

**E<SPATS**  
AI Infrastructure. Human Impact.

# Who

# We

# Are?



**Ekspats is not a recruitment agency.  
It is a curated talent ecosystem supported by AI-powered matching infrastructure.**

**Spark is the matching layer.  
The ecosystem is the foundation.**



# What We Are Not

We are not:

- A job board
- A CV marketplace
- A recruitment agency
- An ATS software



We operate as a talent ecosystem and matching infrastructure.

# Our Approach

To make recruitment more accurate, sustainable, and risk-free through intelligent matching and a curated talent ecosystem.

We focus on:

- Reducing unnecessary CV traffic
- Increasing match accuracy
- Supporting long-term hiring success

# But, Why We Exist?

**Recruitment is overloaded with uncontrolled applications.  
More CVs do not mean better hires.**



**Ekspats eliminates noise through a managed talent ecosystem.**

**Spark prioritizes.  
HR decides.**

# How We Prioritize Talent



Spark is an AI-supported matching engine working exclusively within the Ekspats ecosystem.

It prioritizes candidates based on:

- Education background
- Technical capability
- Experience level

The platform integrates effortlessly into existing recruitment workflows, helping recruiters and HR teams achieve better results with less effort.

# Transparent & Data-driven Process

We blend human expertise with AI technology for a transparent, data-driven, and efficient recruitment process.

Our goal is to provide tailored solutions to meet your needs.

# How it works?

Spark keeps everything simple, transparent, and at your fingertips.



- Spark works exclusively within the Ekspats talent ecosystem.
- No open CV database.
- No uncontrolled traffic.
- Only pre-known, pre-evaluated candidates.

# The Process

## 1st step

Company adds position

## 2nd step

Spark generates prioritized matches

## 3rd step

HR reviews selected candidates

## 4th step

Contract signed after decision



“ We do not replace recruiters,  
we make them  
exponentially more  
efficient.

”

You have added a new employee to your team...

Is it clear who will manage all payroll and legal obligations?

*Solved* with Randstad

EXSPATS  
X

randstad

# From Matching to Global Employment

Through our strategic collaboration with Randstad:

- Global payroll management
- Cross-border legal compliance
- Reduced operational risk
- Scalable international hiring

**Ekspats does not only match talent.  
It enables international workforce expansion.**

Ready to find the right talent?

# Our Value Proposition

- Managed and continuously growing talent ecosystem
- No uncontrolled CV traffic
- AI-supported match prioritization
- Risk-free engagement model
- Global payroll flexibility through strategic partnerships

# Our Talent Network

- European university graduates
- English-proficient professionals
- Ongoing monthly candidate inflow
- Strategic university & engineering partnerships

[Click here to explore our talent network in depth](#)



# Skills Over Background

We believe that everyone deserves a fair chance to succeed, no matter their background, gender, or location.

That's why Spark's AI-driven matching system focuses solely on skills and potential, removing biases from the recruitment process.

At Ekspats, we're not just connecting talent with opportunity, we're building a more inclusive and equitable future for all.

# No Bias.

# Confidence in Our Process

# No Cure, No Pay



We charge no cost to the company unless we successfully place the candidate. This eliminates financial risk and underscores our commitment to quality.



# Why Companies Choose Ekspats



- Reduced screening time
- Higher match accuracy
- No upfront cost
- International scalability

More Precision.  
Less Noise.  
Sustainable Hiring.

E<SPATS