

E<SPATS
AI Infrastructure. Human Impact.

Who We Are?



Ekspats is an AI-driven technology company building advanced recruitment solutions.

We are not a recruitment agency. We are an infrastructure partner for recruiters and hiring organizations.

Our proprietary software, Spark, empowers HR teams, recruiters, and organizations with unmatched AI matching capabilities.

Our Mission

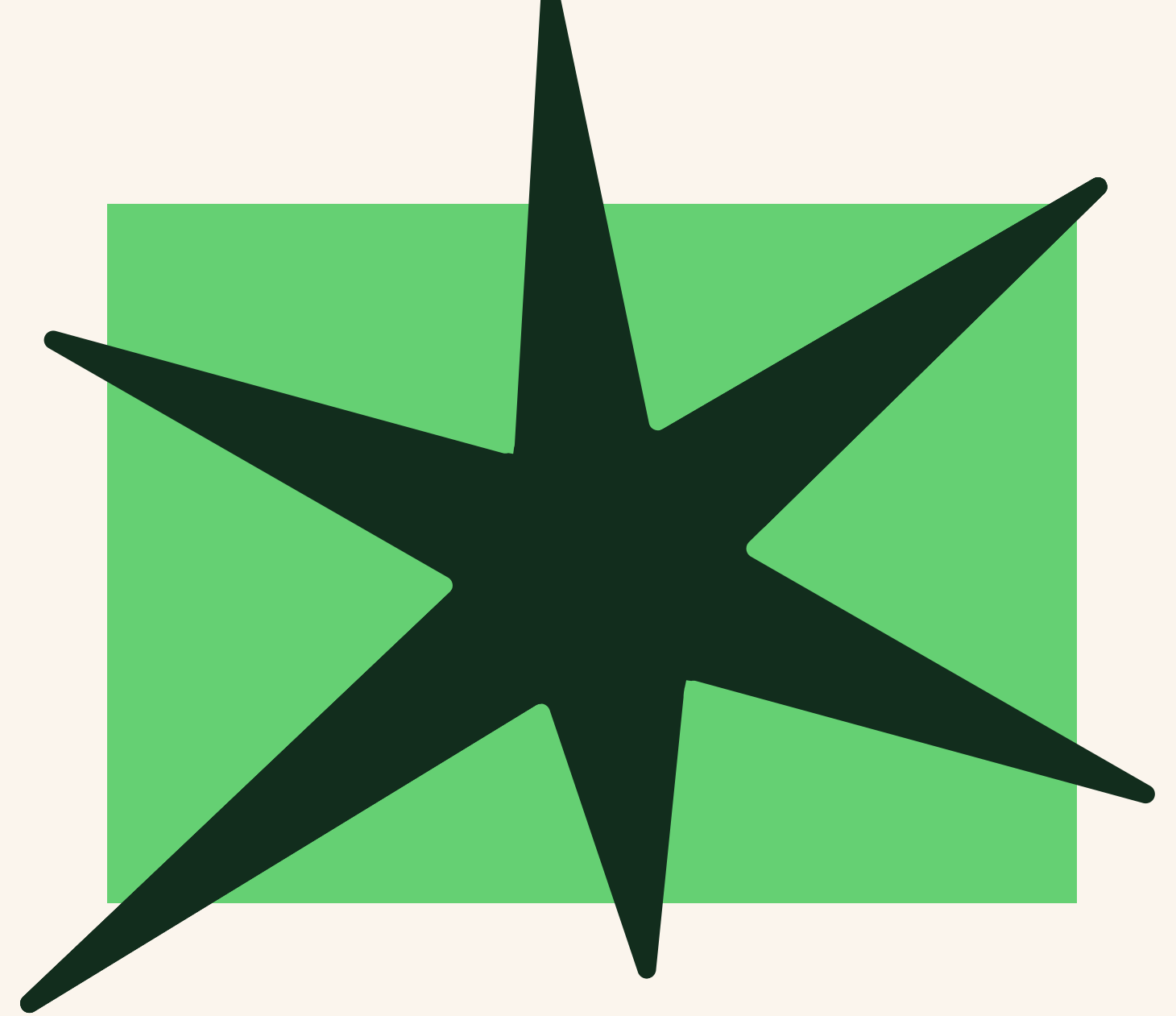
"To make recruitment faster, smarter, and more inclusive through cutting-edge AI technologies."



- Simplify recruitment workflows
- Enhance the capabilities of recruiters
- Deliver precise, data-driven candidate matching
- Make high-quality recruitment **accessible to everyone & risk-free.**

But, Why We Exist?

Problem: Recruitment is still inefficient, slow, and heavily manual.



We offer the missing AI layer that existing ATS or HR tools lack.

Spark is a modular flexible tool and can be used by:

- In-house HR teams
- Freelance recruiters
- Recruitment agencies
- Employer branding & talent acquisition teams.



Solution: AI-powered tools that integrate seamlessly into existing HR processes.

Key Features >>

The AI Infrastructure Behind Every Match



Spark is an AI-powered matching engine that continuously learns from real-time European job market data. It uses proprietary data pipelines and advanced machine learning models to deliver fast, accurate candidate-to-job matches.

Beyond matching, Spark provides actionable talent intelligence and market insights to support smarter hiring decisions.

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 platform is accessed. No upfront cost.
- Job positions are submitted.
- Spark AI models scan 6M+ candidate profiles across trusted data sources.
- Matched candidates are presented in an elegant, actionable interface.
- Recruiters & HR teams proceed to engage & hire.
- Only pay when a hire is made.

The Process



1st step

Access the Spark for Free

Experience the Spark Recruitment System without any financial commitment.

This trial allows potential users to explore the system's features and capabilities, ensuring it meets their recruitment needs before making a contractual obligation.

2nd step

Submit Your Job Openings



Experience the Spark Recruitment System without any financial commitment.

This trial allows potential users to explore the system's features and capabilities, ensuring it meets their recruitment needs before making a contractual obligation.

3rd step

Match with the Top Talents



Once positions are entered, the Spark system utilizes advanced algorithms to identify and present candidates that best match the job requirements, streamlining the recruitment process.

The Process



4th step

Sign the Agreement to **View Contact Information**



After reviewing candidates and ensuring satisfaction with the matching process, users can sign a contract to initiate online interviews, facilitating a smooth transition to the hiring stage.

5th step

Unlock Candidate Profiles **Upon Signing**



Post-signing, users gain access to comprehensive candidate profiles, including contact information, allowing for effective communication and assessment.

"

We do not replace recruiters,

**we make them exponentially
more efficient.**

"

Hiring Infrastructure?

Solved

E&SPATS x  randstad

From Matching to Managing

Why It Matters

We combine Spark's AI-powered matching with Randstad's global HR infrastructure, offering:

- Faster onboarding
- Zero legal risk
- Fully managed employment solutions

E<SPATS x  randstad

Ready to find the right talent?

Our Unique Value Proposition



First of its kind

European recruitment AI engine.

Seamless

No disruption to existing HR workflows.

Flexible

Works for any scale. Startups to large enterprises.

Proven

Backed by real market traction and enterprise partnerships.

Our Talent Network

- Top universities across Europe
- International communities & expat networks
- Trusted recruiter partnerships

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

Only Skills & Opportunities

No Bias.



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.

Confidence in Our Process

No Cure, No Pay

risk-free
recruitment



Ensuring no cost to the company unless we successfully place a candidate.

This eliminates financial risk and highlights our commitment to quality.

Partner Institutions



The Future

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- Continuous development of Spark, adding new intelligence layers.
 - Expansion into new verticals and European markets.
 - Building the largest AI-enhanced talent ecosystem in Europe.

Let's Build
Opportunities
Together.

E<SPATS