



powered by

E^KSPATS



Meet **SPARK**



**Spark is the AI-supported matching layer
within the Ekspats talent ecosystem.**

**It is not a job board.
It is not a CV marketplace.**

Spark does not generate open application traffic.





The Ecosystem Behind Spark

Ekspats is a managed and continuously growing talent ecosystem.

Spark works exclusively within this ecosystem.

No open CV database.

No uncontrolled candidate traffic.

HR always makes the final decision.





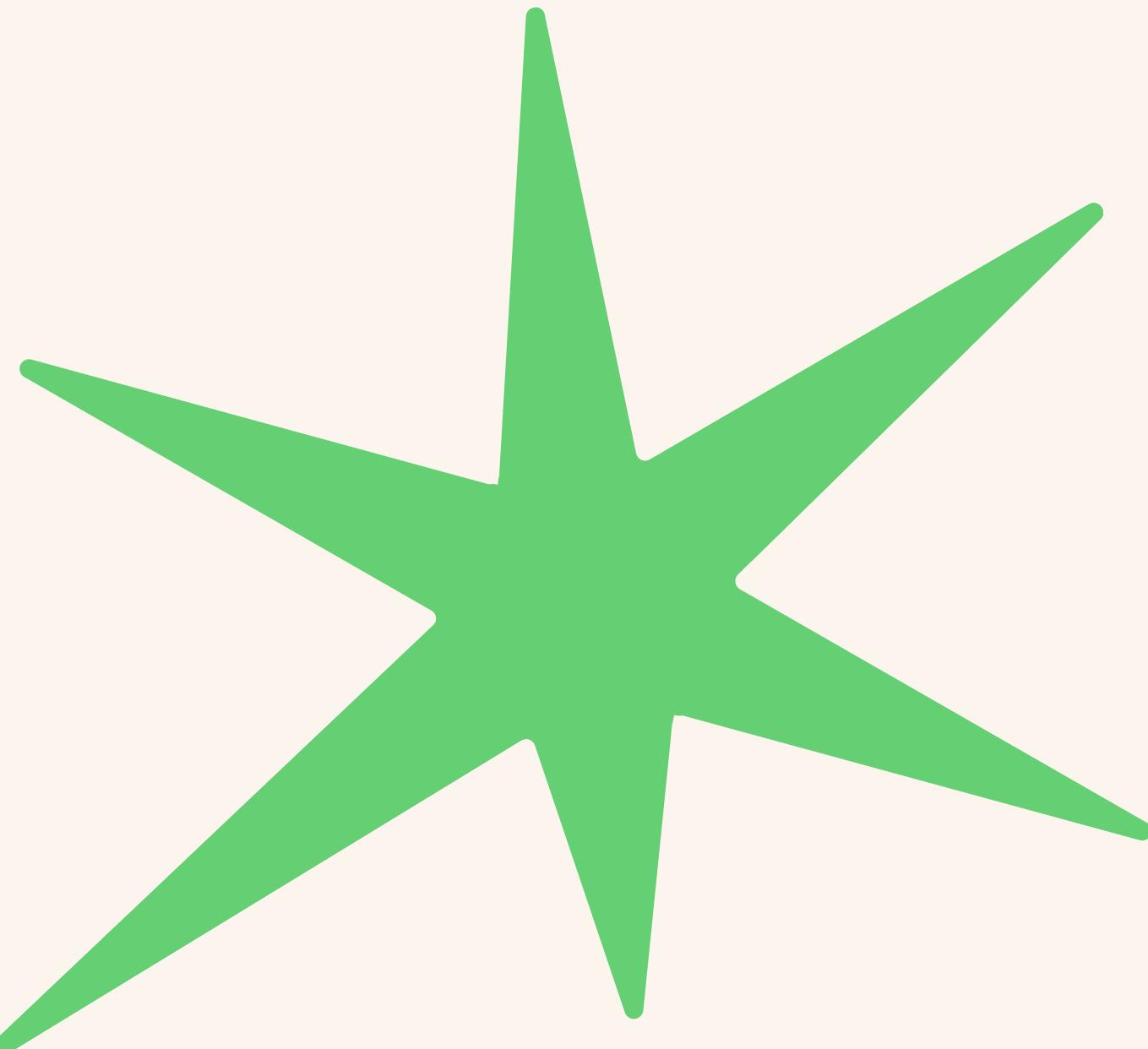
Who Is in the Ecosystem?

The Ekspats talent ecosystem includes:

- European university graduates
- English-proficient professionals
- Technical and professional roles
- Junior to senior level profiles
- Internationally adaptable professionals

With a continuously growing monthly candidate inflow.





Why It's Different

Traditional platforms collect applications.
Spark prioritizes matches.

Instead of reviewing hundreds of CVs,
companies receive pre-qualified, high-fit
candidates.

More applications do not improve hiring.
Match precision does.



How It Works



No subscription. No upfront cost. No cure, no pay.



The Role of Recruiters

**Recruiters remain essential decision-makers.
Spark does not replace recruiters.**

It increases match precision and reduces screening noise.

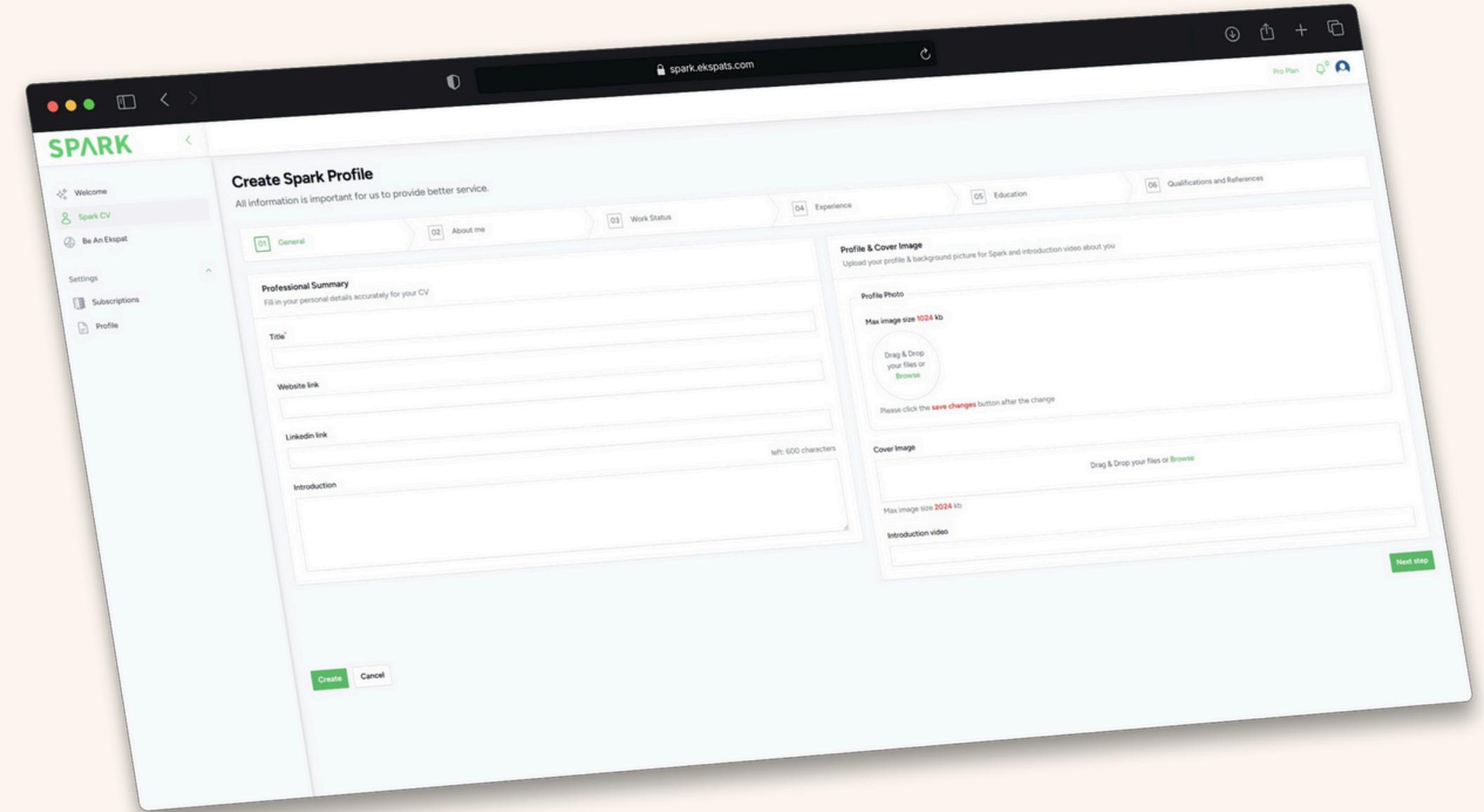
Human judgment remains central.



Skills First. No Bias.

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

Only skills.
Only relevance.





Eliminating Recruitment Noise



- No open applications
- No irrelevant CV flow
- No platform clutter

A controlled, filtered, and managed matching process.

From Matching to Global Employment

Through our strategic collaboration with Randstad:

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

Spark does not only match talent.
It enables scalable international workforce expansion.

E_{SP}ATS
&
 **randstad**



Sustainable Hiring

More Precision.
Less Noise.
Long-Term Alignment.

SPARK

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