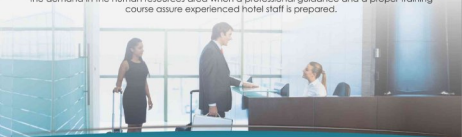


## TIDEMARINE LLC CATERING & HOTEL HR DIVISION BROCHURE

The TIDEMARINE LLC hotel recruiting division was founded in 2016 by a psychotherapist with a work experience of 20 years in the industry. Due to a top qualification it became possible to achieve high standards and establish a proper structure based on TM LLC marine recruitment experience and management knowledge of marine hotel business. It provides an excellent opportunity for meeting the demand in the human resources area when a professional guidance and a proper training course assure experienced hotel staff is prepared.



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## The TIDEMARINE LLC hotel recruiting division performs the following tasks and functions:

- we form the company's staff (planning, selecting and recruitment);
  - we train employees (orientation, re-training, further training, testing, language skills, culture differences, working place ethics);
  - we encourage working and creative efficiency as well as activity of potential employees;
  - we work out and put into practice a further program of relationships development with Rotana Hotels (trainings and seminars of the recruiting employees on the hotel's grounds) making every effort to insure that their customs and traditions are taken into consideration;
  - the company's staff is constantly on the move due to employment and termination of the contract with the hotel. The process of its renovation is called removability.
- Our HR development experts have specified the following conditions which provide a high-level output of potential employees:
- we select personnel thoroughly;
  - we provide an Inside-company orientation (a corporate patriotism) for potential employees;
  - we insure stability of a position (an employee who has got a contract cannot ask for a promotion or a pay rise till the contract period is over).

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## The recruitment process has the following structure:

- we choose the necessary criteria for a person's evaluation for a specific position;
- we check whether the candidates meet not only the job requirements but also the hotel business requirements in general, its traditions and culture. Thus professional as well as personal features are taken into consideration - for example, the ability to maintain good relations with the people around and work with representatives of other cultures and beliefs. An extensive knowledge of the Middle East market and local traditions is put into practice;
- we perform the expertized and professional evaluation, check the candidates' documents, carry out psychological testing, provide a short course of language studying based on the hotel business terms and usage, offer a basic course of ethics in accordance with cultural differences between nations.

The initial selection stage is during an interview while the psychological testing of the candidate's personality takes place. During a structured interview the personal features will be taken into consideration, special attention will be paid to the person's behaviour, non-verbal signs characterizing his condition - the type of mimics, speech pace, eyes expression while answering - all of these will be evaluated by our professional chief psychologist. Apart from that applicants for jobs involving material responsibility will be checked by the security service. It is especially important for hotels as a dishonest employee can have a negative impact on the reputation of a hotel or even a hotel network.

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The features necessary for a job applicant are defined by a professionogram or a competency card. They make up a portrait of an ideal employee (a detailed one if necessary) which shapes requirements for the whole complex of his personal features and abilities to perform certain functions at this hotel. A comprehensive complex assesment of job applicants will be carried out based on personality aspects research, objective staff data, business and moral features, life experience, professional skills, health and work efficiency and other aspects.

- we monitor the applicants during the interviews;
- we make a decision regarding the job application according to the rules of the hotel;


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