



Who



We

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.

Are?

Our Mission

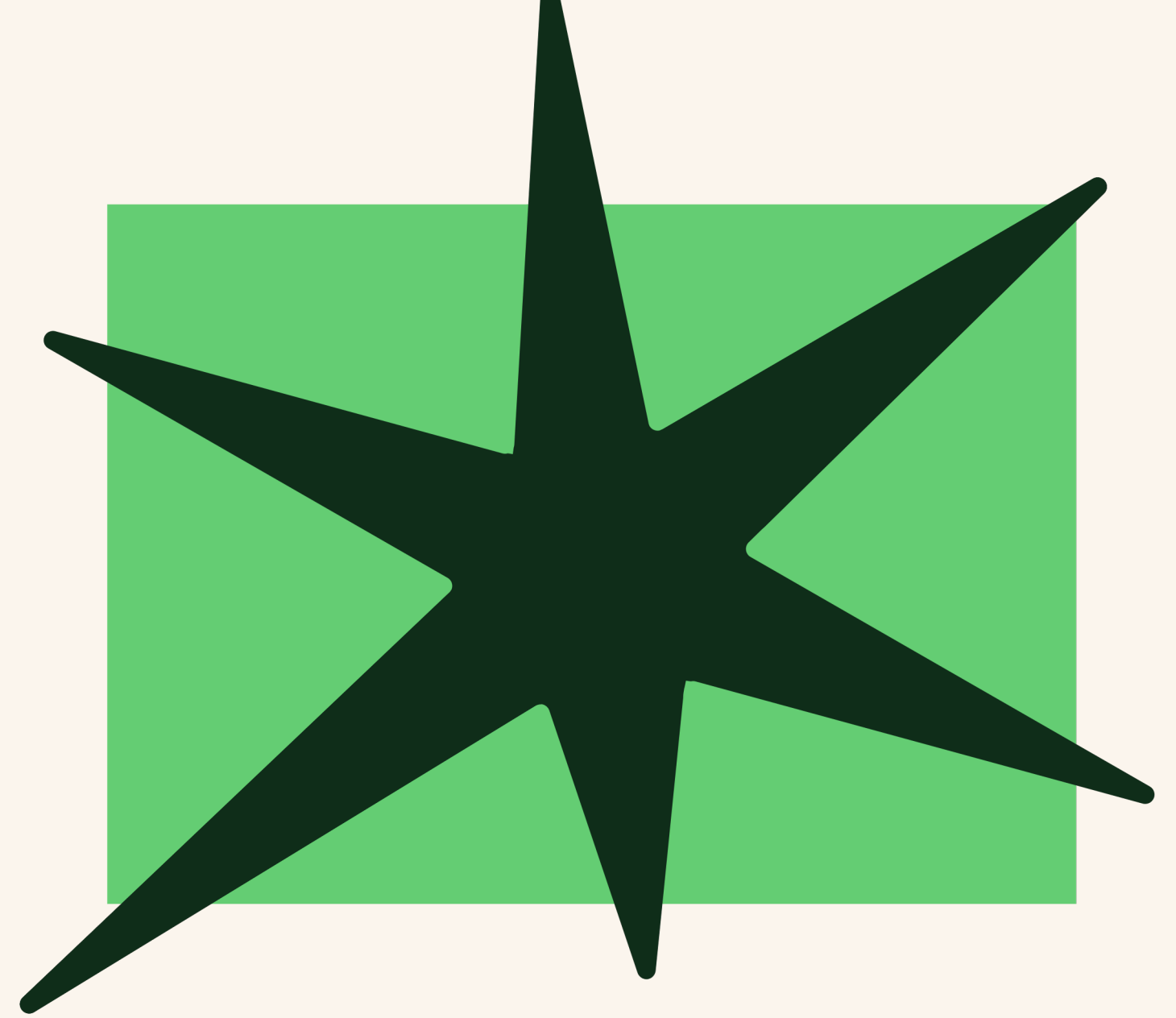
"To make recruitment faster, smarter, and more inclusive through cutting-edge AI technologies."

**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.

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



✚
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.

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



Companies easily add their job postings to our system by listing their open positions on Spark. Spark's AI-powered matching algorithm automatically analyzes these job postings and matches them only with candidates who possess the necessary competencies. This way, both time is saved and connections with more accurate candidates are quickly established.

3rd step

Match with the Top Talents



When positions are entered into the system, Spark uses advanced algorithms to identify and present the candidates best suited for the job requirements. This significantly streamlines and accelerates the recruitment process.

The Process



4th step

Sign the Agreement to View Contact Information



After candidates are reviewed and satisfaction with the matching process is achieved, users can sign a contract and initiate the online interview process. This step ensures a seamless transition to the hiring phase.

5th step

Unlock Candidate Profiles Upon Signing



Following the contract, users gain access to comprehensive candidate profiles, including contact information. This allows for an effective communication and evaluation process.

**" 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 Managing

As Expats, we are conducting a strategic collaboration with Randstad to reduce companies' operational burden in international recruitment processes. Thanks to this partnership, all processes, such as payroll management, contract preparation, legal compliance, and reporting, are managed according to global standards, comprehensively and without errors.

Why It Matters

By combining Spark's AI-powered matching feature with Randstad's global HR infrastructure, we offer:

- Faster hiring
- 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 AI-based recruitment engine in Europe.
- Seamless No disruption to existing HR workflows.
- Flexible Works at every scale. From startups to large enterprises.
- Proven Backed by genuine market traction and corporate 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

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.

Partner Institutions





Future



- Continuous development of Spark, adding new layers of intelligence.
- Expansion into new vertical markets and European markets.
- Creation of Europe's largest AI-powered talent ecosystem.

Let's Build
Opportunities
Together.

E<SPATS