



# Comprehensive Human Resources



### OUR VALUES

Proximity - Quality - Innovation - Professional ethics  
Multidisciplinary approach and expertise - We provide added value



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## 360 Solutions

At present, issues that companies have are complex, interconnected and global. Therefore, they need co-ordinated services which, with a 360 degree vision, offer solutions with tangible added value.

Auren has always been committed to a multidisciplinary approach, and is therefore one of the few firms on the market capable of offering a 360 solutions.

The partners that Auren chooses for co-ordinating these services have the holistic vision needed in order to keep a line of permanent direct dialogue open with each client, and to propose case-by-case solutions through the most suitable teams of professionals.





Multidisciplinary services from professionals specializing in different aspects of managing human resources in order to provide support on different services companies need related with their people: from recruitment, valuation, development, promotion, remuneration, preparation of payrolls, legal contracts, expatriates management, etc. In brief, Auren can act as your external Human Resources department.

The 360 solutions of Auren is managed through a main interlocutor between Auren and the various participating professionals, to ensure maximum alignment with the interests of the company, managing its Human Resources.

### **Professionals involved**

- Legal advisors
- Tax advisors
- Labour advisors
- Human Resource Management consultants
- Business process consultants
- Financial-economic advisors

### **Comprehensive Human Resources Service**

People is key on the performance of a company. Usually, different skills are needed to comply with all the activities needed to attend management of people. Psychologists for selecting the most appropriate people, to evaluate and design their career plan, trainers to improve their competences, remuneration specialist to provide the more motivated and more appropriate payments scheme, lawyers to prepare labour contracts or to participate on conditions negotiations, tax specialists, payrolls and social security specialists, and a long suit of people, including technology specialist to provide tools for remote work or to facilitate remote access to company's information.



When the company works internationally this diversity of tasks shall be coordinated with specialist of other countries to provide a harmonic model appropriate to the culture but also to the legal framework of the different jurisdictions. Having such specialized and experienced professionals in house would be very difficult and only affordable for very big multinational companies.

Auren Comprehensive Human Resources Service cover all those needs, attended by appropriate national and international specialist, under the coordination of a Key Account Partners, who act as the main spokesperson with the company, taking care that all the needs were covered with high quality and aligned with the requirements and directives of the company.

### **Why a Comprehensive Human Resources Service?**

- Importance of comply legal, tax and labour legislation.
- People matters are very complex and sensible from economical and reputational point of view.
- Appropriate skill and motivated people is key for develop of business.
- Professional approach a people matters help to establish a more business-oriented relation between owners and managers and staff.
- It offers employees and executives of the company security on these non-core elements knowing that are managed by the best and more experienced professionals.





# Differentiating value



## Service coverage

A main speaker/contact person -Key Account Partner- will participate on all the perspective of the service acting as an external Human Resources Manager for the client, and will co-ordinate the different specialists participating in the process. This ensures in-depth knowledge of the cultural features of the business, shareholders, and managers, to ensure that the people poly meets their needs and wishes optimally.

- Recruitment of appropriate people, considering the environment, task and responsibilities in which the job will be develop.
- Appropriate labour contract according with company policy.
- Diagnosis of situation of the organization, in terms of Human resources, strong and weak areas, and development plans to attend present and future company development.
- Advice on the contractual framework and labour relationships and help on collective negotiation.
- Individual coaching and mentoring services for senior or junior managers when appropriate.
- Analysis, review and support in respect of the Company Strategic Plan, from a people and business process perspective.
- Suggestions on retention and motivation of key people. Support when needed on change management.
- Fulfilment of duties related to people payments: payrolls, social security contributions, withholding tax, etc.
- Coordination and best approach with expatriates and other jurisdiction employees.
- Professional assistance in dismissals and restructuring processes when necessary.
- Ensure and develop a diversity and inclusiveness culture.

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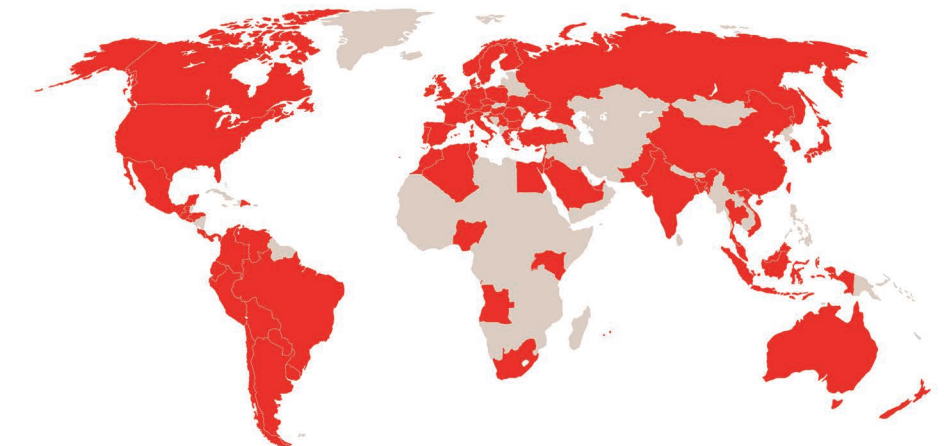
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**AMERICA:** **Argentina**, Bolivia, Brazil, Canada, **Chile**, **Colombia**, Costa Rica, Dominican Republic, Ecuador, El Salvador, Guatemala, Honduras, **Mexico**, Panama, Paraguay, Peru, **Uruguay**, USA, Venezuela.

**MIDDLE EAST AND AFRICA:** Algeria, Angola, Egypt, **Israel**, Jordan, Kenya, Kuwait, Lebanon, Mauricio, Morocco, Nigeria, Saudi Arabia, South Africa, Tunisia, Turkey, UAE, Uganda.

**ASIA-PACIFIC:** Australia, Bangladesh, China, India, Indonesia, Japan, Malaysia, New Zealand, Pakistan, Singapore, South Korea, Thailand, Vietnam.

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