

# LAFAB SOLUTIONS



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## COMPANY

## PROFILE

[www.lafabsolution.com](http://www.lafabsolution.com)

YOUR WORKFORCE PARTNER



Great Uganda Jobs, Great Kenya Jobs, Great Tanzania Jobs. Great Rwanda Jobs  
Great Zambia Jobs,



COMPANY PROFILE  
**PROFILE**

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# About Lafab Solutions

Lafab Solutions, originally registered as Great Uganda Jobs Limited on May 10th, 2017, underwent a transformation on June 1st, 2022, when it rebranded as Lafab Solution Ltd to broaden its market presence. Today, we have emerged as a premier Workforce Services provider, dedicated to assisting organizations in connecting with potential employees, offering workforce flexibility through the provision of temporary and casual workers, facilitating recruitment for full-time employees tailored to address specific customer needs, and delivering corporate cleaning services to create clean and innovative work environments.

## **Our services encompass:**

1. Workforce Management
2. Recruitment & HR Services
3. Job Posting and Distribution
4. Corporate Cleaning Services

Our unwavering commitment to collaborative creativity and innovation forms the cornerstone of our product development, ensuring our offerings remain relevant and advantageous to our clients.

We empower our senior team members to not only meet but surpass customer expectations, consistently delivering exceptional value for their investments.

A significant portion of our senior team comprises highly seasoned consultants who consistently deliver optimal results for our clients.



We are facing a major turning point in the global economy and society that will change the way we all do business. Conventional thinking and traditional operating models will not be able to capture the opportunities that arise from this paradigm shift. By taking the initiative to transform ourselves, we aim to deliver added value to our clients and all stakeholders.

My vision as CEO is to take Lafab Solutions Ltd to the next level, and to do this I have laid out our plan to expand into other private markets to complement our Human Resource businesses.

Our strategy is not about just extending our products and services, but to ensure that our core business delivers the best value to clients. By combining these, we aim to provide customized services and solutions for each client. That is the core thinking behind our service strategy.

Human Resource and Recruitment companies have an active role to play in helping organisations to have better workforce easily and faster.

## MESSAGE FROM THE

# CEO



**Mr. Mubiru Martin**

We know that for us to be of good use to the organization, we have to be financially sustainable ourselves and I believe our business diversification is making us more valuable to our clients.

Our management vision is to achieve sustainable growth by diversifying our core business. We rely on the trust of our clients and all stakeholders and we recognize that raising our corporate value is closely linked to ensuring sustained value for our clients.

# Vision, Mission, Ambition and Values



## Our Service

To make every interaction count. Even the small ones. They are all relevant.



## Our Vision

To be a customer-centric multi-industry provider with a reputation of exceeding customer expectations.



## Our Mission

To be the top most customer choice to the markets we serve.



**MISSION**



**VISION**



**VALUES**

# OUR COMPANY VALUES

## ● Customer-Centric

We strive to put the customer/client we serve at the centre of everything we do so that we offer relevant and yet affordable services.

## ● Diversity

We accommodate diversity of our talent and work together as a team to achieve common goals.

## ● Shared Innovativeness

Every person on the team is required to proactively keep modifying existing and known ways of doing things to continuously become better.

## ● Resilient

Stick together in the inevitable hard times and solve challenges together with an entrepreneurial mindset.

## ● Collaborative

Support each other for one strong growth.

## ● Fun

Incorporate fun in our way of working

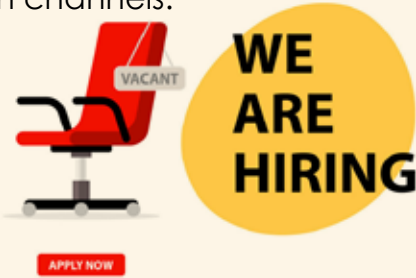




# OUR KEY SERVICES

## Job Advertisement

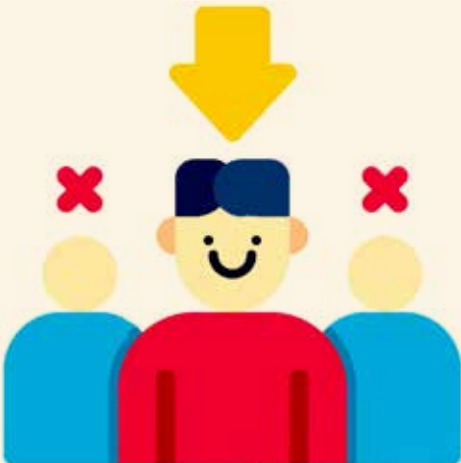
Human Resource personnel trust us to effectively put out open jobs for qualifying candidates to apply using our digital distribution channels.



## Head Hunting Support

Some jobs are so strategically important but not easy to find the perfect match for the right expertise.

Leverage our tools, networks and experience to find the best fit.



## HR SERVICES

### Shortlisting



Let us sieve out the top qualified candidates for you and save time looking at hundreds or thousands of applications.

### Salary Surveys



Salary surveys are used for the strategic decision of determining the pay level of the organization. This decision directly impacts the kind and quality of the organization's work force; most importantly its labor costs.



## Employee Outsourcing

We hire and look after your employees. We offer them a modern, professional and efficient service with a salary package agreed with your organisation and in respect with all the employer contributions obligations, we conduct performance review and appraisal, organize training and handle all contract issues with transparency and efficiency. Not only employee outsourcing reduces cost but it also allows you to focus on your core business goals while we take care of the team..



## Temporary Staffing

Due to unforeseen reasons (i.e: sick leave, maternity leave, employee quitting without notice or peaks in the workload) and the organization may need



temporary staff to reinforce its workforce.

In the shortest time possible we get you the best from our pool of experts, handle all the paper-work, manage their contracts, payroll and any other administrative obligations required.

Temporary Staffing is time and cost saving and reduces hiring risks for guaranteed result.

## HR Management System

We customize our HR Management System as per the clients' needs to send out encrypted pay slips to your employees, monitor their time sheets, their leaves, their individual development plans, etc. Having a system reduces time and effort it takes the HR department to complete tasks and frees up their time to more strategic functions.



## CVs on Request



Urgently looking for candidates with no time to advertise for weeks? This service is for You.

We select the best candidates from our database plus a collection of CVs from the services we have undertaken for similar roles to get you the best candidates.

## Full Recruitment

On your behalf, we handle the whole recruitment process from drafting the job description to running the background check of the selected candidates and notifying the non-selected ones.



Offer a guaranty for replacement should the selected candidate leave within 3 months.

## HR Advisory Services

We provide sound advice to HR management personnel and ensure the development of



### Human Resources

effective HR policies and processes, compliance with local labor law and deliver solutions that foster an organization's ability to attract, retain and motivate talent.



# LAFAB TEAM

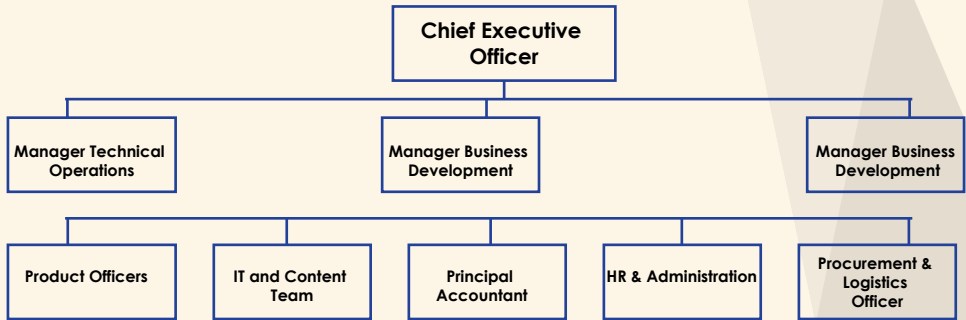


We recognize that our primary asset is people. To be successful, our company must be a rewarding place to work. We provide opportunity and encouragement to our staff and work as a team with our clients. We will at all times hire the best personnel to effectively deliver superior services.

Focus is made to not only their professional qualifications but their work ethics and the ability to fit within the desired organization's culture to reflect the appropriate image. Each member works tirelessly to serve our common purpose: to provide an exceptional and professional experience with honesty, integrity, quality, and open communication.

Our technical team is well cultured, and consists of highly skilled personnel, and innovative consultants trained to match the current industry trends, technology needs and experience.

# Organisation and Management



We have in place an electronic Quality Management System (QMS) Systems, which uses ISO 9001:2015 as a framework that allows our organisation to document and improve our practices in order to continuously better satisfy the needs and expectations of our customers, stakeholders and interested parties.

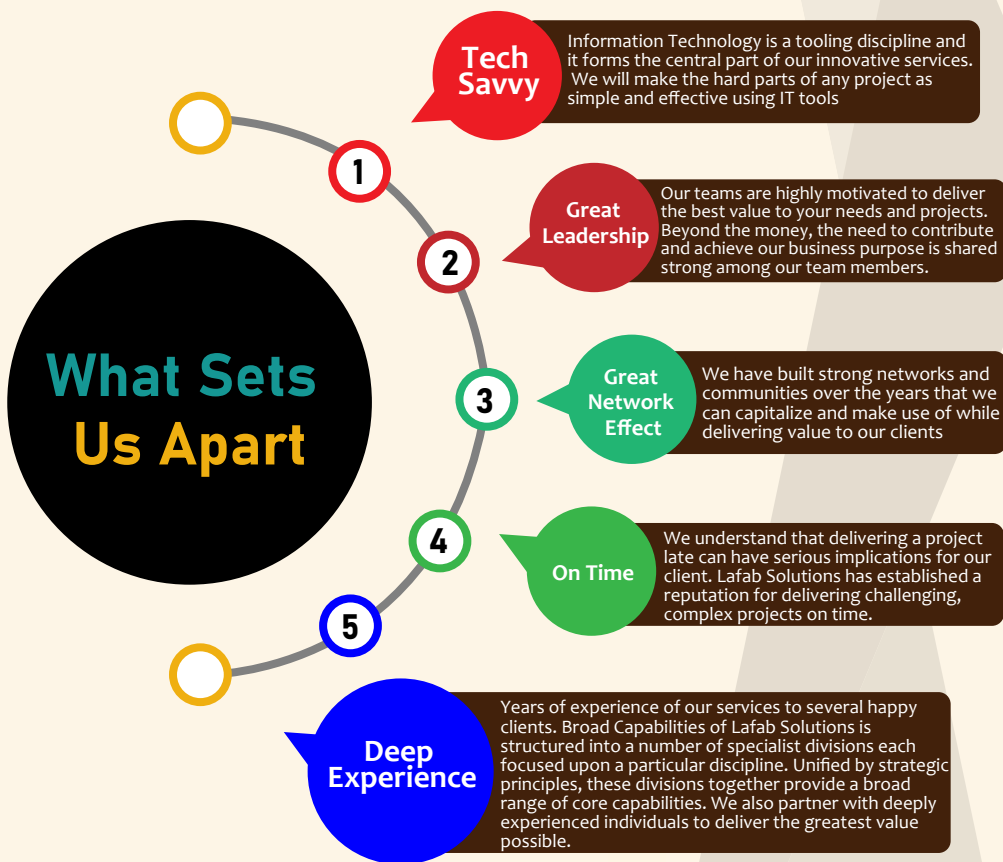
## ***The current main characteristics of our supervisory model is as follows:***

- A Board of Directors that defines general policy, strategy and monitors the company's operational management;
- A Managing Director who takes the primary responsibility for operational management, including, but not limited to, day-to-day management.
- Departmental managers who oversee supervision of different assignments in their respective business operations while forming a management committee.



# BUSINESS AND ANALYTICS

## INFOGRAPHIC TABLE





# JOB ADVERTISING CLIENTS:

| YEAR | COMPANIES SERVED   |
|------|--|
| 2017 | Awamo Uganda Ltd, Baylor College of Medicine Children's Foundation-Uganda, Eloi pharm (U) Ltd, ETIO Leather, Global Support Development Initiative (GDI-Uganda), GOODMAN INTERNATIONAL LTD, Human Resource Service Centre Uganda Limited, Initiative Inc., Living Goods, Marie Stopes, Miracle Reach Life Church- Nansana, M-Kopa Solar, Pearl Engineering Company Limited, Protecting Families against HIV/AIDS (PREFA), RENA Gardens,Royal Farms Ltd, Smile Foundation, Snave Agencies (U) Ltd, SolarNow Services (U) Ltd, Vidyabharti Trust, Zoe Recruitment  |
| 2018 | Access Global Ltd (AGL), ADU (U) Ltd, AfriChild Centre, Andela, Awamo Uganda Ltd, Baylor College of Medicine Children's Foundation-Uganda, BBBUSINESS, DASTEL LTD, Development Channel, ENGSQL Engineering Solutions, Essential Air Services Africa, Exceed Institute Of Occupational Safety and Health (EIOSH), Farm Source, Farm Source and Access Global Ltd, Farm Source Ltd, Finn Church Aid, Global Crowd Services/ Lionbridge, Health Partners, HRBP Solutions, Hyper Lounge, iPERFORMANCE, Johanniter — Unfall- Hilfe, Knob Agencies Limited, Living Water International (LWI), Mango Cottages and Gardens Kakiri, Marie Stopes, Middle East Consultants, M-KOPA Solar, Nakifuma Farming Company Ltd, New-Edge Group, Platinum Credit (U) Ltd, Relief International, RENA Gardens, Rukundo International, Sawa World, Short Listing, Smart IT Solutions, SolarNow Services (U) Ltd, STIR Education, Syco shopa Ltd, ganda Women Entrepreneurs Association Limited (UWEAL) World Class Technologies Ltd   |
| 2019 | Action Now, ADU Limited, Alliance For Community Development (AFCOD), Awamo Uganda Ltd, BBBUSINESS, BDO East Africa, Bicycles Against Poverty, Business Centre Limited (BCL), Canopy IT Solutions (U) Ltd, Career Options Africa Ltd, Central Academy, CIC Africa Life Assurance, Cycle Connect, DASTEL LTD, Data Capital, EarthEnable, Emmanuel Christian School, Engineering Solutions(U) Limited, Exceed Institute of Safety, Management and Technology, Farm Source Ltd (FSL), Finnish Refugee Council (FRC), GETPOINTS, Global Programs for Research and Training (GP), Global Programs Uganda, GOODMAN INTERNATIONAL LTD, Health Partners, Hunger Aid Africa, Hunger Free World Uganda, InspireAfrica Coffee, Johanniter — Unfall- Hilfe, Kenloyd Logistics, Kimaali Medical Chambers Ltd, Kray Microfinance, Living Water International (LWI), Marie Stopes Uganda, Modern Uganda, New-edge technologies and logistics, Numa Feeds Limited, One Acre Fund, Platinum Credit (U) Ltd, Post Bank, Raising The Village, Rakai Health Sciences Program, Relief International, Resonance, Revolution Capital Group Limited, Roofings Rolling Mill , Saffran Autos, Sawa World, Spanora Media, STiR education, Swift Investments LLC, TALLEN, Tayari Africa Ltd, Techno Brain, The Leadership Team (U) Ltd, Tindwa Medical and Health Services (TMHS), TOPIK SCHOOL CHALK, Trailblazers Mentoring Foundation (TMF), Tusubira Women's Development Agency (TWDA) Twin, Welthungerhilfe (WHH) Uganda National Renewable Energy and Energy Efficiency Alliance (UNREEEA), Uganda Solar Energy Association, Wondermeal Grain Millers Limited Uganda Women Entrepreneurs Association Limited (UWEAL), Walimu, Weza Distributors, Wildlife Conservation Society (WCS), |

| YEAR | COMPANIES SERVED  |
|------|---|
| 2020 | <p>Platinum Credit (U) Ltd, Johanniter-Unfall-Hilfe e.V., New-edge technologies and logistics, His Kingdom Broadcasting Services Ltd, Finnish Refugee Council (FRC), DASTEL LTD, RCS Consult, Swiss Relief Aid, Awamo Uganda Ltd, ICEA Life Assurance Co. Ltd, Roofings Limited, BPOSeats.com, Standard Signs Contractors Ltd, CourieMate, Performance Furnishings, Serenity Group, "Uganda Solar Energy Association, Shortlist Professionals, "Trailblazers Mentoring Foundation, Marie Stopes, The Water Trust, TPO Uganda, Kray Microfinance, Raising The Village, EarthEnable Uganda LTD, Muslim Center, The Leadership Team, Johanniter – Unfall- Hilfe e.V, One Acre Fund, Asili Farms Masindi Ltd, Daks Toyota, Bayimba Foundation, Feed Aid International, Finnish Refugee Council, CFO for an international organization, Smart Care, World Class Technologies Ltd , Johanniter Unfall Hilfe, Mango Cottages &amp; Gardens Kakiri , Grobrand Ltd, CFO Africa, "Nakifuma Farming Company Ltd, Numa Feeds, Spanora Media, CES Solutions Ltd, Top Finance Bank, The Leadership Team Uganda, Health Partners, Cycle Connect , Johanniter-Unfall-Hilfe, Save the Waters, Kempton Junior School, RTI International, Team and Team International, Women Entrepreneurs Association (UWEAL) , Hunger Free World Uganda, Smartwatch Solutions LTD , Shared Action Africa, Baylor College of Medicine Children's Foundation-Uganda, BBBBUSINESS, The Johanniter, Jubilee Life Insurance Company of Uganda Limited, Agilis Partners, Roofings Rolling Mills, Bugolobi Condominium, MO FREIGHT COMPANY LTD, Marie Stopes Uganda, Justice Defenders, "Nakifuma Farming Company Ltd, New-Edge Technologies &amp; Logistics, Roofings Rolling Mill, SON Fish Farm Ltd , Business Centre Limited (BCL) , "International Entertainment Company, Earth Savers Movement Uganda Chapter, MØ Freight Company Ltd, Finnish Refugee Council (FRC) ,Dreamland Manpower Limited, Global Programs for Research and Training, Club Tangaza, DAKS Couriers Limited, East African Medical Vitals Limited, International Music, Fairway Hotel Ltd, Asili Farms Ltd, Promotion and Entertainment Company , ICEA Life Assurance Company , Uzima Chicken Uganda, New-Edge Technologies, Agilis-Partner, New Vision Engineering, Johanniter Unfall Hilfe   Johanniter International Assistance, Tulima Solar (U) Company Limited.</p> |
| 2021 | <p>ICEA Life Assurance Co. Ltd, Platinum Credit (U) Ltd, Reeds Africa Consult, Marie Stopes Uganda, OYA Microcredit Company Limited, ABC Group, Roofings Rolling Mills, Asili Farms, KfW, Turaco, Chrif Group (CFG) Company, Fracht Uganda SMC Ltd, Foam Consultants Limited, The Chrif Group (CFG) Company, NUMA Feeds Ltd, Roofings Limited, Spanora Media Limited, Global Programs for Research and Training, Tulima Solar (UG) Company Limited , International Music, Promotion and Entertainment Company , SON Fish Farm Ltd , Health Partners, Johanniter Unfall Hilfe, Raising The Village, Stromme Foundation, Global Programs for Research &amp; Training, Ltd, Spanora Media, Netran Enterprises, Kempton Junior School, Cycle Connect, KK Security, Finnish Refugee Council (FRC), Marie Stopes, Chrif Group (CFG), Numa Feeds, Sawa World, ICEA Life Assurance Company Ltd, USEA, Raising The Village (RTV) , Finnish Refugee Council, KTNK Solutions Limited, Buildnet Construction Materials And Hardware Ltd, Chrif Group, Amex Petrol, Serenity Group Ltd, TPO Uganda, Khasakh Cooperative Society Limited, BF Suma, Johanniter Unfall Hilfe , Strømme Foundation, "Greater Virunga Transboundary Collaboration, Right To Play, Food Hunger, Emmanuel Christian School, Caritas Switzerland (CACH), Business Centre Limited, "Participatory Ecological Land Use Management (PELUM) - Uganda, International NGO, Aridland Development Programme, Smartwatch Solutions LTD , Bringing Being into Business (BBB) , Sunmaker Energy Uganda Limited, Raising The Village , Jireh Associates, Premier Credit Ltd, Asili Farms Masindi Ltd, ICEA Group,</p>  |



| YEAR | COMPANIES SERVED  |
|------|---|
| 2022 | East African Ministries (EAM 4africa), Health Partners Uganda, Top Finance Bank, International Joint Information Technology and Research Center (IJITRC) , Flexi Personel, Grobrand Ltd, Asili Farms Masindi Ltd , Women's Foundation of Africa, Roofings Ltd , CIC Africa Life Assurance (U) LTD, Vamb Garage, Global Programs for Research & Training, Tulino Enterprises Uganda Limited, Exim Bank Uganda , Johanniter-Unfall-Hilfe e.V. / Johanniter International Assistance, Link partners international, NUMIDA, Smart Applications International Uganda Limited, CIC Africa Life Assurance Ltd, Roofings Ltd, Johanniter-Unfall-Hilfe, The Leadership Team (U) Ltd. |

## SOME CONTRACTS

| NAME OF CLIENT            | CONTRACT NAME                      | YEAR         |
|---------------------------|------------------------------------|--------------|
| SolarNow Services Limited | Announcement of SolarNow Vacancies | June 2017    |
| Awamo Limited             | Headhunting Backend Developer      | January 2019 |
| Awamo Limited             | Headhunting Backend Developer      | June 2019    |
| Awamo Limited             | Headhunting Backend Analyst        | June 2019    |
| Awamo Limited             | Headhunting Backend Developer      | October 2019 |
| Awamo Limited             | HR & Training Manager              | July 2019    |
| Marie Stopes Uganda       | Announcement of MSUG Vacancies     | August 2021  |

|                         |  |                |
|-------------------------|--|----------------|
| Platinum Credit (U) Ltd | Supply of Services and announcement of platinum credit vacancies   | November 2022  |
| Marie Stopes Uganda     | Salary Survey 2022   | July 2022      |
| TulimaSolar             | Announcement of Tulimasolar Vacancies                              | September 2020 |
| Awamo Limited           | Headhunting senior backend Developer                               | August 2020    |
| Awamo Limited           | Headhunting Accountant   | November 2019  |
| Awamo Limited           | Framework Contract for Head Huntinh / Recruiting for all Open Jobs | December 2022  |

Great Uganda Jobs  
Great Kenya Jobs  
Great Tanzania Jobs  
Great Rwanda Jobs  
Great Zambia Jobs

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Website: [www.lafabsolution.com](http://www.lafabsolution.com)

The logo features a stylized blue arch with an orange circle at its peak, positioned above the word "LAFAB" in large, bold, blue capital letters. Below "LAFAB", the word "solutions" is written in a smaller, orange, lowercase sans-serif font. The background includes a faint, light-colored circular graphic and a large blue triangle in the top right corner.

# LAFAB

solutions



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