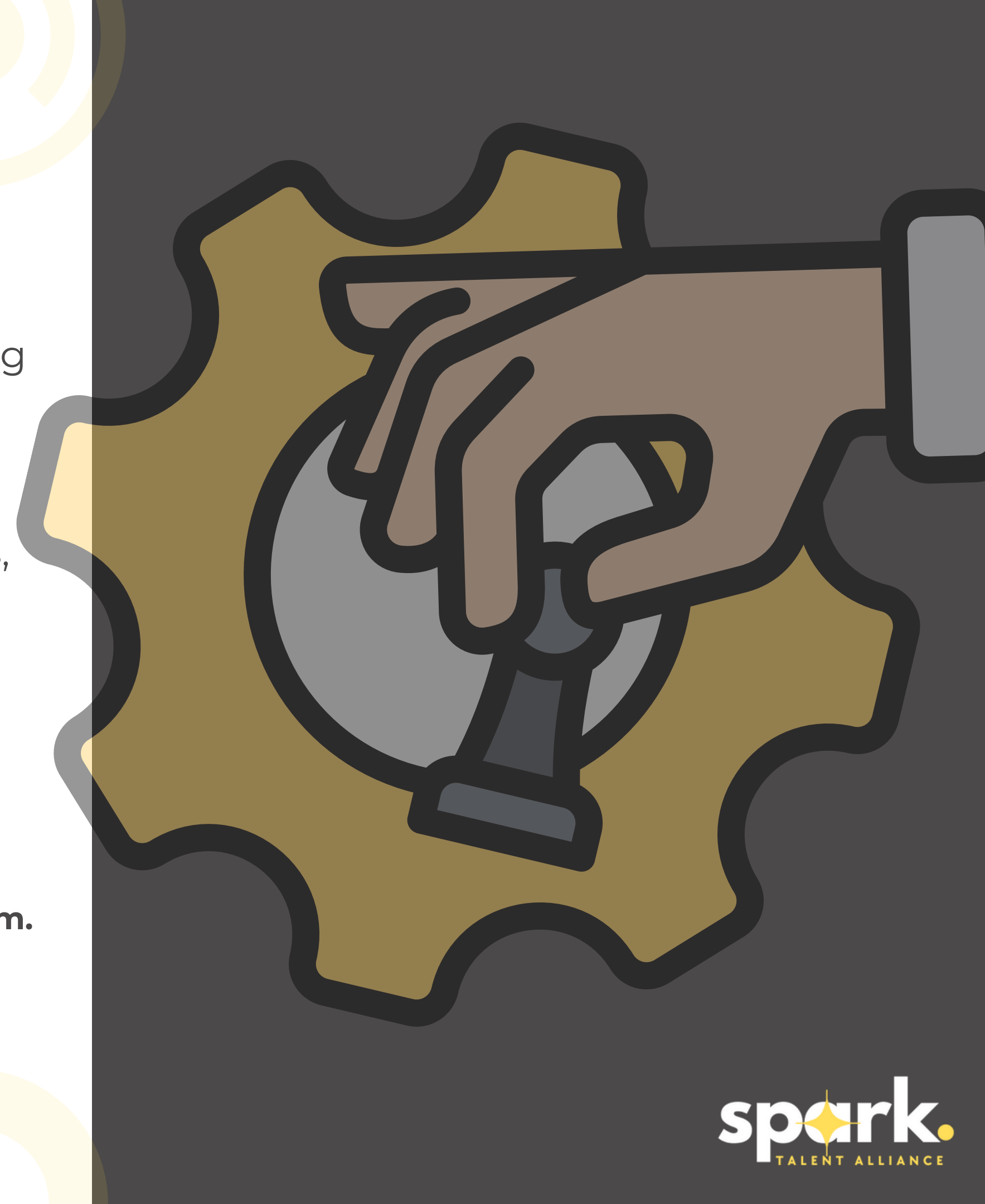
Spark Talent Alliance is a specialized partner in providing **highly skilled IT talent**.

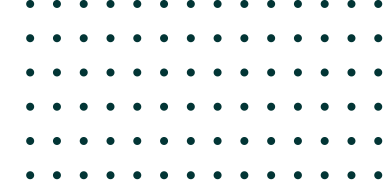
Based in Tunisia, we offer access to rigorously selected technical **profiles** who work **exclusively** on your projects, helping you optimize both **costs** and **agility**.

01

Spark Talent Alliance offers a tailored IT outsourcing solution, giving you the flexibility and control of an in-house team.

while benefiting from the financial and operational advantages of well-managed outsourcing





To become the trusted partner of choice for companies seeking to build **high-performing**, flexible, and **cost-effective** IT teams through an innovative and human-centered nearshore outsourcing model.

Our goal is to transform how IT talent is integrated into organizations by offering **comprehensive, transparent** support focused on **our clients' success**.

1

A STRATEGIC AND TAILOR-MADE PARTNERSHIP

We support our clients as a trusted partner for their nearshore IT needs.

2

ELITE IT TALENTS, DEDICATED TO YOUR PROJECTS

We select highly qualified, committed profiles tailored to each assignment.

3

SIMPLIFIED AND CONTROLLED OUTSOURCING

Spark manages the entire process to provide a transparent, seamless, and secure model.

4

A SUCCESSFUL ECONOMIC MODEL

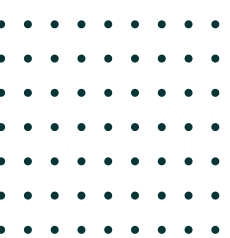
Cost reduction of up to 50% while ensuring quality, continuity, and innovation.

02

Our Vision

THE FUTURE IN PERSPECTIVE

At Spark Talent Alliance, our values are the foundation of every collaboration. They guide how we recruit, support, and build lasting relationships with our clients and talents. They reflect our commitment to excellence, transparency, and shared success.

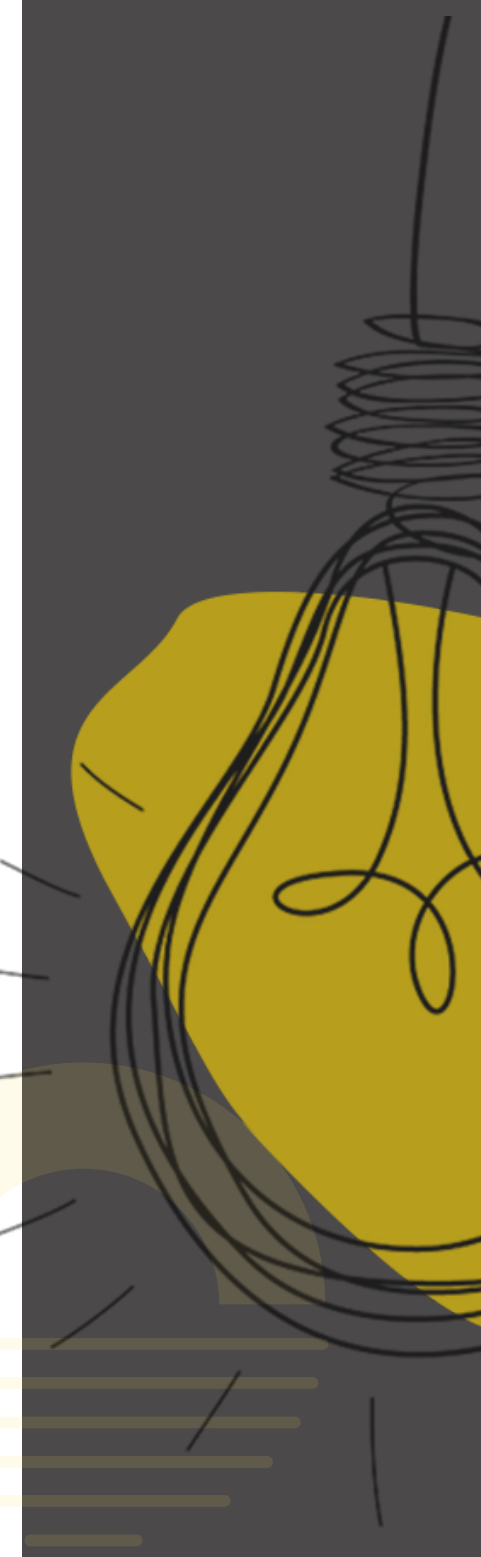


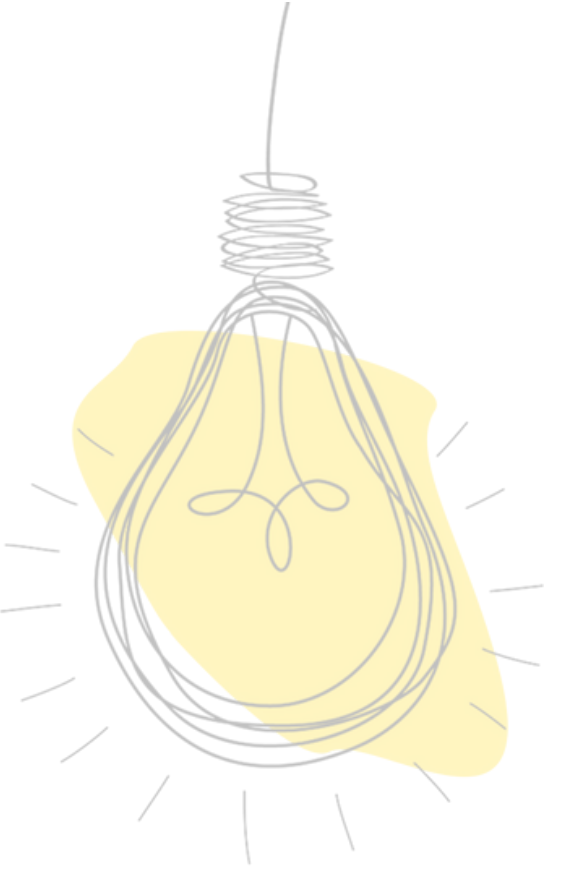
03

Our Values

THE VALUES THAT GUIDE OUR PROJECT

- S Synergy** : Close collaboration with our clients for shared success
- P Precision**: Rigorous selection of profiles perfectly aligned with your needs
- A Adaptability**: Flexible, scalable solutions tailored to your priorities.
- R Reliability**: Guarantee of quality, presence, and continuous monitoring
- K Knowledge**: Technical expertise and industry mastery at your service.





**"Act ethically, honestly,
and transparently
in all interactions."**



Our commitment to integrity goes beyond words; it is reflected in every action, creating an environment built on trust.



Tailored recruitment of IT talent



Provision of dedicated remote profiles



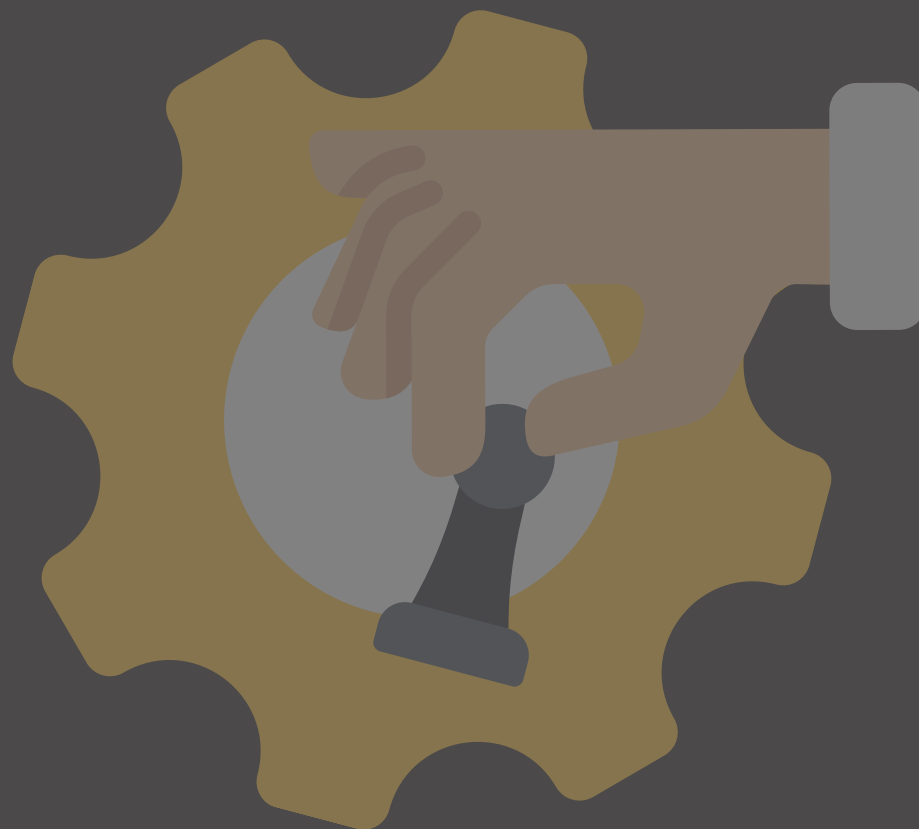
Full management of the work environment in Tunisia



Continuous monitoring of talent performance and well-being



Flexible contracts (monthly/quarterly)



WHY CHOOSE US

05

EXCLUSIVE TALENTS

100% dedicated to
your company
Selected according
to your technical
requirements



NO HR MANAGEMENT

We handle
recruitment,
monitoring,
salaries, primes,
etc



COST OPTIMIZATION

Cost savings of
over 50%
compared to
local hiring



LINGUISTIC PROXIMITY

Thanks to our
strong
Anglophone
presence.



STRATEGIC ADVANTAGE

 **WHY IS SPARK A STRATEGIC ASSET FOR YOUR BUSINESS?**



Handpicked Talent:

- ✓ We collaborate exclusively with highly skilled, experienced engineers who are ready to fully commit to your projects.

Quick & Seamless Replacement:

- ✓ If there is a departure or mismatch, we guarantee a swift replacement with no disruption to your operations.

Maximum Flexibility:

- ✓ Short- or long-term commitment, team size adjustment according to your needs—you stay in control.

24/7 Monitoring – Complete Transparency:

- ✓ From our offices in Tunisia, you can view and track your talents' remote work environment in real time, anytime.

Significant Savings:

- ✓ Gain the same level of expertise as your in-house teams at over 50% reduced cost.

A Trusted Partner Committed to Your Success

- ✓ Spark ensures the stability, quality, and seamless integration of each profile within your organization.



Partnering with Spark Talent Alliance means choosing much more than a service provider — it means gaining access to a treasure trove of skills, responsiveness, and reliability.

STRATEGIC ADVANTAGE

THE CONCRETE BENEFITS YOU RECEIVE

06



1. Rapidly Available Talent

Selection and onboarding within 2–3 weeks

1.



2. Reliable Technical Expertise

High-level engineers, tested and validated

2.



3. Quality Monitoring

24/7 Reporting and Visibility

3.



4.



4. Contractual Flexibility

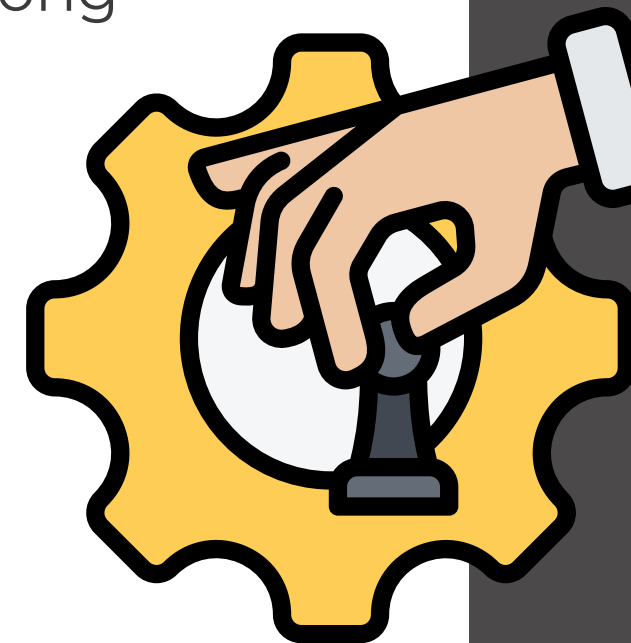
Monthly commitment, no long-term contracts

5.



5. Controlled Budget

Up to 50–60% savings without compromising quality



BUSINESS PROPOSAL

💰 "SAVE COSTS WITHOUT
COMPROMISING QUALITY"

07

spark.
TALENT ALLIANCE

 **Criteria**	Classic recruitment	 Spark Talent Alliance
Total monthly cost	6 500–9 000 €	**from 2 900 € **
Employer contributions & taxes	+40–50 %	Included in our price
Recruitment deadlines	2 à 4 months	**2 to 3 weeks
Recruitment fees	8 000 – 12 000 €	**Included**
Quick replacement	 Not guaranteed	 yes
HR & material management	At your expense	100 % supported
Monitoring & transparency	Limited	** 24h/24 from a distance**

BUSINESS PROPOSAL

 OUR PACKS

07

spark.
TALENT ALLIANCE



PACK

JUNIOR (1–3 YEARS)



PACK

CONFIRMED (3–6 YEARS)



PACK

SENIOR (6+ YEARS)

1 to 3 profiles

110 – 120 €/day

150 – 160 €/day

250 – 260 €/day

4 to 6 profiles

105 – 110 €/day

145–150 €/day

240 – 250 €/day

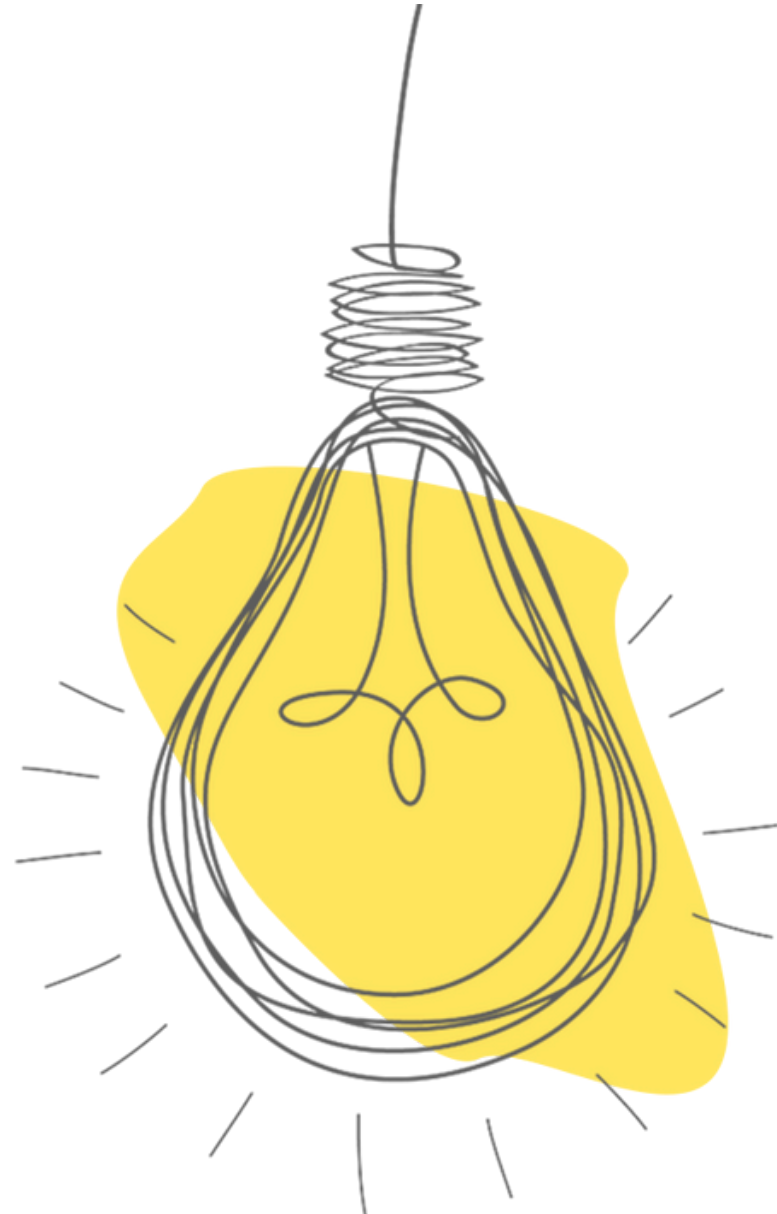
7 profiles et +

100 – 105 €/day

140 – 145 €/day

230 – 240 €/day





Our pricing is designed to offer the best balance between quality and competitiveness.

Enjoy tiered **discounts** based on the volume of profiles recruited, while gaining access to highly **qualified IT talents**, rigorously selected for your projects.



"You save time, cut costs, and hire smarter."

A background image showing several light-colored wooden puzzle pieces scattered on a white surface. A large yellow rectangular overlay covers the left side of the image, containing white text.

**“Join us in
building shared
success.”**

"The future starts here — together,
let's build an exceptional
tomorrow."

JOIN US !

"Join Spark Talent Alliance
and unlock a reliable,
flexible, and high-
performance partnership to
scale your IT team while
keeping your costs under
control."

Together, let's build your success.





“Thank you for your **trust.”**

Taïssir Salah