



**E<SPATS**

**More Precision.Less Noise.Sustainable Hiring.**

# Who



# We



**Ekspats is not a recruitment platform.**

**It is a managed and continuously growing talent ecosystem connecting internationally educated professionals with companies across Europe.**

**Spark is the matching layer within this ecosystem.**

**We do not generate open application traffic.  
We prioritize match precision.**

# Are?



# Background of Ekspats



EnglishTunes is an education consultancy company that specializes in guiding students through the process of pursuing Bachelor's and Master's degrees in Europe.



The Global Education Center focuses on managing Erasmus+ projects with various partners throughout Europe.

This educational foundation allows Ekspats to build and manage a qualified talent ecosystem rather than operate as a traditional recruitment agency.



# Amsterdam

**Ekspats is strategically located in Amsterdam, a hub of talent and innovation, allowing us to tap into a allowing us to build and manage a qualified talent ecosystem and foster strong connections with local universities and organizations.**

**This led us to build a managed talent ecosystem supported by AI-powered match prioritization, university partnerships, and a no-cure-no-pay model.**



# Key Features



# Meet SPARK



At the heart of Ekspats is Spark, the AI-supported matching layer operating within our talent ecosystem.

Spark analyzes skills, experience, and role requirements to prioritize high-fit candidates.

It does not replace human decision-making.





# A Controlled Matching Structure

Spark operates within the Ekspats talent ecosystem.

There is no open application flow.  
There is no uncontrolled CV traffic.

Spark prioritizes high-fit candidates.  
Recruiters and HR teams make the final decisions.

Human judgment remains central.



Access to  
**SPARK**

Choose  
Your Role



for  
Job Seekers

for  
Employers

for  
Recruiter

for  
Organization



# Managed Talent Ecosystem



## EnglishTunes

Students educated in Europe who are already familiar with the lifestyle here in Europe.



## University Collaborations

Partnerships with 15+ universities, including Nyenrode Business University.



## Recruitment Organisations

Collaborations with agencies like World People Solutions in India and Türkiye's official career center.

These collaborations strengthen the ecosystem rather than operate as open sourcing channels.



# Business Partner Network

Local Presence, Global Reach

Our partners in the Netherlands, Germany, Belgium, and France help us maintain local relevance while expanding globally.



Our partner network strengthens local relevance while Spark ensures match precision within our ecosystem.

# Expanded Network

# Randstad Partnership



Through our partnership with Randstad, we integrate high-potential candidates into the network and large-scale recruitment processes of a global leader.

## Expanded Talent Access

Access the Ekspats ecosystem and Randstad's global employment capabilities within one integrated hiring model.

## Scale and Trust

Meet your faster, larger-scale recruitment needs with the assurance of a global leader.

## Proven Success

Increase your success rate with candidate matching based on an unbiased, data-driven process focused on skills and potential.





# ∨ No Cure, No Pay

confidence in our process

Ensuring no cost to the company unless we successfully place a candidate.  
This eliminates financial risk and highlights our commitment to quality.

**risk-free  
recruitment**



# Transparent & Data-driven Process

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

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



# Partner Institutions



These partnerships strengthen our ecosystem rather than operate as open sourcing channels.



# 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.

Spark evaluates competence and potential, not gender, location, or background.

Human decision-making remains central.



Let's Build  
Opportunities  
Together.

**E<SPATS**