

**FNL Services
Limited**

COMPANY PROFILE

***"Showcasing our expertise, services,
and commitment to excellence."***

"Partnering for Progress"

www.fnlservices.co.tz

WHO WE ARE

About FNL Services Limited

Established in 2022, FNL Services Limited is a dynamic and professional workforce solutions provider dedicated to delivering high-quality and efficient services.

The company specializes in a wide range of solutions, including Human Resource Management, Payroll Administration, Regulatory Compliance, and Procurement Sourcing, all tailored to meet the diverse needs of businesses across Tanzania.

Since its inception, FNL Services Limited has steadily built a strong reputation grounded in reliability, professionalism, and a deep understanding of workforce management.

The company prides itself on offering customized solutions that align with the ever-evolving demands of modern businesses, helping clients improve operational efficiency and compliance.

Serving a broad client base across both Mainland Tanzania and Zanzibar, FNL Services Limited continues to expand its footprint, with a growing presence throughout the East African region, positioning itself as a trusted partner in workforce and business support services.

Our Foundation

VISION

To be the most Trusted Partner in human resources and business solutions, empowering organizations and People to achieve their full Potential.

MISSION

To strengthen organizational growth and effectiveness through sustainable, innovative, and result-driven solutions.

GOAL

To be the leading provider of strategic human capital services, utilizing data and technology to drive efficiency, growth, and organizational success.

Our Core Values

Integrity



We act with professionalism, honesty, and accountability in all we do.

Innovation



We embrace new ideas and approaches to deliver effective, modern business solutions.

Teamwork



We foster collaboration and strong partnerships to achieve common goals.

Excellence



We are dedicated to consistently delivering superior quality and impactful results.

Loyalty



We remain steadfastly committed to our clients, partners, and team members.

Quality



We uphold the highest standards in every service we deliver.

Why Work With Us

We combine deep expertise, local knowledge, and a global perspective to deliver outstanding HR and business solutions. Here is why organizations across Tanzania and East Africa choose FNL Services Limited as their trusted workforce partner.



Proven Track Record

Years of delivering quality work and exceeding client expectations across multiple industries and geographies.



Comprehensive Services

A wide range of HR and business solutions payroll, compliance, recruitment, training, and more under one trusted provider.



Expert Team

Our team brings professional knowledge, practical experience, and passion for delivering customized HR services that cater to your specific needs.



Pan-African Reach

As part of ITM Holding, we are present in 20+ countries, bringing a participative global perspective with extensive local knowledge.



Quality Assurance

We ensure accurate, compliant, and professional service delivery that meets and exceeds industry standards every time.



Competitive Pricing

Cost-effective services that balance affordability with superior quality, delivering maximum value for every client investment.



Customer Satisfaction

We focus on understanding client needs and delivering tailored solutions that create lasting value and long-term partnerships.



Fast Response

Timely services and responsive support we are always available to provide guidance whenever you need it.



Sustainability

We support efficient, digital solutions that reduce paper use and promote environmentally responsible business practices.

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RECRUITMENT & PLACEMENT

Overview

FNL Services Limited offers specialized recruitment support with a multi-profile database, enabling us to provide clients with highly skilled, fitted candidates for positions to be filled. Our international database comprises a wide range of profiles from job-seeking applicants frequently updated covering both permanent and temporary staff hiring processes across national and expatriate profiles.

Key Features

- In-depth needs analysis and job profiling
- Profile sorting within database or targeted recruitment Ads
- CV pre-screening and eligibility assessment
- Psychometric testing and structured interviews
- Reference & background checks on shortlisted applicants
- Seamless onboarding of successful candidates
- 90-day warranty replacement guarantee

Highlights

- 5+ years of active recruitment experience
- Access to national and expatriate talent pools
- Covers FMCG, Oil & Gas, Fintech, NGO, Healthcare & more
- End-to-end process management from JD to onboarding

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HR OUTSOURCING & EOR SERVICES

Overview

At FNL Services Limited, we offer exceptional HR Outsourcing and Employer of Record (EOR) services tailored to meet the evolving HR needs of businesses in Tanzania. Our comprehensive solutions are designed to simplify your workforce management, allowing you to focus on core operations while we handle the complexities of employment, payroll, and compliance. We currently oversee over 100 fully outsourced employees across multiple sectors.

Key Features

- Full-cycle payroll processing and statutory declarations
- HR policy development, manuals, and handbooks
- Talent acquisition and succession planning support
- Employee relations and performance management
- Labor law compliance and audit support
- Payroll audit and WCF, PAYE, NSSF filings
- Strategic HR advisory on restructuring and reorganization

Highlights

- 500+ employees currently under outsourced management
- Partners free to focus on core business growth
- Comprehensive HR administration handled end-to-end
- Available to SMEs and large corporations alike

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PAYROLL SOLUTIONS

Overview

Our company provides comprehensive payroll solutions designed to enhance efficiency, accuracy, and regulatory compliance in employee compensation management. We offer two complementary tracks: a fully managed Payroll Management Service and a modern cloud-based Payroll Software Solution. Together they deliver reliable payroll processing that reduces administrative burden and ensures full legal compliance.

Key Features

- End-to-end payroll processing and salary calculations
- Statutory deductions PAYE, NSSF, WCF, SDL
- Electronic and hard-copy payslip generation
- Leave management and overtime calculations
- Severance and terminal benefit calculations
- Cloud-based payroll software with secure access anywhere
- Payroll reporting and audit-ready documentation
- Proof of statutory payment receipts provided to clients

Highlights

- Zero delays in salary payment to staff
- Full compliance with Tanzanian labor laws
- Cloud-based system manage payroll from anywhere
- Customizable to the unique needs of each organization

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HR ADVISORY & CONSULTANCY

Overview

FNL Services Limited stands out as a trusted partner in transforming HR operations. We combine deep expertise in HR with a keen understanding of the unique challenges facing businesses in Tanzania and East Africa. Our advisory and consultancy services are designed to assist businesses of all sizes in developing, managing, and sustaining a skilled and motivated workforce while maintaining full compliance with labor laws.

Key Features

- Talent acquisition strategy and employer branding
- HR strategy development and alignment
- Compensation, benefits design, and salary surveys
- Employee engagement and retention programs
- Performance management systems and frameworks
- HR compliance, policy development, and audits
- Training needs analysis and development programs
- Conflict resolution and risk management
- HR analytics, reporting, and background checks

Highlights

- Tailored advisory for SMEs through to large corporations
- Deep expertise in East African labor law
- Holistic support across the entire HR lifecycle
- Data-driven HR analytics and reporting

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PROFESSIONAL TRAINING & CAPACITY BUILDING

Overview

FNL Services Limited offers a wide spectrum of training programs and professional apprenticeships that empower and enhance staff skills across multiple sectors. Our expertise enables us to offer tailored training programs aimed at skills development for our partners. We adopt a 70-30 facilitation approach 70% practice and 30% theory ensuring participants leave with real-world, applicable competencies. FNL Services Limited is a trusted partner in professional training, offering expertly facilitated sessions in multiple languages.

Key Features

- Traditional classroom-based training sessions
- Virtual / online facilitated training programs
- Self-study via our Learning Management System (LMS)
- E-Learning through pre-recorded interactive sessions
- Industry-specific skills and competency programs
- Leadership development and soft skills training
- Certification programs with recognized qualifications

Highlights

- 500+ trainees trained to date
- Multi-language facilitation available
- 70% practical / 30% theory approach
- Covers all major industries in East Africa

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REGULATORY COMPLIANCE

Overview

At FNL Services Limited, we specialize in navigating the complexities of regulatory compliance essential for your business's long-term success and legal standing in Tanzania. Our team of experts is committed to streamlining every step of the compliance process, reducing risk, and ensuring your business operates fully within the law. With our support, you can stay compliant and focus on what matters: growing your business.

Key Features

- Company Registration (BRELA) facilitation
- Tax Identification Number (TIN) acquisition
- Business License Acquisition and renewal
- Service Levy Compliance management
- VAT registration, filing, and management
- Labor law compliance and HR policy alignment
- Ongoing regulatory monitoring and advisory

Highlights

- Full end-to-end registration and compliance support
- Expert guidance on Tanzanian regulatory framework
- Reduces operational risk and penalty exposure
- Serving mainland Tanzania and Zanzibar

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PROCUREMENT & SOURCING SOLUTIONS

Overview

FNL Services Limited supports efficient and transparent procurement processes, including supplier selection, tendering, contract negotiation, and compliance. Our services help organizations reduce costs, ensure quality, and improve the timely delivery of goods and services. Our team has extensive experience in procurement and sourcing, ensuring you receive tailored solutions with a value-driven, customized approach.

Key Features

- Supplier identification, assessment, and due diligence
- Structured interviews and supplier selection
- Cost optimization and spend analysis
- Company screening and financial stability assessment
- Contract review, negotiation, and drafting support
- Tendering process management end-to-end
- Supply chain compliance and monitoring

Highlights

- Customized solutions for each client's unique requirements
- Focus on cost reduction while maintaining quality
- Rigorous supplier vetting and compliance checks
- Value-driven procurement strategy development

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VISAS, WORK & RESIDENCE PERMITS

Overview

Navigating the legal and administrative requirements of visas, work permits, and residence permits can be a complicated and time-consuming process. We strive to make this as easy and seamless as possible. Our team of immigration experts is committed to helping both individuals and businesses obtain the necessary permits to live, work, or visit Tanzania allowing clients to focus on their personal or professional goals.

Key Features

- Business Visa and Tourist / Ordinary Visa applications
- Work Permit processing and renewals
- Residence Permit facilitation for individuals and families
- Dependent Pass, Student Pass, and other pass applications
- Immigration law consultation and compliance advisory
- Liaison with Tanzanian immigration authorities
- Document preparation and application tracking

Highlights

- Reliable, affordable, client-oriented service
- Covers all visa and permit types required
- Streamlined process minimal disruption to clients
- Expert knowledge of Tanzanian immigration law

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TEAM BUILDING & EVENTS MANAGEMENT

Overview

At FNL Services Limited, we understand that effective teamwork is the cornerstone of any successful organization. We offer a wide range of team-building programs and events management services designed to enhance communication, collaboration, and trust among your team members. Our programs are tailored to the unique needs and goals of your organization whether a small start-up or a large corporation reating memorable, transformative experiences that align teams with your organization's mission, vision, values, and strategic goals.

Key Features

- Customized team-building activities and workshops
- Outdoor adventure and experiential learning programs
- Corporate events planning and full management
- Leadership development retreats and conferences
- Cultural alignment and organizational values sessions
- Recognition and awards ceremony organization
- Post-event evaluation and impact reporting

Highlights

- Tailored to organizational culture and objectives
- Suitable for any team size startup to enterprise
- Proven to improve communication and collaboration
- Interactive, engaging, and results-driven methodology

Our Impact & Reach

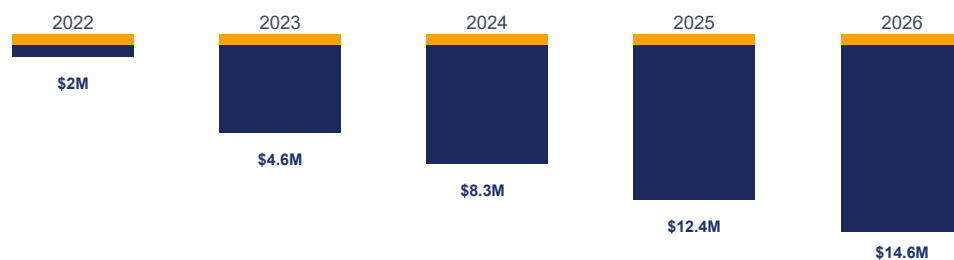
FNL Services Limited has evolved into a key player in the Human Resource industry across East Africa, serving over 20+ clients across more than 10 industries.



Industries We Serve



Revenue Growth FNL Services Limited



Let's Work Together

We look forward to becoming your trusted partner in human resource management, compliance, and business solutions.

FNL SERVICES LIMITED

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