

HRM Plus

COMPANY PROFILE · 2026

Experienced workers, already proven abroad.

We recruit skilled and semi-skilled workers who already work in the Gulf, Singapore and Malaysia, and bring them to employers and staffing partners in Poland and Central Europe. Selection, trade tests, documents, visas and travel, from A to Z.

10+ years
combined team experience in Gulf and European recruitment

2 offices
Vilnius (HQ) and Dubai (sourcing and trade testing)

€0
recruitment fees for candidates. The employer pays, by milestone

ABOUT HRM PLUS

A European recruitment company with roots in the Gulf labour market

HRM Plus is the recruitment brand of UAB Four Nexus, registered in Vilnius, Lithuania, with a sourcing and testing office in Dubai, UAE.

We recruit experienced workers who already live and work abroad, across the Gulf countries, Singapore and Malaysia, and place them with employers in Central and Eastern Europe. Our team brings more than ten years of combined experience in recruiting and managing workers in the Gulf and placing them with European employers.

We take responsibility for the full process: sourcing, screening, practical trade tests, candidate documents, visa preparation, travel and the first months after arrival. Our clients and partners deal with one team and one point of contact.

Why workers who are already abroad

1. **They have made the move before.** They already left home for work, lived in shared accommodation and adapted to a new country. Fewer surprises, fewer early drop-outs.
2. **They know large, regulated sites.** Gulf and Singapore projects run on strict safety rules, shift work and multinational teams.
3. **Their experience can be checked.** Contracts, visas and references from employers abroad make work history verifiable.

KEY FACTS

LEGAL ENTITY
UAB Four Nexus (brand: HRM Plus)

HEADQUARTERS
Žirmūnų g. 57-50, LT-09110 Vilnius, Lithuania

OFFICES
Vilnius: contracts, compliance, EU clients
Dubai: sourcing, trade tests, interviews, visa documents

CANDIDATES WORK TODAY IN
UAE, Singapore, Saudi Arabia, Qatar, Kuwait, Oman, Bahrain, Malaysia, Maldives

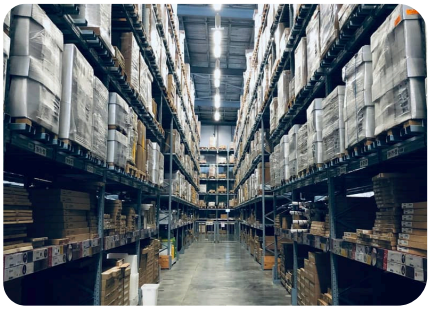
NATIONALITIES
Bangladesh, Nepal, India, Sri Lanka, Pakistan, Philippines, Indonesia, Vietnam

SECTORS
Warehouse, logistics and production · Construction · Technical trades · Drivers

MARKETS
Poland, Lithuania, Croatia, Romania, Czechia, Slovakia







WHO WE SUPPLY

Experienced workers for the roles Europe struggles to fill

Mainly Bangladeshi workers, across the Gulf and Singapore

Most of our candidates are Bangladeshi workers employed today on large projects and in logistics operations across the Gulf, in Singapore and Malaysia, typically with several years abroad. We also recruit Nepali, Indian, Pakistani, Sri Lankan, Filipino and other workers.

- UAE
- Singapore
- Saudi Arabia
- Qatar
- Kuwait
- Oman
- Bahrain
- Malaysia
- Maldives



Warehouse, logistics and production

- Warehouse operatives, pickers and packers
- Forklift and reach-truck operators
- Production and packing line workers
- Loaders and logistics helpers



Construction

- Steel fixers and shuttering carpenters
- Masons, tilers and plasterers
- Scaffolders
- General construction workers



Technical trades

- Welders (MIG/MAG, TIG), EN ISO 9606 on request
- Pipe fitters and plumbers
- Electricians
- Mechanics and maintenance technicians



Drivers

- C and CE truck drivers
- D category (bus) drivers
- Honest licence exchange and Code 95 plan
- Heavy equipment operators

Every candidate is screened for work history, documents and references, and most complete a practical trade test recorded on video before you see the profile.

PROCESS

From requirement to first working day

A clear process with fixed checkpoints. You approve every candidate before any documents are filed.

1 **Requirement and job profile** — Days 1–3

Role, skills, headcount, wages, accommodation and start date agreed in writing, so candidates get an honest job description.

2 **Sourcing and screening** — 1–2 weeks

Search in our pool abroad, CV and passport check, work history and reference check with previous employers.

3 **Trade test and interview** — 1–2 weeks

Practical test recorded on video and an interview. You receive a shortlist and choose the candidates.

4 **Documents and permits** — 1–3 months

We prepare and check all candidate documents for the work permit or declaration in the destination country.

5 **Visa and pre-departure** — 2–6 weeks

Visa appointment and file, applied from the worker's country of residence where possible. Pre-departure briefing on safety, rights and daily life.

6 **Travel, arrival and aftercare** — Ongoing

Flight and arrival coordination, check-ins in weeks 1, 4 and 12, and a 3-month replacement guarantee.

Typical time from requirement to first working day **3–5 months**

- **Zero fees for candidates.** Workers never pay us for a job. The employer pays (employer-pays principle).
- **Payment by milestone.** No large upfront payment: invoiced at selection, visa and start.
- **Written, understandable terms.** Job offer and conditions explained to the worker before departure.
- **Document checks.** Passports, certificates and history verified to keep visa refusals rare.

PARTNERSHIP

How we work with staffing and outsourcing agencies

We act as your sourcing partner for workers from Asia. You stay the employer and the face to your clients. We deliver selected, documented and prepared candidates.

HRM Plus	Partner agency
Sourcing across the Gulf countries, Singapore, Malaysia and the Maldives, and in home countries	**Requirements:** roles, volumes, wages and client sites
Screening, reference checks, trade tests and video interviews	**Final approval** of candidates, with your client
Candidate documents: passport, certificates, translations, police clearance	**Work permit or declaration** filed in Poland as agency employer
Visa preparation and pre-departure briefing	**Contract, payroll,** accommodation and transport
Travel coordination, arrival support and early check-ins	**Day-to-day supervision** at the client site
Replacement within the guarantee period	**Feedback** to improve each new group

New sources

A steady pipeline beyond traditional source countries, with workers who are already used to working abroad.

Lower drop-out

Experienced workers who know what migration for work means, tested before they travel.

One point of contact

A single team from sourcing to arrival, with regular updates at every step of the process.

Let's meet

We would be glad to discuss how we can work together, online or in person at your office.

info@hrmplus.eu
+370 626 32643 · phone and WhatsApp

HRM Plus

Let's talk about your next group of workers.

Tell us the role, the number of workers and when you need them. We reply within one business day with a plan, a timeline and candidate profiles.

EMAIL

info@hrmplus.eu

For partnerships and employer requests

PHONE AND WHATSAPP

+370 626 32643

English · Monday to Friday

Vilnius, Lithuania · HQ

Žirmūnų g. 57-50, LT-09110 Vilnius

Contracts, compliance and EU clients

Dubai, UAE

Sourcing, trade testing, interviews and visa documents

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Registered in Vilnius, Lithuania

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