

CAPABILITY STATEMENT



ADVIQ
GLOBAL
STRATEGY . INSIGHT . TALENT

OVERVIEW



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INTRODUCTION

At ADVIQ Global, we combine international expertise with customized solutions to drive meaningful results for your organization. From strategic talent acquisition to on-site and remote secondments, as well as Business Process Outsourcing in key areas such as Finance, HR, Risk, Compliance, and Internal Audit, we deliver solutions that fit your unique context.

Our approach blends deep functional knowledge with innovative thinking to boost operational efficiency and support long-term growth.

Rooted in a commitment to quality and client success, we invest time in understanding your specific challenges. This enables us to design solutions that integrate seamlessly with your operations and support sustainable impact.

With a team of experienced professionals from diverse industries, we bring fresh perspectives and practical strategies that add measurable value.

In today's fast-evolving business environment, ADVIQ Global stands as your strategic partner. We are more than just a service provider. We are committed to your success and aligned with your long-term vision.



OUR HISTORY

Launch of
HireinUSA.com and
talent acquisition
services

2019

Launch of
advisory
services

2022

Start of Fractional
CFO and Resource
Augmentation
services

2024

Merger of
operations
and
rebranding
under
ADV IQ
Global

2025



OUR METHODOLOGY

Our five-step approach to global client success.

Client ASSESSMENT

Thorough evaluation of your business needs, priorities, and challenges.



SOLUTION Design

Developing tailored strategies that align closely with your goals.



EXECUTION

Deploying customized solutions with precision, leveraging our expertise and resources.



Performance MONITORING

Measuring results, tracking impact, and making timely improvements.



Continuous SUPPORT

Providing ongoing guidance and evolving strategies to ensure sustained success.



OUR VALUE PROPOSITIONS



01

TALENT ACQUISITION

We help you find the right talent for the right roles. By combining deep industry insight, recruitment expertise, and a solid understanding of your business needs, we connect you with high-performing professionals who drive results.

02

RESOURCE AUGUMENTATION

Our resource augmentation services provide experienced professionals who can work either on-site or remotely, depending on your needs. Whether for short-term support or long-term integration, our experts offer the flexibility, skill, and continuity required to strengthen your team and deliver outcomes.

03

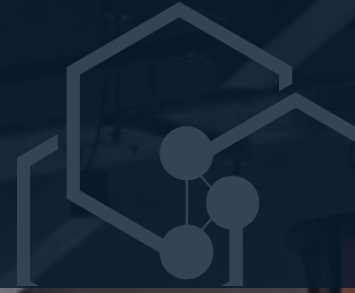
BUSINESS PROCESS **OUTSOURCING**

Our BPO services allow you to delegate non-core functions to a trusted partner. We offer tailored support across Finance, HR, Risk, Compliance, and Internal Audit, so you can focus on strategic priorities while we manage the rest.

TALENT ACQUISITION



TALENT ACQUISITION



1-3 months Gross
Salary of the Talent
acquired.

We negotiate
pricing plans to
make it competitive.

Exceptional, vetted
talent guaranteed.

"We faced an unexpected audit requirement that put immense pressure on our already stretched internal team. ADVIQ Global responded within 48 hours, providing a highly competent on-site auditor who integrated seamlessly with our staff. Thanks to their swift action and professionalism, we met our audit deadline without disrupting our daily operations. Their support allowed us to stay compliant without overburdening our team; truly a reliable and effective partner."

- Head of Finance, Leading Financial Institution

YOUR JOURNEY

Have right people for your unique business needs.

STEP 2

Leveraging our wide network and strategic partnerships, we identify professionals who align with your needs and culture.

STEP 4

Upon your selection, we prepare and issue the arrangement letter to formalize the engagement.

STEP 6

We gather ongoing feedback to ensure continued alignment and provide support as needed throughout the engagement.

STEP 1

Our Talent Acquisition Manager connects with you to gain a deep understanding of your requirements and team dynamics.

STEP 3

We share a shortlist of qualified candidates with you and coordinate the interview process.

STEP 5

We support a smooth onboarding process in coordination with your HR team, ensuring a seamless transition.



RESOURCE POOL



Accounts & Finance

- Financial Analyst
- Treasurer
- Bookkeeper
- Financial Planner
- Chief Financial Officer
- Controller
- Budget Analyst
- Accountant

HR

- HR Generalist Recruiter
- Employee Relations Manager
- HR Manager
- Payroll Specialist
- HR Coordinator
- HR Business Partner
- Organizational Development Consultant

Risk

- Risk Analyst
- Credit Risk Analyst
- Risk Manager
- Market Risk Analyst
- Chief Risk Officer
- Operational Risk Analyst

Internal Audit

- Internal Auditor
- Chief Audit Executive
- IT Auditor
- Compliance Auditor
- Internal Audit Manager

Tax

- Tax Director
- Tax Manager
- Tax Analyst
- Tax Specialist
- Tax Auditor
- Tax Technician
- Tax Counsel

Information Technology

- Business Analyst
- Devops Engineer – AWS
- .Net Cloud Architect & Lead
- Full Stack Developer
- Oracle DBA
- UI / Front End Lead
- Project Manager
- Data Architect – AWS / Azure
- Scrum Master/ PM

RESOURCE AUGUMENTATION



RESOURCE AUGUMENTATION



Pricing is based on the duration and complexity of the assignment, as well as the level of expertise required.

Customizable pricing plans to provide cost-effective solutions tailored to your needs.

“When a key team member went on maternity leave, we were concerned about how to manage such a critical role in her absence. ADVIQ Global quickly provided a highly capable professional who stepped in and ensured business continuity. The transition was seamless, and the temporary resource integrated effortlessly with our team, keeping everything on track without disruption. Their resource augmentation service was exactly what we needed.”

- HR Manager, Mid-Sized Enterprise

YOUR JOURNEY

Continuity and efficiency wherever and whenever you need it.

Understand Your Requirements

We start by gaining a clear understanding of your project goals, resource needs, and the specific skills required for success.

Evaluate and Shortlist

We rigorously assess potential candidates and present a curated shortlist for your consideration and final selection.

Deliver Ongoing Support

Throughout the engagement, we stay connected, offering continuous support and conducting regular performance reviews to ensure consistent quality and satisfaction.



Identify the Right Talent

Using our extensive talent network, we match professionals whose expertise and experience align closely with your needs.

Facilitate Seamless Onboarding

After selection, we ensure a smooth onboarding process, helping the professionals integrate quickly and contribute effectively from day one.

BUSINESS PROCESS OUTSOURCING



BPO SERVICES

Monthly, quarterly, or project-based pricing tailored to the scope and complexity of requirements

Flexible fee structures designed to align with your business needs and support effective financial planning

“When our receivables manager left unexpectedly, it created major disruptions, delayed invoicing, unreconciled accounts, and mounting collections backlog. ADVIQ Global stepped in quickly with an on-site professional and a managed services team that took full control of the receivables function. Within days, order was restored. Invoicing became timely, collections were accurately tracked, and customer accounts were fully reconciled. The introduction of automated statements and regular aging reports not only improved client communication but also gave me, as CFO, complete visibility over our receivables. Their support was truly transformative.”

- Chief Financial Officer, Real Estate Group

YOUR JOURNEY

Seamless integration and optimized efficiency.

Focus on Security and Compliance

Your data is protected through stringent security protocols and full regulatory compliance, reinforcing our commitment to trust, professionalism, and ethical partnership.

Commitment to Quality and Communication

We uphold the highest standards of quality and maintain transparent, consistent communication to ensure alignment and client satisfaction at every stage.



Understanding Your Needs

We take the time to deeply understand your organization's unique goals, challenges, and expectations ensuring every solution is aligned with your strategic objectives.

Tailored Solutions

Our services are customized to meet your specific requirements, delivering impactful and practical results that support your long-term success.

Smooth Onboarding and Integration

Our professionals integrate seamlessly into your team, ensuring minimal disruption and a smooth onboarding experience that sets the foundation for immediate contribution.

Process Improvement

We continuously refine workflows using proven methodologies and forward-thinking strategies to drive operational excellence.

FUNCTIONS WE SUPPORT

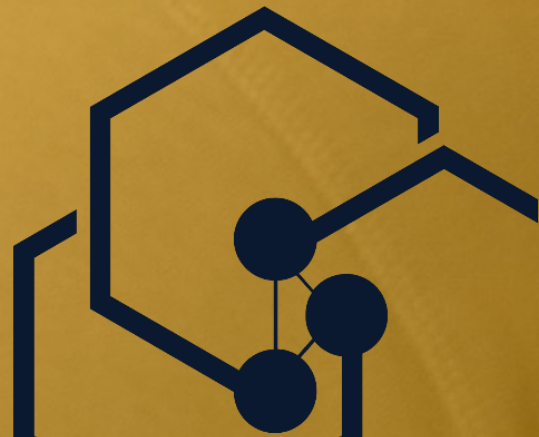
Finance
Streamline
finances with
expert
guidance.

HR
Foster talent
with hassle-
free HR
solutions.

Risk
Navigate
uncertainty
with
professional
risk
management.

Internal Audit
Ensure
efficiency and
compliance
with
comprehensiv
e audits.

Tax
Streamline
your taxes,
minimize your
risks.



LET'S GET STARTED

Moving Forward Together: Charting the Path to Your Success



Questions &
Clarifications



Discuss Specific
Needs



Proposal &
Quotation



Agreement &
Onboarding



MEET THE TEAM



Zunair **Zafar**
Advisory

Chartered Accountant and MBA with 18 years of professional experience in geographically and culturally diverse settings. Experience in senior leadership positions, leading and collaborating for strategic cross-domain projects, financial management, compliance and risk management, and strategic planning.



Usama **Tahir**
Operations

ACCA with over 12 years of experience in financial management, reporting, and process automation. Skilled in ERP systems including SAP S4/HANA, Oracle, Zoho, QuickBooks, and Xero, he has led financial operations for international clients, ensuring compliance with IFRS and GAAP standards.



Maria **Ali**
Lead Talent Acquisition



Jason **Turner**
Lead Resource Augmentation



Cristina **Ramos**
Lead BPO



ADVIOQ

GLOBAL

STRATEGY . INSIGHT . TALENT

Lets Talk!



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