



STARLING
INTERNATIONAL LTD

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www.starlingint.net



About Starling International

Starling International Ltd. [RL-2400] is a renowned recruiting agency based in Dhaka, Bangladesh. Established in 2022 the agency aims to facilitate meaningful labor migration in different country-specific corridors. At Starling International, we believe that international recruitment should be safe, orderly, regular and in line with both local and international regulations. The responsibility of facilitating safe, orderly, and regular labor migration does not fall short on us which means that we cater to both Employers and Migrant Workers alike and seek to find the best possible solution for our clients. Labor/Skill based migration requires specific attention to detail, Starling International's value is aligned to provide tailor-made solutions for every labor requirement. At Starling International, we have positioned ourselves as the catalyst for change, connecting exceptional skills with organizations that recognize the value of a diverse and international workforce. Our commitment to excellence, diversity, and inclusivity fuels our drive to revolutionize the way businesses identify, attract, and retain top talent, regardless of geographical constraints.





Our Expertise:

Starling International's team of experienced professionals combines a deep understanding of global talent markets with cutting-edge recruitment strategies. We specialize in identifying and matching skilled candidates with organizations across a wide range of industries. Through our network of specialized training centers, we ensure that every candidate matches the profile required by the employer.



What Sets Us Apart:

State-of-the-Art Recruitment Practices: We at Starling International are committed to ensuring that every single recruitment is done adhering to our standard operating procedure. Starling International sets high standards for the quality of recruitment at every stage of the recruitment process.

Customized Solutions: We understand that every business is unique. That's why we tailor our recruitment solutions to align with your specific needs and goals.

Exceptional Client Support: Our dedicated team provides ongoing support and guidance, ensuring a seamless hiring experience from start to finish. We at Starling International ensure that our clients receive dedicated service even after deployment.

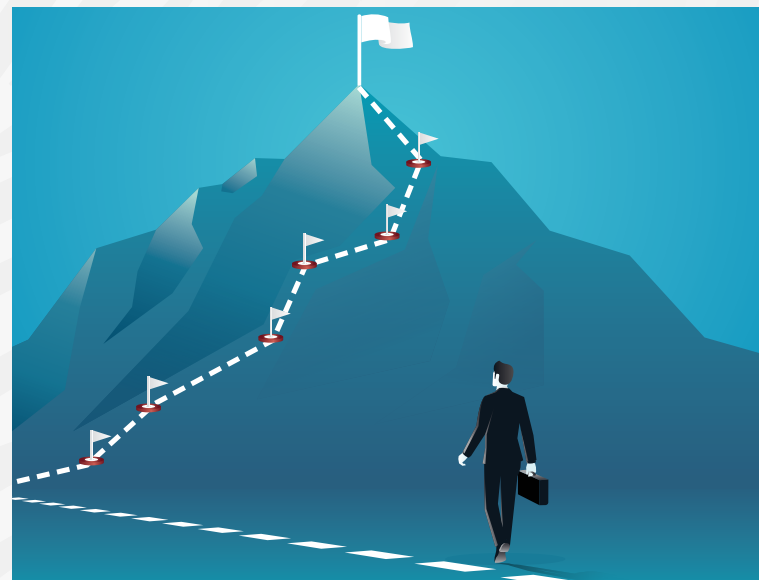
Fastest Deployment Time Frame: Starling International understands that recruitment can be urgent based on the growing needs of its esteemed clients. We at Starling International pride ourselves on delivering end-to-end solutions in time without compromising on the quality of our service.

Why Choose Starling International:

At Starling International, we don't just find the right people; we cultivate success stories. Our commitment to excellence and dedication to connecting businesses with the world's most exceptional talent make us the preferred partner for organizations seeking global growth and innovation.

Unlock your company's potential with Starling International. Together, we'll shape the future of your workforce and drive your organization to new heights.

Connect with us today and discover the opportunities awaiting your organization.





Services

At Starling International we are dedicated to providing comprehensive recruitment solutions that go beyond traditional staffing services. We understand that recruiting efficient employees is just one part of the process, and our commitment to our clients extends to various critical areas to ensure a seamless recruiting experience.



1. Recruitment Solution:

- Our recruitment services are tailored to your unique needs, ensuring you find the best-fit candidates for your organization.
- We conduct thorough needs assessments, source talent globally, and employ a rigorous screening process to present you with highly qualified candidates.
- Our services cover industries ranging from drivers, cleaners, security guards, factory workers, construction workers, service sector staff, and housemaids to even white-collar job industries like IT and healthcare, guaranteeing industry-specific expertise.
- We promote diversity and inclusion in candidate selection, helping you build a diverse and dynamic workforce.
- Starling International Ltd streamlines the hiring process, reducing time-to-hire and saving you valuable resources.



2. Ticketing:

- As part of our holistic approach, we offer ticketing services to facilitate the travel of selected candidates from Bangladesh. We handle flight bookings and itinerary planning, ensuring a smooth and hassle-free journey for candidates joining your team.
- Our experienced team is well-versed in visa regulations, immigration procedures, and travel logistics, making relocation seamless.
- We also provide exclusive deals on tickets for vacation seekers and make exclusive holiday deals.



3. Visa Assistance:

- Starling International Ltd. provides comprehensive visa assistance services, guiding candidates through the intricacies of visa applications.
- We stay updated with the latest immigration regulations to ensure a smooth and compliant process.
- Our experts assist with documentation, application submissions, and interviews, minimizing delays and rejections.





4. Medical Services:

- Our network of healthcare providers conducts thorough medical examinations, ensuring candidates meet the necessary health standards.
- We specialize our medical procedures according to the requirements of different destination countries so that our workers never fail to pass the medical test by their employers.



5. Skills and Development:

- We believe in investing in talent for long-term success. Our skills and development programs are designed to enhance the capabilities of your workforce.
- We offer training, workshops, and upskilling opportunities to help employees stay competitive and meet industry demands.
- Continuous learning is encouraged to foster professional growth and adaptability.

At Starling International Ltd., we are more than just a recruitment agency; we are your strategic partner in talent acquisition, offering a holistic approach to the hiring process. Our commitment to providing comprehensive solutions, including ticketing, visa assistance, medical services, and skills development, sets us apart in the industry. We are dedicated to supporting your organization's growth by ensuring that you have access to the best talent and the resources necessary to nurture their success in Bangladesh. Partner with us today and experience the difference.





Categories of Recruitment:

Starling International Ltd. prides itself in catering to a wide array of recruitment requirements. Whether it be highly skilled white-collar professionals to lesser skilled general category workers Starling International avails itself to the requirements and specific needs of our valued clients. We understand that every recruitment needs to be tailor-made and specific to the employer.



Categories of Recruitment





About the Bangladesh Labor Market:

The Bangladesh labor market is diverse and prevailing in the context international labor recruitment landscape. It is characterized by several key factors that make it an important Country of Origin of labor for many countries and industries worldwide. The most prevalent countries of destination have been in the Middle East (KSA, UAE, Qatar, Kuwait) where the Bangladeshi nationals have played a key role in the development of infrastructures and services. Bangladesh has also been responsive to labor and professionals in countries like Malaysia, Singapore, and Korea of late and looks forward to expanding its market to developed countries fulfilling skill gaps and aging populations across the globe.

1. **Abundant Labor Force:** Bangladesh is one of the most densely populated countries globally, with over 160 million people. This population density translates into a vast pool of available labor and the unemployment rate of 8% creates a huge pool of skilled, semi-skilled, and unskilled workers looking to migrate for greener pastures. This abundance of laborers is a considerable asset for international labor recruitment in various sectors, including construction, agriculture, manufacturing, domestic, hospitality, nursing, and white-collar sectors.
2. **Competitive Labor Costs:** One of the primary drivers for international labor recruitment from Bangladesh is its competitive labor costs. Wages in Bangladesh are relatively lower than in many Western countries, making it an attractive option for employers looking to reduce labor expenses. This cost advantage has led to a significant demand for Bangladeshi workers in labor-scarce industries.
3. **Skilled and Unskilled Labor:** Bangladesh offers a diverse labor force, encompassing both skilled and unskilled workers. While many unskilled laborers are employed in construction, agriculture, and the RMG industry, skilled professionals, such as IT experts, engineers, and healthcare workers, also contribute to international labor recruitment. The presence of a skilled labor force makes Bangladesh an attractive option for a range of industries.
4. **Language Proficiency:** The proficiency of many Bangladeshi workers in the English language is an advantage for international labor recruitment. This language skill is particularly appealing for countries where English is the primary or secondary language of business, as it reduces communication barriers and facilitates smoother integration into the workforce.
5. **Migration Trends:** Bangladesh has a long history of labor migration, both within the country and abroad. A significant number of Bangladeshi workers seek employment opportunities in countries such as Saudi Arabia, the United Arab Emirates, Malaysia, and the United Kingdom. This migration trend has established Bangladesh as a recognized source of international labor recruitment, with established labor migration channels and networks.



Starling International's Approach to International Recruitment

Starling International believes in a 360-degree approach to recruitment. We have a deeply embedded philosophy of facilitating migration that creates value for our aspiring candidates. International Recruitment should be safe, orderly, regular, and in compliance with both the origin and destination country's rules and regulations.

Approach to International Recruitment:

Starling International has 3 primary models of recruitment which is adjusted to the requirement of its clients and tailor-made for every recruitment drive.

- **The Employers Pay Model:** The model is designed around high compliance industries that require a modern take on recruitment. Starling International follows the IRIS Standards set by the International Organization for Migration (IOM) and only charges costs adhering to the International Labour Organisation's (ILO) General principles and operational guidelines for fair recruitment and definition of recruitment fees and related costs. Starling International's Employers Pay Model has 5 overarching principles which are further elaborated in our Ethical Recruitment Policy.

The overarching Principles are:

- ▶ Prohibition of Recruitment Fees to Jobseekers
 - ▶ Respect for Freedom of Movement
 - ▶ Respect for Transparency of Terms and Conditions of Employment
 - ▶ Respect for Confidentiality and Data Protection
 - ▶ Respect for Access to Remedy
- **The Employer's Design Model:** A recruitment model catering to Employers with their own policies and standards. The Recruitment model adheres to policies set by the company's in-house standards with a ceiling on recruitment and related costs.
 - **The Traditional Recruitment Model:** A model where you delegate all recruitment-related tasks to Starling International's in-house professionals to cater to the needs of your company as we best see fit. Our high standards ensure that we will address the needs of your company as it is our own. Our team of experienced industry professionals will find the best solutions to take your organization to new heights.

It goes without saying that we at Starling International Ltd center our business around our valued clients no matter which model you may want to subscribe to. All our recruitment and related solutions are unique to clients and tailor-made for every recruitment drive.



Candidate Screening and Selection Process

At Starling International Ltd, we take pride in our meticulous screening and selection process, ensuring the highest candidate quality and client satisfaction standards. Below our screening and selection process is described briefly.



Client Consultation

We start with comprehensive consultations with our clients to understand their precise staffing requirements and expectations.



Job Position Analysis

Our team of experts carefully assesses job descriptions to create a detailed understanding of the required qualifications, skills, and cultural fit.



Job Advertisement Circulation

We orchestrate our job advertisement and manpower sourcing by correlating our clients' needs and the Bangladesh labor market scenario. Our processes

are:

1. We directly source workers from different government and non-government training centers. We have specific contacts with all the government training centers all over Bangladesh. They help us by providing their best students in specific trades according to the skill demand.
2. We circulate the job circular to our vast sub-agent network all over the country. We have a team of trusted and industry-wise expert sub-agent networks who can source skilled and non-skilled workers from all over Bangladesh.
3. We craft compelling job advertisements and strategically post them on multiple platforms including printed and digital to reach a wide pool of potential candidates.
4. We have a team that works continuously on building networks of skilled and non-skilled workers for any of our future recruitment drives. We are continuously building our database of workers of different trades to meet the specific demands of our clients.



Resume/CV Submission

Candidates are encouraged to submit their resumes or CVs through our website, email, or in-person office visits.



Rigorous Screening

Our screening process involves a series of interviews, assessments, and checks to shortlist the most qualified candidates.



Skills and Competency Assessments

We administer skills tests and assessments tailored to the specific job requirements. We develop a matrix to assess each candidate's competency in various job-related skills and qualifications. If there is a specific demand for language proficiency we administer that by taking different tests according to the clients' needs.





Reference Checks

We contact provided references to verify candidates' work history, skills, and character.



Background Verification

We perform background checks to ensure candidates have a clean criminal record and legal standing.



Cultural Fit Assessment:

Assess a candidate's alignment with the client's organizational culture and values through behavioral interviews and scenario-based questions.



Client Presentation and Interviews

We create a shortlist of top candidates and facilitate interviews between the client and shortlisted candidates.



Strengths and Weaknesses Analysis:

Identify each candidate's strengths, weaknesses, and areas for improvement based on interview performance and assessments.



Job Offer and Negotiation

We support our clients in making job offers and assist in salary negotiations, ensuring satisfaction on both sides.



Candidate Onboarding Support

We help candidates transition into their new roles by facilitating documentation, orientation, and any necessary training.



Post-placement Follow-up

Our communication with clients and candidates continues after placement to ensure a smooth onboarding process and job satisfaction.



Continuous Improvement

We collect feedback from clients and candidates to continually enhance our recruitment process and improve service quality.



Legal Compliance and Confidentiality:

We strictly adhere to Bangladeshi labor laws, data protection regulations, and other legal requirements. Candidate information is kept confidential, and we maintain robust data security measures.



Documentation and Record-keeping:

We maintain detailed records of all candidate interactions, including resumes, interview notes, and reference checks.

This is an overview of Starling International Ltd's recruitment process, emphasizing its commitment to precision in the worker selection and screening process and the customization of solutions for clients. It also highlights the agency's adherence to legal compliance and confidentiality while ensuring the highest standards of quality in recruitment services.

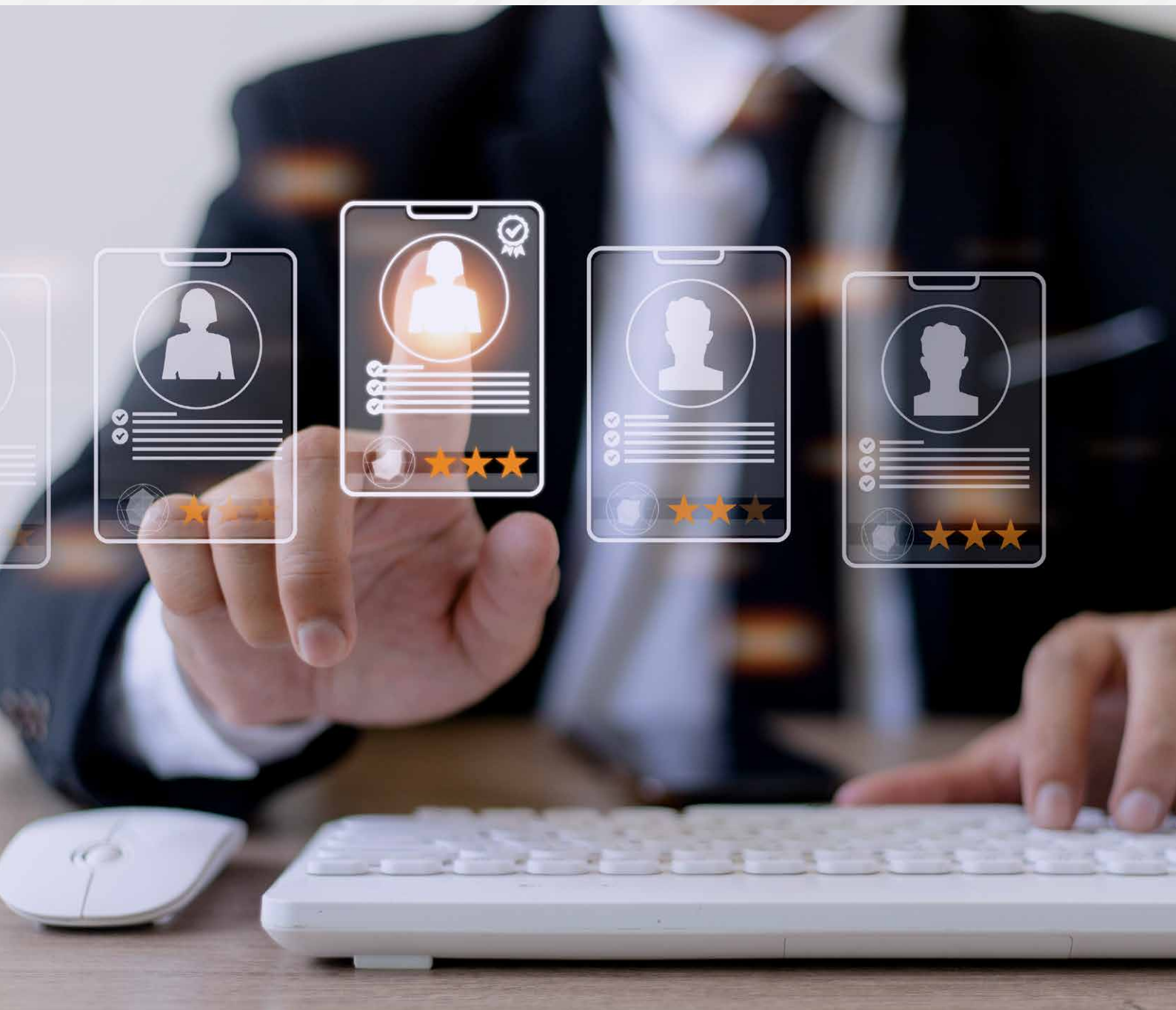
Recruitment Process Flowchart

STAGE	PROCEDURE	WHAT TO DO / TASK	TIME LINES
Pre-Recruitment Stage	Overseas Marketing and Getting Demand Letter	1. Pre-Negotiation -defining the details of the Work - Quantity of Workers needed - Contract of the Worker 2. Due Diligence - Verifying legal documents of the Employer. - Site visit 2. Agency Contract Signing - Memorandum of Understanding (MOU) between the employer and the recruiter. 3. Obtaining the Employer's Demand Letter 5. Bangladesh Consulate Visa Attestation	Around 4 days
Recruitment	Advertising	1. Print Media (News Paper)	10 Days
		2. Social Media	
		3. Digital Media	
		4. Electronic Media	
		5. Telemarketing	
		6. Email & Bulk SMS Sending	
		7. Website / on Job board Posting	
		8. Local Agent Support(Per Person)	
	CV Collection	1. Screening application	7 Days
		2. Shortlisting candidates	
	Interview	1. Primary Selection is conducted	1 Day
		2. Delegates from the company take interviews and select candidates	4 Days
		3. Job Offering to the selected candidates	1 Day
		4. Pre-Medical Check-up	
	Documentation	1. Passport Collection from the candidates for their visa processing	

		2. Preparing documents of the selected candidates with their CV, photos, educational or skill certificate, photos and. others	10 Days
	Training	1. Language proficiency training	
		2. Job orientation	
		3. Necessary training and job related documents are supplied to the workers	
		4. Necessary Certifications	
		5. Medical Check-up	
	Medical Examination	1. Medical Certificate	3 days
		2. Final Selection	
		3. Contract Signing	
	Job Offer	1. Job offer letter is provided to the workers	1 Day
	Embassy Approval	1. Visa Stamping	7 Days
		2. Welfare Fund is collected	
	Manpower Clearance	1. Govt. Fee	7 Days
		2. Smart Card	
		3. BAIRA Fee	
		4. Short Briefing about work, Labor Law & Immigration.	
		5. BMET Pre-departure orientation certificate	
	Orientation	1. Bank Account Opening	2 Days
		2. Ticket Confirmation (One way)	
Deployment	Traveling	1. Pickup Airport	5 days

Employment (Responsibility of the employer)	After Arrival	1. Receiving of candidate 2. Food and Accommodation 3. Joining 4. Work & Residence Permits 5. Safety 6. Salary 7. Overtime Benefits 8. Health Insurance 9. Sick & yearly Leave After the ending of contract period	
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Recruitment costs are variable according to the specific requirements of the client and the labor market situation of Bangladesh.





Our Ethical Recruitment Policies

Starling International Ltd (RL: 2400) is a recruitment agency established in October 2022 with a mission to facilitate safe, orderly, and ethical labor migration. It was launched with a vision to pioneer ethical recruitment policies set by Government and UN organizations in Bangladesh. Starling International Ltd formulated these internal company policies which adhere to Ethical Recruitment Standards set by the International Organisation for Migration (IOM). This policy outlines the guidelines and principles that Starling International Ltd follows to ensure ethical recruitment practices which aim to protect the rights and well-being of migrant workers and promote fair and transparent recruitment processes. Starling team adheres to this policy to enhance the reputation of the agency and contribute to the overall development of the recruitment industry in Bangladesh.

1. Compliance with Laws and Regulations:

- 1.1. Starling International Ltd. complies with local and international laws, regulations, and conventions related to labor rights, migrations, and human trafficking. [Overseas Employment Act 2013] [Prevention and Suppression of Human Trafficking Act 2012].
- 1.2. Starling International Ltd obtains and maintains all licenses [RL- 2400] and permits required to operate legally and ensure compliance with all relevant regulatory bodies.

2. Transparent and Non-Discriminatory Recruitment Process:

- 2.1. Starling International Ltd ensures that its recruitment process is transparent, fair, and free from any form of discrimination, including but not limited to gender, age, race, religion, or disability.
- 2.2. Job advertisements, job descriptions, and selection criteria are clear and unbiased, providing equal opportunities to all applicants.

3. Protection of Workers' Rights:

- 3.1. Starling International Ltd respects and upholds the fundamental rights of workers, including freedom of association and protection against forced labor and child labor.
- 3.2. Workers are provided with written employment contracts in their native language, clearly stating their terms and conditions, wages, benefits, and working hours.

4. Pre-Departure Orientation and Training:

- 4.1. The Bureau of Manpower, Employment, and Training (BMET) provides pre-departure orientation for every migrant in Bangladesh. In addition to that, Starling International Ltd provides comprehensive pre-departure orientation and training to workers, covering their rights, responsibilities, cultural sensitivities, local laws, and relevant work-related information.
- 4.2. Workers are informed about the terms and conditions of their employment, including job location, accommodation, transportation, and any associated costs.

5. Ethical Recruitment Fees and Expenses:

- 5.1. Starling International Ltd adheres to transparent and fair fee structures, ensuring that workers are not charged excessive fees for recruitment, documentation, or other related services.
- 5.2. Recruitment fees should be borne by the employer, and Starling International Ltd ensures clear breakdowns of costs to workers and employers alike.
- 5.3. Starling International Ltd strictly adheres to General principles and operational guidelines for fair recruitment and the definition of recruitment fees and related costs set by the International Labour Organisation (ILO).

6. Respecting Freedom of Movement for the workers:

- 6.1. Starling International Ltd makes sure that it doesn't hold passports or other important documents of workers unnecessarily during any part of the migration process.
- 6.2. Starling International Ltd partners up with only those employers who respect the freedom of movement of the workers and don't hold passports or any important document of the worker that might bind him to a certain place.

7. Protection against Exploitative Practices:

- 7.1. Starling International Ltd takes proactive measures to prevent any form of exploitation, including forced labor, human trafficking, debt bondage, or any other illegal practices.
- 7.2. Regular monitoring, inspections, and audits are conducted to identify and address any potential risks or violations within the recruitment process.

8. Grievance Mechanism and Support Services:

- 8.1. Starling International Ltd established an accessible and confidential grievance mechanism to address any complaints or concerns raised by workers promptly.
- 8.2. Adequate support services, including counseling, legal aid, and medical assistance, are made available to workers throughout the recruitment process and Starling International Ltd tries to ensure that employers follow that during their employment abroad.

9. Collaboration and Partnerships:

- 9.1. Starling International Ltd actively collaborates with relevant stakeholders, including the government, employers, workers' organizations, civil society, and international organizations, to promote ethical recruitment practices.
- 9.2. Starling International Ltd.'s initiative to recruit in an Ethical Model is embedded in the Government of Bangladesh's 8th Five Year Plan where GoB has encouraged pioneering Recruitment Agencies to discover more sustainable avenues of International Labour Recruitment.

10. Regular Monitoring and Reporting:

- 10.1. Starling International Ltd conducts regular internal monitoring and evaluations to ensure compliance with this policy and take corrective actions if any violations are identified.



- 10.2. Transparent reporting on recruitment activities, including the number of workers placed, countries of destination, and any grievances or violations, are submitted to regulatory authorities as required.

11. Capacity Building and Continuous Improvement:

- 11.1. Starling International Ltd invests in the training and capacity building of its staff to enhance their knowledge of ethical recruitment practices, labor laws, and relevant international standards.
- 11.2. Continuous improvement initiatives are implemented based on feedback from workers, evaluations, and emerging best practices in the recruitment industry.

By adhering to this policy, Starling International Ltd can contribute to protecting workers' rights and promoting ethical recruitment practices. This policy serves as a framework to guide Starling International Ltd in creating a fair, transparent, and responsible environment for migrant workers, ensuring their safety, dignity, and overall well-being.



Testimonials from Partner Companies



“

Team Starling has shown transparency in their briefing of their candidates, they ensure candidates are properly groomed and oriented regarding the work nature and culture of our company. This is very appreciable and minimizes much of our grooming task at our end. Looking forward to work with them in our next recruitment drive.

”

Hasan
HR Manager
Indaad



“

This is our 5th time recruitment project with them and every time their hospitality overwhelms our team. The quality of drivers they manage to present to us in interviews are more than satisfactory and the majority of the driver seems to be well prepared and aware of their contract's terms and conditions.

Always a pleasure collaborating with them.

”

Nasser Mohammad Alhaj
Director of Assets Management
Dubai Taxi Corporation





“

Their speed of delivery is evident. I hope they are able to be consistent, good wishes to them. ”

IAN Low

Director of Human Resources
Just Energy

Success Stories

Ariful Islam

I used to drive Uber in Bangladesh, after joining Dubai Taxi Corporation I'm earning 3 times more with the same effort and hard work I gave in Bangladesh. Many thanks to Somoy bhai and his company.

আমি বাংলাদেশে উবার চালাতাম। দুবাই ট্যাক্সি তে যোগদানের পর আগের সমান পরিশ্রম করে পূর্বের থেকে তিন গুণ আয় করছি। সময় ভাই আর তার কোম্পানিকে ধন্যবাদ আমাকে এ সুযোগ করে দেয়ার জন্য।



Shaikat Bishas, DTC

I am forever grateful to them, they are like my family now. My family members and relatives everyone often visits them for same opportunity I received through them.

আমি সারাজীবনের জন্য তাদের কাছে কৃতজ্ঞ। তারা এখন আমার পরিবারের মতই। আমার আত্মীয় স্বজন সহ পরিচিত সবাইকে বিদেশে ভাল কাজের সুযোগের জন্য তাদের কাছে পাঠাই কারণ তারা খুবই বিশ্বস্ত।



Rajib, Ardent Vision

I left my newborn baby in Bangladesh to join here in Malaysia. I may be missing his childhood but the fact that I'm able to provide for him and my wife makes me feel less homesick.

আমি আমার সদ্যোজাত সন্তানকে দেশে রেখে মালায়শিয়াতে কাজের জন্য যাই। আমি হয়ত আমার সন্তানের শৈশবটা হারাচ্ছি কিন্তু আমার সন্তান ও স্ত্রীকে একটা ভালো জীবন ও ভবিষ্যৎ দিতে পারছি এ চিন্তা আমাকে উৎসাহ দেয়।



Tipu Khan, Imdaad

Prayers and good wishes for them. My little brother will turn 23 soon and will bring him to work beside me in Dubai Imdaad through them.

তাদের জন্য দোয়া ও শুভকামনা। আমার ছোট ভাই শীঘ্রই ২৩ বছর বয়সী হবে এবং তাকে তাদের মাধ্যমে দুবাই ইমদাদে আমার পাশে কাজ করতে নিয়ে আসবে।



Introduction of the Chairman



Dr Mohammad Belayet Hossain

Chairman
Starling International Ltd.

Dr Mohammed Belayet Hossain served as a prolific bureaucrat for the government of Bangladesh. He has been in the leading role of important mega projects in Bangladesh. As the Bridge Secretary of the government of Bangladesh, he initiated mega projects like the Padma Bridge and Karnaphuli tunnel. Throughout his career as a top-level government bureaucrat, he has focused on forming policies for the country's development. After he retired from government service, he has been using his vast experience in instigating different business ventures to have an impact on the development of Bangladesh.

He was born on the 1st of June in the year 1962 in Hazipur, a village of the Upazila Begumganj, in the District of Noakhali, Bangladesh. His father, the late Hazi Kamal Uddin, was a Heroic Freedom Fighter during our liberation war in 1971. His mother Mrs. Monoara Begum has been honored as the "Golden Mother" for her hard work behind her every son's success.

In his academic career, Dr. Mohammed Belayet Hossain earned honors and a master's degree in 1st class in zoology from the University of Dhaka. He did his MBA in 1st class from Northern University, Dhaka. He has been awarded a PhD by Jahangirnagar University. He participated in a training program at Harvard Kennedy School, USA in 2021.

Belayet Hossain Joined the Bangladesh Civil Service (Admin Cadre) on 15 February 1988. He left his stamp

of efficiency, effectiveness, and professionalism wherever he worked in whatever position during his illustrious career. As a Secretary, he worked for the Ministry of Jute and Textile and the Bridge Division, Ministry of Road Transport and Bridges. He retired from service on 31st May 2022.

Dr. Belayet visited many countries as a member or head of the Bangladesh delegations. Besides, he also participated in many seminars, conferences, and workshops representing the government. China, India, Indonesia, Australia, Canada, Bhutan, Singapore, New Zealand, Sweden, France, Germany, the United States, Thailand, Vietnam, and Laos PDR were among the nations he visited.

Dedication and Dynamism can make a difference in leadership, and Dr Belayet proved it in his career. He worked in different capacities in policy formulation and implementation where he predominantly focused on integrity in his 34-year career of bureaucratic service with utmost diligence and sincerity.

Dr. Mohammed Belayet Hossain as the chairman of Starling International Ltd, strives to set the highest standard of the industry. He also envisions having a great positive impact on the country in accordance with the development goal of Bangladesh.



Meet the CEO

Rafid Ahmed Saleheen

Chief Executive Officer
Starling International Ltd.

Rafid Ahmed Saleheen is a prominent entrepreneur based in Dhaka, Bangladesh. He comes into the role with vast experience in the migration and recruitment sector. In his previous ventures, he has successfully managed the Qatar Visa Center and was the Private Sector Engagement and Government Liaison Focal for the International Organisation for Migration (IOM). Rafid has made his mark in the recruitment industry with Imperial Resources as a Partner and helped secure significant business development opportunities. He has been at the forefront of their operation and managed to deploy over 6000 migrant workers in different professions across the Globe.

Mr. Saleheen is passionate about the development and welfare of the Bangladeshi Migrant Workers. He has been a persistent advocate for safe, orderly, and regular migration in his role with IOM Bangladesh and has made significant policy contributions, especially in the amendment of the Overseas Employment Act of 2013 and the drafting of the Reintegration and Diaspora Policy of Bangladesh. Rafid's education in Economics at the University of South Australia has equipped him with the aptitude to identify opportunities in the International Labor market and make meaningful contributions to the development of the recruitment industry.

Rafid envisions Starling International to be a pioneer recruitment agency that sets new industry standards. He aims to open new markets and create meaningful opportunities for aspiring migrant workers in Bangladesh.



Message from the Director of Operations



Samin Yeasser Khan

Director of Operations
Starling International Ltd.

As the Director of Operations, I am humbly grateful for the opportunity to lead and develop such a dedicated customer service-oriented team.

We believe transparent communication with each concerned stakeholder in the recruitment process is crucial. We understand each individual migrant worker requires tailored solutions and grooming. We believe in the power of human potential and understand that the success of any organization is intrinsically tied to the caliber of its workforce. Our team maintains a proactive stance throughout the entire recruitment process.

In addition to our dedication to our migrant workers, we are equally committed to the professional growth and development of our clients.

We leverage the wisdom gained from conventional practices and implement them in contemporary methods that align with the current market's requirements.

Please feel free to explore our company profile to learn more about our services, team, and success stories.

Our team is readily available to assist you and address any inquiries you might have. We appreciate your consideration of Starling International Ltd as your reliable partner in the realm of talent acquisition.



Message from the Director of Business Development

Dear Valued Partners and Clients,

It is with great pleasure and a sense of profound purpose that I extend my warm greetings to you on behalf of Starling International Ltd, your trusted recruitment partner in Bangladesh.

In the dynamic and competitive landscape of today's job market, the significance of talent acquisition and development cannot be overstated. I have the privilege of serving as the Director of Business Development at Starling International Ltd, and it is my distinct honor to introduce you to the remarkable journey we've embarked upon in the world of recruitment.

At Starling International Ltd, we believe that the heart of every successful organization beats with the rhythm of its people. Our commitment to excellence is deeply ingrained in our core values, and our mission is to provide you with the human resources solutions that will empower your business to thrive and prosper.

As the Director of Business Development, my role is to ensure that we not only meet but exceed your expectations. We aim to be your strategic partner, working hand in hand to understand your unique staffing needs and challenges. Our dedicated team, under my guidance, is committed to delivering tailored recruitment solutions that align with your business goals and vision.

Our journey is defined by:

- **Expertise:** With years of experience in the Bangladeshi job market, we possess a profound understanding of the local talent landscape. This expertise enables us to identify, attract, and connect you with the right talent swiftly and effectively.
- **Innovation:** We leverage advanced technology and best practices to stay ahead of the curve. Our innovative recruitment processes are designed to meet the evolving demands of businesses in Bangladesh.
- **Diversity and Inclusion:** We understand the importance of diversity in fostering creativity and innovation within organizations. Our commitment to diversity ensures that we source talent from all backgrounds to enrich your workplace culture.
- **Client-Centric Approach:** Your success is our top priority. We work closely with you to offer personalized services that align with your unique hiring requirements.
- **Candidate Empowerment:** We believe in empowering job seekers by



connecting them with opportunities that match their skills, aspirations, and values. We are the bridge that connects talent to your organization's success.

- **Ethical Practices:** Integrity and professionalism are the cornerstones of our business. We adhere to the highest ethical standards in all our interactions.

We invite you to explore our Company Profile to discover how Starling International Ltd. can be the catalyst for your organization's growth and success. Whether you are in search of non-skilled workers, skilled professionals, or entry-level candidates, we have the expertise and resources to deliver results that exceed your expectations.

For inquiries or to discuss how we can support your recruitment needs, please do not hesitate to reach out to me directly at salimsadman@starlingint.net.

Together, let us embark on a journey of growth, prosperity, and success in the vibrant job market of Bangladesh.

Warm regards,

Salim Sadman Samoy

Director of Business Development
Starling International Ltd.



Corporate Social Responsibility



Initiatives for Skill Enhancement

At Starling International Ltd, we understand that talent acquisition is not just about matching skills with job requirements; it's also about nurturing and enhancing those skills. We are committed to fostering skill development among job seekers and offering opportunities for growth and advancement. Our skill enhancement initiatives include:

- **Training Workshops:** We conduct regular training workshops and seminars to equip job seekers with the latest industry-specific knowledge, soft skills, and professional development tools.
- **Online Learning Resources:** We provide access to a wide range of online learning resources, enabling candidates to acquire new skills and stay updated with industry trends.
- **Career Counseling:** Our team of experts offers career counseling to help candidates identify their strengths and areas for improvement, guiding them toward the right career path.



Community Engagement Programs

• At Starling International Ltd, we believe in giving back to the community that has supported us in our journey. Our community engagement programs are designed to make a positive impact on society, fostering goodwill and social responsibility. These programs include:

- **Job Fairs:** We organize job fairs that not only connect job seekers with employers but also promote community engagement by providing resources and information to attendees.
- **Skill-Building Initiatives:** We support skill-building programs in partnership with local organizations, offering training and development opportunities to underserved communities.
- **Scholarship Programs:** Starling International Ltd proudly sponsors scholarships and educational initiatives to empower disadvantaged individuals to pursue their dreams and aspirations.



Compliance with Industry Standards

We understand the importance of maintaining the highest ethical and professional standards in the recruitment industry. Starling International Ltd is dedicated to compliance with industry best practices, ensuring transparency, fairness, and integrity in all our operations. Our commitment to industry standards includes:



- **Data Privacy:** We strictly adhere to data protection regulations, safeguarding the privacy and confidentiality of both candidates and clients.
- **Anti-Discrimination Practices:** We promote a discrimination-free workplace and recruitment process, valuing diversity and inclusion.
- **Fair Labor Practices:** We ensure that all placements comply with labor laws and regulations, protecting the rights and welfare of employees.



Continuous Improvement Initiatives

In our ever-evolving industry, stagnation is not an option. Starling International Ltd. is committed to continuous improvement in all aspects of our business. We actively seek ways to enhance our services, adapt to changing market dynamics, and deliver greater value to our clients and candidates. Our continuous improvement initiatives encompass:

- **Client Feedback:** We value feedback from our clients and candidates, using it to refine our processes and service delivery continually.
- **Market Research:** We stay at the forefront of industry trends and labor market dynamics, enabling us to provide up-to-date insights to our clients.
- **Technology Integration:** We invest in the latest recruitment technology to streamline our operations and improve the efficiency of our services.

By embracing these initiatives, Starling International Ltd demonstrates its commitment to not only meeting but exceeding industry standards and expectations, thereby enriching the lives of job seekers, employers, and the communities we serve.



Our Clients



مؤسسة تاكسي دبي
Dubai Taxi Corporation

Dubai Taxi Corporation



Imdaad

Imdaad



Transguard



Talabat



AGFM



Just Energy



Nationgate solution
(m) sdn bhd



Korban



REP GRAPHIC
SDN. BHD.

Starling License

Licence Number: RL- 2 4 0 0	2 3100
Name of the Agency	STARLING INTERNATIONAL LTD.
Business Address	3712, PURANA PALTAN PRITAM ZAMAN TOWER LEVEL-14, BOX CULVERT ROAD, DHAKA-1000
Name of the Proprietor/	
Managing Partner/	
Managing Director	SAMIN YEASSER KHAN
with Permanent Address:	89/4 DOHS BANANJ, LALASORE, DHAKA CANTONMENT DHAKA.

RL- 2 4 0 0

Specimen Signature

Section 9 of the Overseas
Employment & Migrant Act-2013

This Licence is issued under Section a of the Overseas
Employment And Migrants Act-2013 to carry on the business of
a recruiting agency. The licence is not transferable nor it shall be
used directly or indirectly by any person other than the person in
whose favour it is issued.

The Government reserves the right to cancel or to suspend
the licence at any time without assigning any reason.

Director General,
Bureau of Manpower, Employment and Training,
Government of the people's Republic of Bangladesh.

Dated, Dhaka
This 04 day of 04 20 2023

4 3100

RL- 2 4 0 0

The licence is valid upto

03 APR 2026

11-04-2023

Mohammad Mizanur Rahman Bhuiyan
Deputy Secretary
Director (Employment)
Bureau of Manpower, Employment & Training, Dhaka.

Travel Agency Registration Certificate



Government of the People's Republic of Bangladesh
Ministry of Civil Aviation and Tourism



Travel Agency Registration Certificate



Registration Certificate No:	0014249
Date:	26-Feb-2023

Registration Certificate issue date:	26-Feb-2023
Registration Certificate expiry date:	25-Feb-2026

As per provision of section-5, Sub-Section-(2)(A) of Bangladesh Travel Agency (Registration and Control) Act, 2013 (Act LXI of 2013) and Rule-4, Sub-Rule-(2) of Bangladesh Travel Agency (Registration and Control) Rules, 2014, STARLING INTERNATIONAL LTD Managing Director Samin Yeasser Khan located at Pritam Zaman Tower, Level 14, 37/2 Calvert Road, Purana Paltan, Dhaka-1000 has been registered as Travel Agency for a period of 03 (Three) years from 26-Feb-2023 to 25-Feb-2026.

Md. Khalilur Rahman
Registration Authority

Certification of Incorporation

Issue No. 325861 Date: 10/10/2022



Certificate of Incorporation (under Act XVIII of 1994)

No. C-184272/2022

I hereby certify that **STARLING INTERNATIONAL LTD.** is this day incorporated under the Companies Act (Act XVIII) of 1994 and that the Company is Limited.

Given under my hand at **Dhaka** this **Third** day of **October** two thousand and twenty-two.

By order of
Registrar

Assistant Registrar
Registrar of Joint Stock Companies & Firms
Bangladesh



N.B. This certificate is digitally signed. Please find the soft copy to verify the signature.

Trade Licence

ঢাকা দক্ষিণ সিটি কর্পোরেশন

www.dscc.gov.bd



লাইসেন্স ইস্যুর বিবরণ

ই-ট্রেড লাইসেন্স

ইস্যুর তারিখ : 10/10/2022
ইস্যুর সময় : 20:01:21

লাইসেন্স নং : TRAD/DSCC/016800/2022

স্থানীয় সরকার (সিটি কর্পোরেশন) আইন, ২০০৯ (২০০৯ সনের ৬০ নং আইন) এর ধারা ৮৪-তে প্রদত্ত ক্ষমতাবলে সরকার প্রণীত আদর্শ কর তফসিল, ২০১৬ এর ১০ অনুচ্ছেদ অনুযায়ী ব্যবসা, বৃত্তি, পেশা বা শিল্প প্রতিষ্ঠানের উপর আরোপিত কর আদায়ের লক্ষ্যে নিম্নে বর্ণিত ব্যক্তি/প্রতিষ্ঠানের আনুকূলে অত্র ট্রেড লাইসেন্সটি ইস্যু করা হলো।

১। ব্যবসা প্রতিষ্ঠানের নাম	:	স্টারলিং ইন্টারন্যাশনাল লিঃ			
২। প্রতিষ্ঠানের মালিকের নাম	:	সামিন ইয়াসার খান (ব্যবস্থাপনা পরিচালক)			
৩। পিতা / স্বামীর নাম	:	সালেউদ্দীন মোঃ তারেক খান			
৪। মাতার নাম	:	ফেরদৌসী তারেক খান			
৫। ব্যবসার প্রকৃতি	:	লিমিটেড কোম্পানী			
৬। ব্যবসার ধরণ	:	ট্রাভেলস এন্ড ট্যুরস,টিকেটিং,রপ্তানী,রিক্রুটিং এজেন্সী,হজ্জ, ওমরাহ			
৭। প্রতিষ্ঠানের ঠিকানা	:	৩৭/২, পুরানা পল্টন, প্রীতম জামান টাওয়ার, বঙ্গ কালভার্ট রোড, লেভেল-১৪, ঢাকা-১০০০			
৮। অঞ্চল / বাজার শাখা এলাকা	:	২ ওয়ার্ড / মার্কেট:	১৩		
৯। এনআইডি/পাসপোর্ট/জন্ম নিবন: নং ফোন	:	৬৮৮০৯৭৭৮৮৬ ০১৭৯৮৬১৮৭১৩	বিআইএন নং: ই-মেইল:		
১০। অর্থ বছর	:	২০২২-২০২৩ (নতুন)	ব্যবসা শুরুর তারিখ:		
১১। মালিকের বর্তমান ঠিকানা	:	মালিকের স্থায়ী ঠিকানা	১০/১০/২০২২		
হোজিং নং	:	৭৪০	হোজিং নং	:	৮৯/৪
রোড নং	:	১০	রোড নং	:	
গ্রাম / মহল্লা	:	এভিনিউ-১০, ডি ও এইচ এস	গ্রাম / মহল্লা	:	ডি ও এইচ এস, বনানী
পোস্টকোড	:	১২১৬	পোস্টকোড	:	১২০৬
থানা	:	মিরপুর	থানা	:	ঢাকা ক্যান্টনমেন্ট
জেলা	:	ঢাকা	জেলা	:	ঢাকা
বিভাগ	:	ঢাকা	বিভাগ	:	ঢাকা
১২। ট্রেড লাইসেন্স/নবায়ন ফি(বার্ষিক)	:	৫৫০০	সাইনবোর্ড কর	:	৮০০
লাইসেন্স/নবায়ন ফি	:	০	ভ্যাট	:	৯৪৫
সারচার্জ	:	০	ফর্ম ফি	:	৫০.০০
আয়কর / উৎসেকর	:	০		:	
বকেয়া ()	:	০		:	
সংশোধনী ফি	:	০.০০	সর্বমোট	:	৭২৯৫.০০

অত্র ট্রেড লাইসেন্স এর মেয়াদ ৩০ শে জুন, ২০২৩ পর্যন্ত

লাইসেন্স ও বিজ্ঞাপন সুপারভাইজার



কর কর্মকর্তা

TIN Certificate



Government of the People's Republic of Bangladesh

National Board of Revenue

Taxpayer's Identification Number (TIN) Certificate

TIN : 238168978428

This is to Certify that **STARLING INTERNATIONAL LTD.** is a Registered Taxpayer of National Board of Revenue under the jurisdiction of **Taxes Circle-074 (Company)**, Taxes Zone **04, Dhaka**.

Taxpayer's Particulars :

- 1) Name : **STARLING INTERNATIONAL LTD.**
- 2) Registered Address/Permanent Address : **Pritam Zaman Tower, Level-14, 37/2 Culvert Road, Purana Paltan, Dhaka-1000, Paltan, Dhaka, PO : 1000, Bangladesh**
- 3) Current Address : **Pritam Zaman Tower, Level-14, 37/2 Culvert Road, Purana Paltan, Dhaka-1000, Paltan, Dhaka, PO : 1000**
- 4) Previous TIN : **Not Applicable**
- 5) Status : **Company**

Date : January 05, 2023

Please Note:

1. A Taxpayer is liable to file the Return of Income under section 75 of the Income Tax Ordinance, 1984.
2. Failure to file Return of Income under section 75 is liable to-
 - (a) Penalty under section 124; and
 - (b) Prosecution under section 164 of the Income Tax Ordinance, 1984.



Deputy Commissioner of Taxes
Taxes Circle-074 (Company)
Taxes Zone 04, Dhaka
Address : Tapa Complex, 169/Kha, Shahid Sayed Nazrul
Islam Shoroni, Purana Paltan, Dhaka. Phone : 223358733

N. B: This is a system generated certificate and requires no manual signature.

IRC Certificate



**Government of the People's Republic of Bangladesh
Office of the Chief Controller of Imports and Exports
Import Registration Certificate (IRC)**

Commercial

IRC No:

260326111863523

This is to certify that until further orders **STARLING INTERNATIONAL LTD.**, Address: **37/2, Purana Paltan, Pritam Zaman Tower, Box Culvert Road, Level 14, Dhaka-1000** is hereby registered as a **Commercial Importer** of Office of the Chief Controller of Imports and Exports under the jurisdiction of Office of the Controller of Imports and Exports, Dhaka with following terms and conditions.

Company's Particulars:

- | | |
|---------------------------------|--------------------------------------|
| 1. E-TIN | : 238168978428 |
| 2. Previous IRC No | : N/A |
| 3. Nominated Bank Name & Branch | : Mercantile Bank Ltd., Karwan Bazar |
| 4. Import Slab | : Up to 50,00,000 Taka |
| 5. First Issue Date | : 29 August, 2023 |
| 6. Valid up to | : 28 August, 2024 |
| 7. Last Updated Date | : 29 August, 2023 |

Terms & condition:

1. This Registration Certificate will have to be renewed every financial year.
2. Prohibited goods cannot be imported and in the case of controlled/restricted goods, all the terms and conditions of the import policy order should be maintained properly.
3. Without any permission of the Chief Controller of Imports & Exports or any other officer authorized by him, This Registration Certificate cannot be transferred.
4. If any Importer, Exporter & Indentor violates any provisions of the Importers, Exporters & Indentors (Registration) Order, 1981 or any other laws, the registration may be suspended or cancelled.
5. Any kind of fraud, forgery and misdeclaration is punishable under ICT Act, 2006 and in such cases the registration may be suspended or cancelled by the Authority.
6. The authority reserves the right to cancel the registration certificate at any time without assigning any reason whatsoever.



Dipal Barua
Executive Officer
Office of the Controller of
Imports and Exports, Dhaka
National Sports Council
(NSC) Tower, 62/3,
Level-14, Purana Paltan,
Dhaka-1000.

N.B: This is a system generated certificate requires no manual signature.

BAIRA & NASCIB Membership Certificate

Sl. No. : 2128	Date : 23 Aug 2023
	BANGLADESH ASSOCIATION OF INTERNATIONAL RECRUITING AGENCIES [BAIRA]
MEMBERSHIP CERTIFICATE	
Name of the Agency	Starling International Limited
Name of the Proprietor / Partner / Managing Partner / Director / Managing Director / Chairman	Mr. Samin Yeasser Khan
Address	Pritom Zaman Tower, Level-14, 37/2, Culvert Road, Purana Paltan, Dhaka-1000.
R.L. No	2400
 Secretary General	 President

	জাতীয় ক্ষুদ্র ও কুটির শিল্প সমিতি, বাংলাদেশ (নাসিব) National Association of Small & Cottage Industries of Bangladesh (NASCIB) Registration No-T.O.190/18, 1984-85. Head Office: Mezbah Uddin Plaza (6th Floor), 91, New Circular Road, Mouchak, Dhaka-1217. Phone:+88-02-48322709, E-mail:nascibbd@gmail.com, Website:www.nascib.org.bd
Membership Certificate	
Certificate No...9870.....	
Issued from Head Office	
Certified that M/S...STARLING INTERNATIONAL LTD.....	
of...37/2, Purana Paltan, Pritam Zaman Tower, Box Culvert Road, Level-14, Dhaka-1000.....	
is a General / Associate member of this Association.	
This Certificate shall be Valid up to 30th June...2024... unless otherwise notified to the Import / Export Licencing Authority / NBR / BSCIC / EPB / SMEF / Government & Non Government Authorities/ Foreign Embassy & Mission / Scheduled Bank concerned.	
Issued on this 4th July...2023... day of.....	
 PRESIDENT	 EXECUTIVE OFFICER



Starling International Ltd

Pritam Zaman Tower, 37/2
Culvert Road, Paltan, Dhaka-1000
Phone: +880 1738 404263
E-mail: info@starlingint.net