

VOYNOVA

EST • MMXXIV

GLOBAL • SOLUTIONS

RECRUITER BRIEFING • 2026

The AI Advantage *in cross-border hiring.*

Sourcing, compliance and IntelliHub v1 — for European employers and recruiters who need a serious corridor partner.

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TODAY'S PAIN

- ⊗ Brokers, no audit trail
- ⊗ Slow, paperwork-heavy hiring
- ⊗ Mis-matched skills on arrival
- ⊗ Compliance risk on documentation
- ⊗ No visibility after deployment

VOYNOVA SOLUTION

- ☑ Single platform with full audit log
- ☑ AI-screened pools, employer brief in 72h
- ☑ Skill demos, video & language verified
- ☑ Emigration Act + GDPR-grade workflows
- ☑ Live deployment & welfare dashboards



AI candidate matching

Structured scoring against your role brief, language and KPI thresholds.



Video & skill demos

Recorded skill tests, language samples, and shortlists shipped in days.



AI-moderated interviews

Standardised first-round interviews with summary transcripts.



Visa & embassy support

Documentation, attestation and embassy slotting handled end-to-end.



Deployment dashboard

Track every candidate from offer to onboarding in real time.



Worker welfare tracking

Arrival, accommodation, and 30-60-90 day care monitored.



EXHIBIT 01

AI-moderated first round.

Standardised, language-graded interviews with summary transcripts — your team only meets candidates worth meeting.

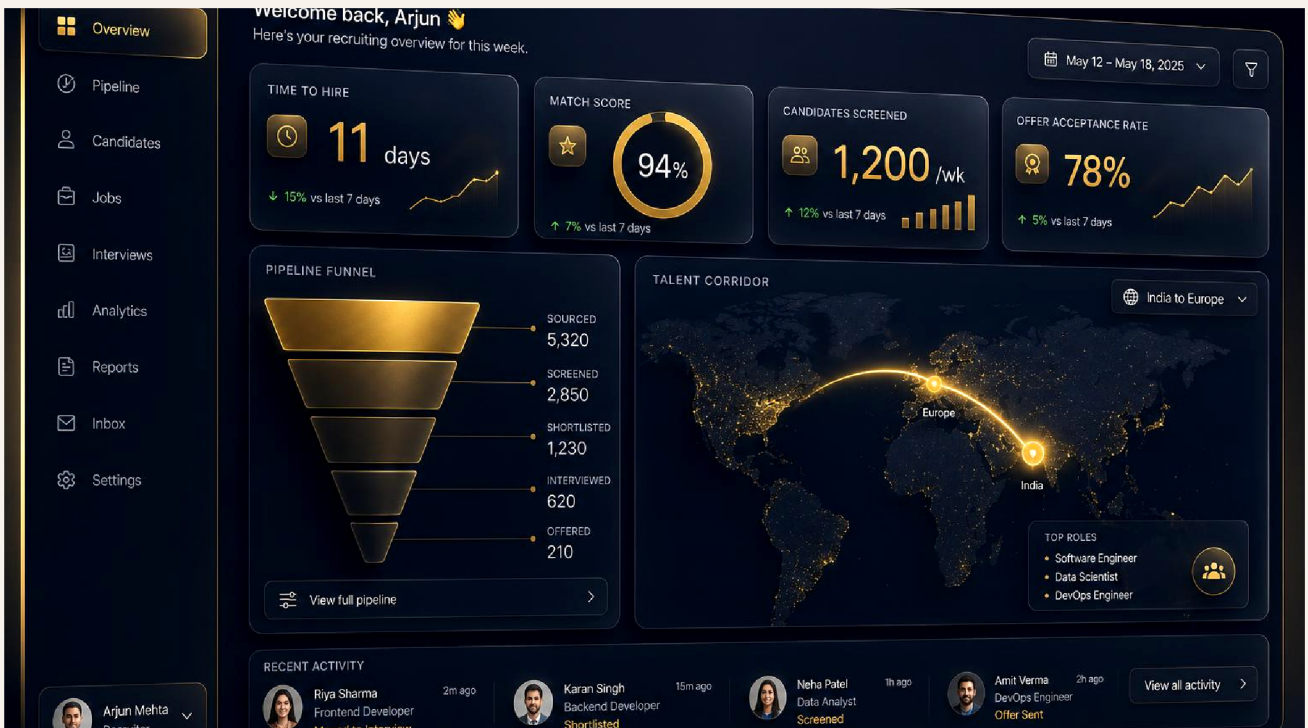


EXHIBIT 02

Deployment dashboard, live.

Every candidate, every milestone — offer, visa, ticket, day-1 onboarding — visible in real time.

CORRIDOR	SAMPLE ROLES
Greece	Hospitality, care workers, construction
Slovakia	Carpenters, machine operators
Poland	Truck drivers, warehouse, logistics
Croatia	Hospitality, construction
Romania	Logistics, CNC, manufacturing
Hungary	Industrial electricians, CNC
Germany	Care, hospitality, skilled trades
Czechia	Manufacturing, logistics



EXHIBIT 03

Logistics & manufacturing.

CNC operators, warehouse, drivers — placed at scale across Poland, Czechia, Romania and Hungary.



Hospitality & care.

Multi-season placements across Greece, Croatia and Germany — language-graded and welfare-tracked from day one.



EXHIBIT 05

Single point of accountability.

One account director per employer – corridor strategy, weekly pipeline reviews, and SLAs measured in days, not quarters.



EXHIBIT 06

Compliance baked in, not bolted on.

Visa, attestation, labour code and GDPR workflows pre-encoded by destination — every file audit-ready before day one.



EXHIBIT 07

QBRs that move the needle.

Quarterly scorecards on time-to-fill, retention, welfare and cost – chaired by Voynova Leadership, shared with your COO.

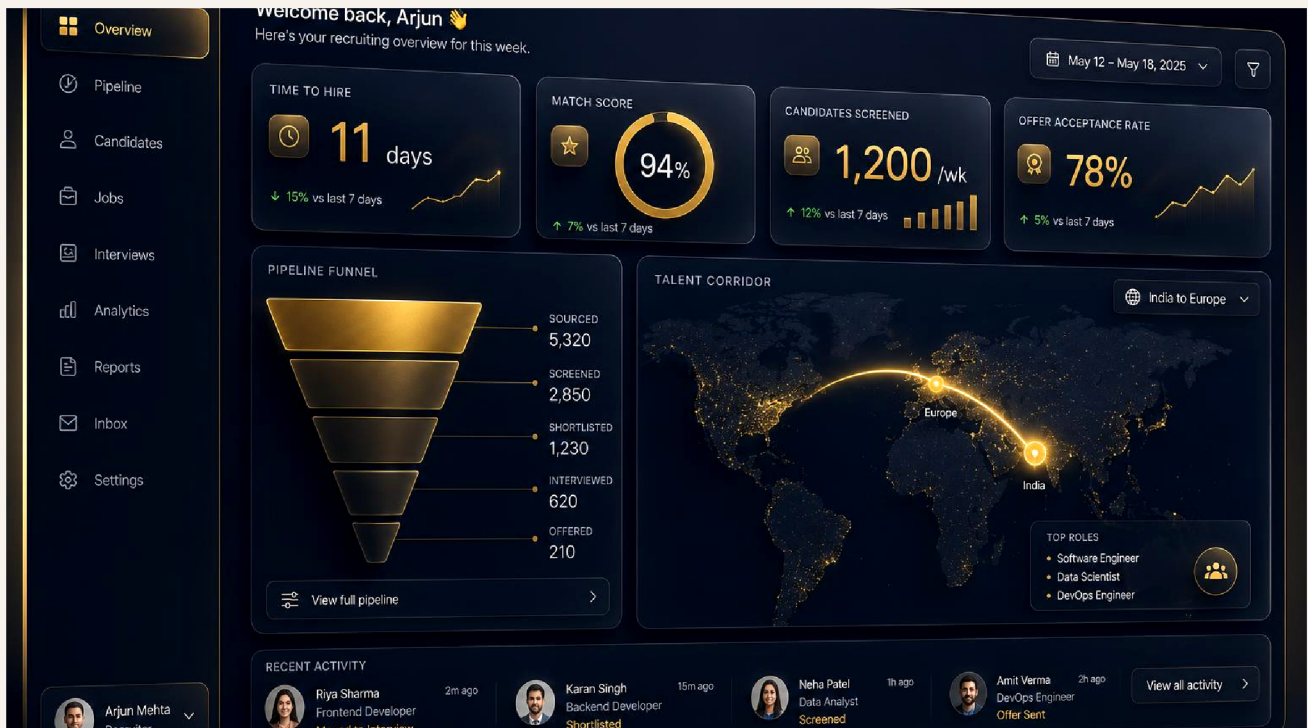


EXHIBIT 08

Your pipeline, your truth.

Roles, candidates, milestones and risk flags – visible to your team in the same dashboard our delivery team uses.

Role-based portals

Separate access for sourcing, compliance, and account leads.

Structured process

Briefs, screening, shortlists, contracts — every stage versioned.

Europe-focused corridors

Pre-built playbooks for Greece, Germany, Czechia and more.

Compliance-first positioning

Win employer trust on audit-readiness, not just on price.

120+

EMPLOYER BRIEFS HANDLED

8

ACTIVE CORRIDORS

100%

COMPLIANCE-GRADED

1.5K+

WORKERS MATCHED

ATHENS · MARINE

42 welders, 11 weeks.

Certified welders at scale — full headcount on time, zero fee collected from any worker.

42 WELDERS	11w LEAD TIME	0€ WORKER FEE
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BRATISLAVA · CNC

36-headcount second shift.

Pre-screened CNC operators with EU-aligned skill demos. One shortlist round, on the floor in eight weeks.

36 CNC OPS	8w LEAD TIME	1 SHORTLIST
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ADRIATIC · HOSPITALITY

Three seasons, +24% retention.

One platform replaced fourteen brokers. Retention into the third season climbed twenty-four percent.

+24% RETENTION	3 SEASONS	1 PLATFORM
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We stopped chasing CVs and started running corridors. Time-to-arrival dropped from months to weeks.

HEAD OF TALENT · CEE MANUFACTURING GROUP

Submit a hiring brief

Email a one-page brief — role, country, headcount, timeline — to our employer desk and we'll respond within one business day.

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Regional partner desk — launching soon



VOYNOVA · GLOBAL · SOLUTIONS

EDITION

Edition 2026 · v3.0

VOLUME

Vol. III · Recruiter Briefing

TYPESET IN

DM Serif Display, Fira Sans & JetBrains Mono

OPERATIONS

Belgrade · Athens · Noida

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