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YOUR BRIDGE TO SKILLED PROFESSIONALS

 Alpha Nova

JUST ABOUT US

About Us

Alpha Nova EU LLC is a dynamic and innovative manpower company founded in 2013 in Latvia. While it was originally developed with support and knowledge from the Vien Group, Alpha Nova now operates as an independent entity, fully focused on providing professional workforce solutions throughout Europe. Our expertise lies in international recruitment, training, and integration of skilled workers, with a special emphasis on the German and Nordic markets, where the demand for qualified professionals continues to grow.

We pride ourselves on our ability to connect the right talent with the right companies, offering customized services tailored to the unique needs of our clients. Whether it's a short-term project or a long-term staffing need, Alpha Nova EU LLC stands ready to deliver quality, compliance, and results.

Mission

Our mission is simple yet powerful:

To bridge the gap between global talent and European companies through transparent, high-quality recruitment, training, and relocation services. We are committed to helping both businesses and workers reach their full potential. For companies, we ensure a reliable supply of motivated and skilled employees. For candidates, we open doors to new opportunities, provide support during relocation, and assist in their integration into new professional environments.

Our Vision

We envision a Europe where borders are no longer a barrier to finding the best talent. Our goal is to become one of the most trusted manpower and recruitment companies in Europe by:

- Building long-term partnerships with both employers and jobseekers.
- Investing in digital tools and innovations to simplify hiring processes.
- Promoting ethical recruitment and fair working conditions.

Our Organizational Structure

Alpha Nova EU LLC operates through a lean yet effective organizational structure, with core departments including:

- Recruitment & Talent Acquisition
- Training & Development
- Immigration & Legal Support
- Client Relations & Project Management
- HR & Compliance

Each team is led by professionals with industry-specific experience, ensuring both operational efficiency and client satisfaction.

Headquarters

Riga, Latvia



Operational Offices

Germany (North Rhine-Westphalia)



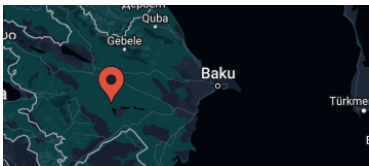
Operational Offices

Norway (Oslo)



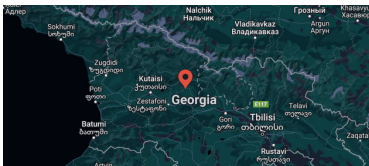
Recruitment Hubs

Azerbaijan



Recruitment Hubs

Georgia



LOCATION

These strategically located offices allow us to source, process, and support candidates effectively across multiple time zones and labor markets.

1

EXECUTIVE & OFFICE PROFESSIONALS



This section highlights the crucial leadership and administrative backbone of Alpha Nova EU LLC. Our commitment to excellence begins at the top, with a dedicated Board of Directors guiding our strategic vision and ensuring sustainable growth. Complementing this leadership are our highly skilled office professionals, who provide the essential expertise and support that drive our daily operations and enable us to deliver exceptional service to both our clients and candidates.

From legal compliance and human resource management to cutting-edge information technology, meticulous accounting practices, and dynamic marketing strategies, each of these areas is staffed by experienced professionals. Their dedication ensures that Alpha Nova EU LLC operates with integrity, efficiency, and a forward-thinking approach, allowing us to navigate the complexities of the European workforce market effectively and maintain our position as a trusted partner.

1.1 BOARD OF DIRECTORS



The Board of Directors at Alpha Nova EU LLC provides strategic oversight and governance, setting the direction for the company's growth and ensuring adherence to our core values and ethical standards.

1.3 HUMAN RESOURCES (HR)



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1.5 ACCOUNTING



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1.2 LEGAL PROFESSIONALS



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1.4 INFORMATION TECHNOLOGY (IT)



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1.6 MARKETING



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2

CONSTRUCTION

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2.1 ARCHITECT



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2.3 ENGINEER



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2.5 QUANTITY SURVEYOR



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2.2 SURVEYOR



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2.4 ESTIMATOR



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2.6 HEAVY EQUIPMENT OPERATOR



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2.7 CONSTRUCTION INSPECTOR



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2.9 CIVIL ENGINEER



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2.11 SAFETY MANAGER



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2.8 MASONS



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2.10 CARPENTER



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2.12 GLAZIER



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2.13 LABORS



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2.15 SOLAR PHOTOVOLTAIC INSTALLERS



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2.17 ELEVATOR MECHANIC



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2.14 HVACR



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2.16 CONCRETE FINISHER



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2.19 ELECTRICIAN



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2.20 CONSTRUCTION MANAGEMENT



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2.22 HOUSE PAINTER AND DECORATOR



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2.24 CONSTRUCTION MANAGER



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2.21 PROJECT MANAGER



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2.23 ROOFER



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2.25 INSPECTOR



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2.26 WELDER



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2.28 PAINTER



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2.30 CRANE OPERATOR



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2.27 HEAVY EQUIPMENT OPERATOR



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2.29 FLOORING INSTALLER



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2.31 CARPENTER'S HELPER/LABORER



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3

ENGINEERING

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3.1 AEROSPACE ENGINEER



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3.3 CHEMICAL ENGINEER



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3.5 COMPUTER ENGINEER



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3.2 BIOMEDICAL ENGINEER



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3.4 CIVIL ENGINEER



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3.6 ELECTRICAL ENGINEER



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3.7 INDUSTRIAL ENGINEER



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3.9 MECHANICAL ENGINEER



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3.11 ENVIRONMENTAL ENGINEER



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3.8 MATERIALS ENGINEER



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3.10 SOFTWARE ENGINEER



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3.12 CONSTRUCTION ENGINEER



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3.13 PETROLEUM ENGINEER



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3.15 ROBOTICS ENGINEER



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3.17 STRUCTURAL ENGINEER



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3.14 SYSTEMS ENGINEER



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3.16 MECHATRONICS ENGINEER



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3.18 PROCESS ENGINEER



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4

MANUFACTURING

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4.1 PRODUCTION WORKER/OPERATOR



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4.3 MACHINIST



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4.5 QUALITY CONTROL INSPECTOR



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4.2 ASSEMBLER



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4.4 WELDER



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4.6 PRODUCTION SUPERVISOR



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4.7 MANUFACTURING ENGINEER



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4.9 INDUSTRIAL ENGINEER



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4.11 PLANT MANAGER



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4.8 MAINTENANCE TECHNICIAN



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4.10 SUPPLY CHAIN MANAGER



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4.12 MANUFACTURING MANAGER



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4.13 PROCESS ENGINEER



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4.15 INVENTORY CONTROL SPECIALIST



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4.17 HEALTH AND SAFETY MANAGER



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4.14 LOGISTICS COORDINATOR



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4.16 CNC OPERATOR



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4.18 PACKAGING TECHNICIAN



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5 OIL & GAS

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5.1 PETROLEUM ENGINEER



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5.3 RESERVOIR ENGINEER



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5.5 GEOLOGIST



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5.2 DRILLING ENGINEER



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5.4 PRODUCTION ENGINEER



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5.6 GEOPHYSICIST



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5.7 WELL LOGGING ENGINEER



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5.9 PROCESS ENGINEER



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5.11 MECHANICAL ENGINEER



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5.8 HSE (HEALTH, SAFETY, AND ENVIRONMENT) ENGINEER



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5.10 CHEMICAL ENGINEER



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5.12 ELECTRICAL ENGINEER



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5.13 INSTRUMENTATION AND CONTROL ENGINEER



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5.15 REFINERY OPERATOR



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5.17 PROJECT MANAGER



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5.14 PIPELINE ENGINEER



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5.16 MAINTENANCE TECHNICIAN



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5.18 OFFSHORE INSTALLATION MANAGER (OIM)



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6

MARINE SECTOR

This section highlights the crucial leadership and administrative backbone of Alpha Nova EU LLC. Our commitment to excellence begins at the top, with a dedicated Board of Directors guiding our strategic vision and ensuring sustainable growth. Complementing this leadership are our highly skilled office professionals, who provide the essential expertise and support that drive our daily operations and enable us to deliver exceptional service to both our clients and candidates.

From legal compliance and human resource management to cutting-edge information technology, meticulous accounting practices, and dynamic marketing strategies, each of these areas is staffed by experienced professionals. Their dedication ensures that Alpha Nova EU LLC operates with integrity, efficiency, and a forward-thinking approach, allowing us to navigate the complexities of the European workforce market effectively and maintain our position as a trusted partner.

6.1 NAVAL ARCHITECT



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6.3 SHIPBUILDER



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6.5 MARINE ELECTRICIAN



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6.2 MARINE ENGINEER



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6.4 SHIPFITTER



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6.6 MARINE WELDER



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6.7 SHIPWRIGHT



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6.9 OFFSHORE DIVER



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6.11 UNDERWATER WELDER/CUTTER



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6.8 COMMERCIAL DIVER



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6.10 DIVING SUPERVISOR



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6.12 MARINE SURVEYOR



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6.13 PORT ENGINEER



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6.15 HYDROGRAPHIC SURVEYOR



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6.17 OCEANOGRAPHER
(RELATED TO MARINE SECTOR)



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6.14 MARINE TECHNICIAN



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6.16 MARINE BIOLOGIST
(RELATED TO MARINE SECTOR)



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6.18 SHIP CAPTAIN/MASTER



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7

TRANSPORT SECTOR

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7.1 TRUCK DRIVER



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7.3 TAXI/RIDE-SHARE DRIVER



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7.5 AIRLINE PILOT



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7.2 BUS DRIVER



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7.4 LOCOMOTIVE ENGINEER (TRAIN DRIVER)



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7.6 SHIP CAPTAIN/MASTER



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7.7 AIR TRAFFIC CONTROLLER



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7.9 SUPPLY CHAIN ANALYST



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7.11 TRANSIT PLANNER



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7.8 LOGISTICS MANAGER



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7.10 TRANSPORTATION PLANNER



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7.12 FREIGHT FORWARDER



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7.13 DISPATCHER



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7.15 TRAFFIC ENGINEER



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7.17 WAREHOUSE MANAGER



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7.14 VEHICLE MECHANIC/TECHNICIAN



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7.16 PORT OPERATIONS MANAGER



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7.18 DELIVERY DRIVER



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8

SPECIALIZED PROFESSIONALS

This section highlights the crucial leadership and administrative backbone of Alpha Nova EU LLC. Our commitment to excellence begins at the top, with a dedicated Board of Directors guiding our strategic vision and ensuring sustainable growth. Complementing this leadership are our highly skilled office professionals, who provide the essential expertise and support that drive our daily operations and enable us to deliver exceptional service to both our clients and candidates.

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8.1 SOFTWARE ENGINEER



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8.3 DATA SCIENTIST



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8.5 DATABASE ADMINISTRATOR



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8.2 CYBERSECURITY ANALYST



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8.4 NETWORK ADMINISTRATOR



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8.6 GRAPHIC DESIGNER



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8.7 GRAPHIC DESIGNER



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8.9 UX/UI DESIGNER



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8.11 DIGITAL MARKETING SPECIALIST



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8.8 WEB DESIGNER



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8.10 SOCIAL MEDIA MANAGER



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8.12 MEDICAL DOCTOR



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8.13 SPECIALIST PHYSICIAN



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8.15 ACCOUNTANT



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8.17 LAWYER/ATTORNEY



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8.14 REGISTERED NURSE



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8.16 HUMAN RESOURCES MANAGER



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8.18 FINANCIAL ANALYST



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9

HOSPITALITY & HOTELS

This section highlights the crucial leadership and administrative backbone of Alpha Nova EU LLC. Our commitment to excellence begins at the top, with a dedicated Board of Directors guiding our strategic vision and ensuring sustainable growth. Complementing this leadership are our highly skilled office professionals, who provide the essential expertise and support that drive our daily operations and enable us to deliver exceptional service to both our clients and candidates.

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9.1 GENERAL MANAGER



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9.3 FRONT OFFICE MANAGER



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9.5 EXECUTIVE CHEF



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9.2 HOTEL MANAGER / ASSISTANT GENERAL MANAGER



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9.4 GUEST SERVICES MANAGER



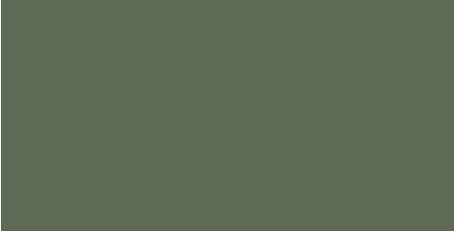
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9.6 FOOD AND BEVERAGE MANAGER



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9.7 RESTAURANT MANAGER



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9.9 HOUSEKEEPING MANAGER



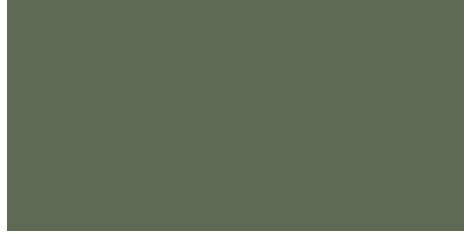
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9.11 EVENT MANAGER/CATERING MANAGER



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9.8 HEAD BARTENDER



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9.10 SALES AND MARKETING MANAGER



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9.12 RESERVATIONS MANAGER



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9.13 REVENUE MANAGER



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9.15 CONCIERGE



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9.17 HUMAN RESOURCES MANAGER



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9.14 NIGHT AUDITOR



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9.16 HOTEL ENGINEER/MAINTENANCE MANAGER



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9.18 SECURITY MANAGER



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10 AGRICULTURE

This section highlights the crucial leadership and administrative backbone of Alpha Nova EU LLC. Our commitment to excellence begins at the top, with a dedicated Board of Directors guiding our strategic vision and ensuring sustainable growth. Complementing this leadership are our highly skilled office professionals, who provide the essential expertise and support that drive our daily operations and enable us to deliver exceptional service to both our clients and candidates.

From legal compliance and human resource management to cutting-edge information technology, meticulous accounting practices, and dynamic marketing strategies, each of these areas is staffed by experienced professionals. Their dedication ensures that Alpha Nova EU LLC operates with integrity, efficiency, and a forward-thinking approach, allowing us to navigate the complexities of the European workforce market effectively and maintain our position as a trusted partner.

10.1 FARM MANAGER



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10.3 CROP FARMER



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10.5 AGRICULTURAL TECHNICIAN



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10.2 AGRICULTURAL SCIENTIST/RESEARCHER



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10.4 LIVESTOCK FARMER



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10.6 AGRICULTURAL CONSULTANT



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11

ADDITIONAL CATEGORIES

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11.1 PROFESSIONAL PHOTOGRAPHER



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11.3 GOLDSMITH



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11.5 PLUMBER



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11.2 VIDEOGRAPHER



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11.4 JEWELER



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11.6 TEACHER



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11.7

MUSICIAN



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11.9

WRITER



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11.11

SALES REPRESENTATIVE



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11.8

ARTIST



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DIRECTOR



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11.12

ADVERTISING MANAGER



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11.13 PHARMACIST



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11.15 IMMIGRATION OFFICER



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11.17 BABYSITTER



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11.14 POLICY ANALYST



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11.16 NURSE



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11.18 PSYCHOLOGIST



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OUR CLIENTS

We serve clients across various industries:



Construction & Infrastructure



Manufacturing & Industrial Services



Information Technology



Maritime & Offshore Engineering



Healthcare & Nursing



Logistics & Warehousing

From small and medium-sized enterprises to multinational corporations, our clients rely on us for consistent, high-quality staffing solutions

Licenses and Certifications

Alpha Nova EU LLC operates with all necessary recruitment and labor licenses in accordance with EU law. We comply with international labor regulations and hold certifications that demonstrate our commitment to quality and ethical standards, such as:

- ISO 9001 – Quality Management
- GDPR Compliance
- EU Cross - Border Services Certification

OUR SERVICES

Alpha Nova EU LLC offers a comprehensive range of services tailored to meet the growing demand for skilled labor in Europe. Our services are structured to cover every stage of the recruitment and relocation process – from identifying talent to full integration in the host country. Here's a detailed look at what we offer:

INTERNATIONAL RECRUITMENT

We specialize in sourcing qualified professionals from non-EU countries such as Azerbaijan, Georgia, the Philippines, India, and Tunisia. Our recruitment process is efficient, transparent, and strictly compliant with local and international labor laws.

Key features:

- Pre-screened candidates based on client requirements
- Skilled and semi-skilled labor across various industries.
- Support with interviews, trade testing, and technical assessments.
- Reference and background checks to ensure reliability and compliance.

WORKFORCE MOBILIZATION

Once the right candidates are selected, we handle all logistics and coordination to ensure timely deployment. This includes organizing travel, document preparation, and medical check-ups, ensuring that workers are fully prepared to start their jobs abroad.

Includes:

- Visa and work permit processing.
- Travel and accommodation arrangements.
- Pre-departure orientation and cultural training.
- Full documentation and compliance support.





RECRUITMENT PROCESS

At Alpha Nova EU LLC, we follow a structured and transparent recruitment process that ensures the right match between candidates and employers. Our method combines international best practices with local expertise, allowing us to deliver skilled workers efficiently and reliably.



CLIENT NEEDS ANALYSIS

We begin by thoroughly analyzing the client's requirements, including:

- Number and type of workers
- Required qualifications and experience
- Language and integration needs
- Project duration and working conditions

This helps us design a recruitment plan tailored to the employer's expectations



CANDIDATE SOURCING

Our international network and local recruitment partners help us attract a wide range of candidates. Sourcing channels include:

- Internal databases
- Job portals
- Local recruitment agencies
- Partner training centers
- Targeted social media campaigns



PRE-SCREENING & INTERVIEWS

Every applicant goes through a multi-step selection:

- CV screening
- Technical skill assessments
- Interview (online or in-person)
- Reference checks

We ensure that selected candidates meet job-specific and soft-skill requirements.



DOCUMENT VERIFICATION & COMPLIANCE

We take care of validating all necessary documents:

- ID and passport
- Certificates and diplomas
- Work experience letters
- Criminal records (if required)

We also ensure compliance with the legal framework in both the sending and receiving countries.



LANGUAGE & CULTURAL PREPARATION

Before deployment, candidates undergo:

- Basic language training (German, English, etc.)
- Workplace behavior coaching
- Health & safety training
- Cultural integration guidance

This reduces the onboarding time and increases retention.



SERVICES FOR EMPLOYERS

At Alpha Nova EU LLC, we provide a full spectrum of services tailored to the specific needs of companies seeking qualified personnel across Europe. Our employer-focused solutions are built to save time, reduce administrative burden, and ensure long-term workforce stability.



WORKFORCE PLANNING & CONSULTING

We help companies assess and forecast their labor needs. Our services include:

- Workforce analysis and job profiling
- Strategic recruitment planning
- Project-based staffing models
- Cost calculation and budgeting support

This allows companies to avoid understaffing or overstaffing and ensures timely delivery of projects.



INTERNATIONAL RECRUITMENT & SELECTION

We provide access to a qualified international talent pool, with a focus on:

- Skilled trades (e.g., welders, electricians, metal workers)
- Construction & logistics personnel
- Healthcare & hospitality staff
- IT and technical specialists

We manage the full recruitment cycle and ensure cultural and skill compatibility.



LEGAL COMPLIANCE & DOCUMENTATION

We handle the complete legal setup for the employment of foreign workers:

- Preparation of service or labor contracts
- Coordination of AI certificate and social security registration
- Visa and work permit assistance
- Document preparation for audits and inspections

This ensures full compliance with EU and national regulations.



ONGOING SUPPORT & MONITORING

We remain involved even after the hiring process:

- Regular feedback sessions
- Support with renewals, extensions, or replacements
- Mediation in case of communication issue
- Training or upskilling recommendations

Employers receive continuous support to maintain high workforce performance.



DEPLOYMENT & ONBOARDING SERVICES

• We organize the practical aspects of workforce deployment:

- Flight and transport arrangements
- Accommodation and local orientation
- Registration with local authorities
- Health insurance and emergency contacts

This helps new employees integrate quickly and reduces onboarding stress for employers.



FLEXIBILITY & CUSTOMIZATION

We know that every business is different.
That's why we offer:

- Temporary or permanent staffing
- Seasonal workforce solutions
- Rotational or project-based teams
- Flexible contract structures

Our goal is to support your operational goals with minimal disruption.

TRAINING & INTEGRATION PROGRAMS

Alpha Nova EU LLC, offers comprehensive training and integration programs to prepare candidates for success in the European job market and help them become active, well-integrated members of society.



PRE-DEPARTURE TRAINING

Before candidates leave their home country, we provide essential training, including:

- Job-specific preparation: Basic technical vocabulary and procedures relevant to their future position (e.g., in construction, metalwork, or care).
- Intercultural communication: Understanding cultural differences and expectations in the workplace.
- Basic language skills: Focused on job-related and everyday situations (e.g., greetings, safety instructions).
- Legal and labor rights: Overview of worker rights and employer obligations in the destination country.

This ensures candidates are well-prepared and confident before departure.

ONBOARDING PROGRAMS IN HOST COUNTRY

After arrival, we continue our support with structured onboarding:

- Local orientation: Introduction to the city, public transport, health system, emergency services.
- Workplace introduction: Accompaniment to the workplace and help with the first days on the job.
- Administrative support: Local registration, social security, tax number, residence permit assistance.

This helps candidates integrate quickly and start work without unnecessary delays.



LANGUAGE COURSES

We offer tailored language programs:

- General courses for daily life and communication
- Job-specific courses for professional communication
- Online and in-person options based on availability
- Preparation for language certificates (e.g., A1-B2 German)

This improves employability and social integration.



SOCIAL & CULTURAL INTEGRATION

Integration goes beyond work. We help candidates:

- Connect with communities and associations
- Participate in cultural and social activities
- Understand social norms and legal responsibilities
- Build networks for personal and professional support

Our goal is not just to place workers but to build lives and futures.



PROFESSIONAL SKILLS TRAINING

Depending on the industry and employer needs, we offer:

- Basic skills courses (e.g., safety, tools, hygiene)
- Advanced modules for upskilling
- Certification training if required (e.g., forklift license, welding)
- Digital skills and IT literacy

This ensures candidates meet European standards and can grow professionally.



CONTINUOUS MONITORING & FEEDBACK

To ensure program quality and candidate success:

- We regularly evaluate training outcomes
- Gather feedback from candidates and employers
- Adjust programs to meet evolving needs
- Offer long-term support for further development

GETTING STARTED WITH ALPHA NOVA EU LLC

Once you've had your initial consultation, the next steps to begin working with us are straightforward and efficient:

1. Needs Assessment & Proposal

Based on your business requirements, we'll present a customized proposal that outlines the services we will provide, including recruitment timelines, pricing, and service guarantees.

2. Contract Agreement

After reviewing the proposal, we'll proceed with drafting a contract that defines the terms of our partnership, including service levels, payment schedules, and performance metrics.

3. Candidate Sourcing

We will begin sourcing candidates or creating tailored workforce solutions based on your needs. You'll be kept updated throughout the process.

4. Placement & Onboarding

Once candidates are selected, we'll handle the onboarding process, ensuring they integrate smoothly into your team. We offer support to both employers and employees during the transition period.

5. Ongoing Support & Feedback

After placement, we continue to support you and the new hires, offering any additional training, consultation, or adjustments as necessary. We also collect feedback to ensure satisfaction on both sides.



CONTACT DETAILS



We value open communication and are always ready to assist. Our team is available to answer any questions you might have or provide detailed information about our services.

Head Office Address:

Alpha Nova EU LLC

Phone Number:

+[Country Code] [Phone Number]

Available Monday to Friday, 9:00 AM – 6:00 PM (local time)

Email Address:

info@alphanovaeu.com

For general inquiries or to schedule a consultation.

Website:

www.alphanovaeu.com

Visit our website to learn more about our services and to get started.

We offer a free initial consultation to understand your workforce needs and explore how we can help. During the consultation, our expert consultants will:

- Learn about your business and the challenges you face.
- Discuss your current and future workforce needs.
- Suggest tailored recruitment or training solutions.
- Provide an overview of the recruitment process and timelines.