

**You are more than welcome
to set high standards.
We do!**

RECRUITING
— QUALIFIED PEOPLE

BlueCollar 

Recruiting qualified people

We work with foreign employees who create growth and value for companies. And with companies that create value and dignity for our foreign employees.

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Foreign labour should be seen as a fantastic resource. Fuel for growth, as I like to say. By engaging the right number of employees with the right skills, your orders can be completed professionally and on time. And we can recruit them for you.

Not always from one day to the next, but in a relatively short time. Our dedicated teams in both Denmark, Poland and Romania do not subscribe to the motto 'cheap and fastest', but rather 'best and fast'.



Magdalena Bahrami
Director & Owner, BlueCollar

It all started in 2009

Over our many years in the temp industry, we have accumulated a great deal of experience and knowledge in the field.

However, we realize that experience and knowledge alone are not enough. The world is constantly changing as are the preferences, needs and challenges of companies and temporary workers.

That is why we constantly focus on development and staying up-to-date with new regulations, options and guidelines. Similarly, we prioritise close contact with our customers, temporary staff and other partners, so as to gain new insights and a deeper understanding of how we can ensure maximum value through cooperation.

Mission

Why are we here?
Our mission is to provide qualified, versatile foreign labour at all times, on contractual terms, to Danish companies within production, industry, construction, transport and warehousing as well as the service sector, either as temporary staff or on a permanent basis.

Vision

What do we want to accomplish?
Our vision is to become the preferred supplier of foreign temporary workers for Danish production and industrial companies, as well as the construction industry.

Values

- What do we stand for?**
- Honesty**
We say what we mean and we mean what we say.
 - Credibility**
We keep our promises.
 - Versatility**
We go to great lengths to adapt to the needs of our clients and temps.
 - Partnership**
We create value through close relationships with our clients and temps.
 - Humanity**
We are fair, compassionate and understanding to all our business partners.





Our approach

We want to build business relationships on a foundation of fairness for all. Confidence, security and well-being are at the heart of everything we do. Because we want all parties involved, companies and temps alike, to feel fairly treated throughout the entire process.

Together, we must be confident that we are all working to the same goals, rules and ethical guidelines. If we aren't, we will never be able to achieve a successful cooperation. That is why we never promise more than we can deliver. And we always deliver on our promises. We are proud to say:

We and our temps are worth cooperating with

Regardless of the number of temps or permanent employees you require, our approach to recruitment is always uncompromising. We only work with temps who can guarantee the right professionalism, experience and personality – regardless of industry and job description. Our temps are ambassadors for our values.

Our temps are worth waiting for

We guarantee that our temps are focused, careful and efficient at work. In our recruitment process we always place a strong emphasis on quality over speed. Our goal is not to be the fastest to find you a temp, rather to find you the best temp fast, which is usually fast anyway.

Our temps are worth investing in

When we say that we will take care of everything – we mean everything. We assist a wide variety of companies and assume responsibility for the entire process of recruiting and placing foreign temps or permanent employees. From recruitment to commencing work in the company and living in Denmark.

We know how to secure you the most competent, motivated and efficient temps and employees. We are confident that when you contact us and avail of our services and temps, you will enjoy generous returns on your investment.

Beneficial Memberships

BlueCollar is a member of VikarBranchen, an association for temporary work agencies under the Confederation of Danish Industry. This assures our clients that we are fully compliant with the necessary statutory requirements. Moreover, it ensures our temps’ entitlement to the same salary and benefits as permanent employees with corresponding job functions.

As a member of VikarBranchen*, you can also be assured that:

- We have passed an admission check and are bound by ethical guidelines.
- We are subjected to random checks by an external auditor who checks if we comply with the rules on employment, salary, pension, holiday pay and social security contributions.
- We are updated on laws and regulations in the temporary area.
- We have access to legal staff advice from experts in Danish Industry.



Contractual salary

It must be safe to use a temp and to be a temp. Therefore, we are a member of VikarBranchen*, which represents a strong platform for temp agencies under the Confederation of Danish Industry.

This is not a mandatory requirement for us, but rather a conscious decision that we have taken because we wish to live up to the rules, procedures and requirements pertaining to temporary workers and the overall sector. So that we, you and our temps can operate in an environment of openness and cooperate safely and professionally.

Full compliance guarantee of all contractual rules

When you choose a temp agency that is a member of the VikarBranchen, an association in the Confederation of Danish Industry, you are helping to ensure orderly conditions for your temps, thereby avoiding the potential risk of professional litigation and bad publicity that could harm your business.

Under the Temporary Workers’ Act, temporary workers are entitled to the same collective pay and conditions as permanent employees with corresponding job functions. Cooperating with us ensures that all contractual matters are strictly observed.

Benefits of paying temporary workers under collective agreements

There are many advantages to engaging temps in accordance with collective pay agreements.

You minimise the risk of cases that can impact your company finances and reputation.

You avoid salary conflicts between your permanent staff and temporary staff.

You ensure greater satisfaction, motivation and efficiency in the agreed task.



Finding temps

Are you having trouble finding the best temps? We make it easy. We have our own recruitment offices in Poland and Romania and our very own extensive database of potential candidates. The professional and personal qualifications of all candidates are thoroughly screened before being included in our database.

We can therefore quickly evaluate if we will be able to supply the manpower and skills you need. Of course, this is provided at no cost to you, until we enter into a written agreement.

Recruitment areas

No matter what industry or field of expertise you need a temp or a new employee for, we can help.

However, our primary network and focus is mainly on skilled and unskilled manual labour within production and industry as well as the construction sector. Hence our company name: BlueCollar.

- Production & Industry
- Construction
- Warehouse and Transport
- Service Industry



Magdalena Bahrami
Director & Owner

The Process



1. Inquiry and quotations

When the need for one or more additional employees arises, you can either choose to spend time finding the right candidate(s) yourself or you can contact BlueCollar.

There are several good reasons to choose the latter solution. Firstly, finding the right temp or permanent employee can be a long and time-consuming process. Secondly, employing staff entails numerous administrative tasks, regardless of whether the positions are permanent or temporary.

When you choose to let us recruit the manpower you are looking for, we manage everything. This leaves you free to focus on your daily operations and management.

All we require to prepare an exact quotation for you is:

- a job description
- your preferences and requirements for the temporary worker / employee
- practical information such as the location and term of the employment

Based on the above, we will quote a price that includes all the costs of employing or engaging the employee through BlueCollar.



2. The recruitment process

As soon as our quotation has been accepted, our recruitment process begins. We immediately contact our skilled recruiters in Poland and Romania, who are working on establishing contacts and good relations with potential candidates on a daily basis.

We use our own large database and extensive network to recruit the best candidates for you. Moreover, we advertise daily on the major job portals in Poland and Romania to also attract qualified candidates who are currently employed.

We screen CVs, check certificates and submit your job offer to relevant candidates. If the candidate shows an interest in the job, we ensure that he or she receives a complete description of the job, the terms and conditions of employment, as well as information about living in Denmark.

When we are sure that we have found the right match, we also obtain relevant references.



3. Presentation of candidates

When the candidate has been presented with all conditions and accepted the job offer, we then prepare a translation of the candidate's CV and any certificates. We make it easy and clear for you to see which candidates we have found before proceeding with further introductions.

If you agree with our selection, we can arrange an online interview between you and the candidate before concluding the specific job agreement. We are happy to assume the role of interpreter during the interview if it cannot be conducted in Danish or English.

If you are satisfied that the candidate is the right match for the job, we can begin the next step of the process immediately. This includes filling out the relevant paperwork, coordinating transport to Denmark and finding accommodation near the workplace.



4. Starting-up

Before the first working day, we ensure that the candidate arrives in Denmark as planned and assist them with settling in to their new home.

We coordinate the plan for the first day of work with you. But first, we ensure that the employee knows the tasks and knows what is required and expected of them.

We can also be present at the start of the first working day together with the temp, if, for example, important safety rules must be reviewed.

In our experience the employee can then carry out their duties with instructions from their immediate manager – on equal terms with the rest of the employees.

Should you or the employee need assistance with questions, translation or anything else for the duration of the employment, we are only a phone call away.



5. Cooperation

We want to ensure that you and our temporary staff mutually benefit from this cooperation. That is why, whenever necessary, we assume the role of liaison, advisor and sparring partner in relation to the employment at no extra charge.

However, extensive experience has taught us that safety, security and simplicity are some of the key factors for good cooperation. Consequently, there is a range of services included in our agreement to benefit both the companies and temps that we work with.

In addition to the entire recruitment process, we also ensure:

- Salary payment on time in accordance with the existing collective agreement
- Translation of internal rules or security procedures, when needed
- Holiday planning in agreement with the customer
- Accommodation and transport for the temp
- Tax card and health insurance card
- Doctor's visit

If there are any other tasks or functions you would like us to assist with, we warmly invite you to discuss with us how we may add this to our cooperation agreement.

Good conditions for temporary workers

We take good care of our temps, so they can take good care of their jobs. We know that security and well-being bring job satisfaction and motivation, which are two essential factors of being an efficient and loyal worker.

Consequently, through our long-standing and close dialogue with our foreign temps and colleagues, we know how to instil the employee with a sense of well-being. They must feel safe, well-informed and guided in the job they have been hired to do and their new environment – whether it is the first or the tenth time that we work together.

We ensure that all temps receive:

- Accommodation close to the workplace
- Transport from their home country
- Daily transport to and from the workplace
- Interpretation and translation of instructions
- Advice and support regarding any practical and personal challenges
- Emergency service 24/7 in case of urgent need of assistance in relation to sickness, accommodation or similar
- Guidance on rules applying to the Danish labour market, including tax etc.
- Preparation of a tax card, CPR number (civil registration number) and a health insurance card.



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