

E<SPATS
AI Infrastructure. Human Impact.

Who



We



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

Are?

**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

E<SPATS

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.

EKSPATS x  **randstad**

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](#)

 EnglishTunes

 Global Education Center

 randstad



 ULUSLARARASI
FINAL ÜNİVERSİTESİ

 worldpeople
SOLUTIONS PRIVATE LIMITED

 ASTROPEL

 IEEE
Türkiye Section

 pythianGo

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

risk-free
recruitment

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