



# IAM PEOPLE SOLUTION LTD

## COMPANY PROFILE

*"Empowering Businesses Through People Excellence"*

Vijibweni, Kigamboni, Dar es Salaam, Tanzania  
+255 620 685 359 | [info@iampeoplesolution.co.tz](mailto:info@iampeoplesolution.co.tz) | [www.iampeoplesolution.co.tz](http://www.iampeoplesolution.co.tz)

NAVIGATE

# Table of Contents

---

|                                    |           |
|------------------------------------|-----------|
| <b>Table of Contents .....</b>     | <b>2</b>  |
| <b>About Us .....</b>              | <b>3</b>  |
| <b>Vision &amp; Mission .....</b>  | <b>4</b>  |
| <b>Core Values .....</b>           | <b>5</b>  |
| <b>Why Choose Us .....</b>         | <b>10</b> |
| <b>Industries We Serve .....</b>   | <b>11</b> |
| <b>Our Target Market .....</b>     | <b>12</b> |
| <b>Our Process .....</b>           | <b>13</b> |
| <b>Competitive Advantage .....</b> | <b>14</b> |
| <b>Corporate Commitment .....</b>  | <b>15</b> |
| <b>Contact Us .....</b>            | <b>16</b> |

**WHO WE ARE**

# About Us

---

IAM PEOPLE SOLUTION LTD is a Tanzanian Human Resource Consulting firm dedicated to helping organizations strengthen people management, improve business performance, and accelerate organizational growth. Based in Dar es Salaam, the firm partners with businesses of every size to deliver innovative, practical, and technology driven HR solutions that are grounded in a deep understanding of the Tanzanian labour market and regulatory environment.

Our team brings together certified HR practitioners, business advisors, and labour law specialists who work closely with clients to design solutions that are both compliant and commercially practical. From full HR outsourcing to targeted advisory support on a single policy or dispute, IAM PEOPLE SOLUTION LTD is structured to scale its support to what each client genuinely needs.

We believe that sustainable business growth begins with people. This belief shapes every engagement we undertake — whether we are building a recruitment pipeline, designing a salary structure, resolving a workplace grievance, or advising an executive board on organizational strategy.

**OUR DIRECTION**

# Vision & Mission

---

## Vision

*To become Tanzania's leading Human Resource and Business Consulting firm, recognized for transforming organizations through innovative people solutions and exceptional service delivery.*

## Mission

*To empower businesses by delivering innovative, reliable, and customized human resource solutions that attract, develop, engage, and retain talent while driving organizational excellence.*

WHAT GUIDES US

# Core Values

|                                                                               |                                                                                      |
|-------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|
| <b>Integrity</b><br>We act honestly and ethically in every client engagement. | <b>Professionalism</b><br>We deliver every assignment with discipline and expertise. |
| <b>Excellence</b><br>We hold our work to the highest attainable standard.     | <b>Innovation</b><br>We apply modern, technology-driven approaches to HR.            |
| <b>Accountability</b><br>We take ownership of outcomes and commitments made.  | <b>Customer Focus</b><br>We design every solution around the client’s reality.       |
| <b>Teamwork</b><br>We collaborate across disciplines to serve clients well.   | <b>Confidentiality</b><br>We protect sensitive employee and business information.    |

## Human Resource Consulting

We help organizations build the HR foundations they need to operate legally, efficiently, and competitively.

- ◆ HR Policy Development
- ◆ HR Audit
- ◆ HR Compliance
- ◆ HR Strategy
- ◆ Organization Structure Design
- ◆ Job Evaluation
- ◆ Salary Structure Development
- ◆ Performance Management Systems

## Recruitment & Executive Search

We connect businesses with the right talent, from entry-level hires to senior executives.

- ◆ Permanent Recruitment
- ◆ Executive Search
- ◆ Mass Recruitment
- ◆ Talent Acquisition
- ◆ Candidate Screening
- ◆ Interview Management
- ◆ Background Verification

## ■ Payroll Services

Accurate, compliant payroll management so clients can focus on running their business.

- ◆ Payroll Processing
- ◆ PAYE Compliance
- ◆ NSSF Contributions
- ◆ WCF Contributions
- ◆ NHIF Contributions
- ◆ Payroll Reports

## ◆ HR Outsourcing

A fully outsourced HR function for businesses that need expert support without an in-house department.

- ◆ Outsourced HR Department
- ◆ Employee Records Management
- ◆ Leave Administration
- ◆ Contract Administration
- ◆ HR Advisory

## Training & Development

Practical, locally relevant training that builds capability at every level of an organization.

- ◆ Leadership Training
- ◆ Supervisory Skills
- ◆ Customer Service
- ◆ Performance Management
- ◆ Labour Laws
- ◆ Employee Engagement
- ◆ Soft Skills

## Labour Relations

Specialist support for managing workplace relations under Tanzanian labour law.

- ◆ Disciplinary Hearings
- ◆ Grievance Handling
- ◆ Collective Bargaining
- ◆ Mediation
- ◆ Labour Law Advisory
- ◆ Employment Contracts

## ■ HR Digital Solutions

Modern HR technology that gives leadership real-time visibility into their workforce.

- ◆ HRIS Implementation
- ◆ HR Analytics
- ◆ Performance Dashboards
- ◆ Digital Employee Files
- ◆ HR Automation

OUR STRENGTHS

# Why Choose Us

|                                                                                                                            |                                                                                                               |
|----------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------|
| <br>Experienced HR Professionals          | <br>Customized Solutions     |
| <br>Compliance with Tanzanian Labour Laws | <br>Fast Service Delivery    |
| <br>Affordable Pricing                    | <br>Confidentiality          |
| <br>Technology Driven                     | <br>Client-Centered Approach |

**OUR REACH**

## Industries We Serve

---

Our consultants have direct, hands-on experience supporting organizations across a wide range of sectors in Tanzania — with particular depth in transport and logistics, where our team has managed the full HR function of a multi-site operator.

- ◆ Transport & Logistics
- ◆ Construction
- ◆ Healthcare
- ◆ NGOs
- ◆ Retail
- ◆ Agriculture
- ◆ SMEs
- ◆ Manufacturing
- ◆ Mining
- ◆ Financial Services
- ◆ Education
- ◆ Hospitality
- ◆ Government Institutions
- ◆ Startups

**WHO WE SERVE**

## Our Target Market

---

IAM PEOPLE SOLUTION LTD tailors its HR solutions to the specific realities of each client segment. Small businesses and startups typically engage us for foundational HR set-up and outsourced HR support, allowing them to grow without carrying the cost of a full internal HR department. Medium and large enterprises engage us for specialized projects job evaluation, salary structuring, HR audits, and executive recruitment that complement their existing HR teams.

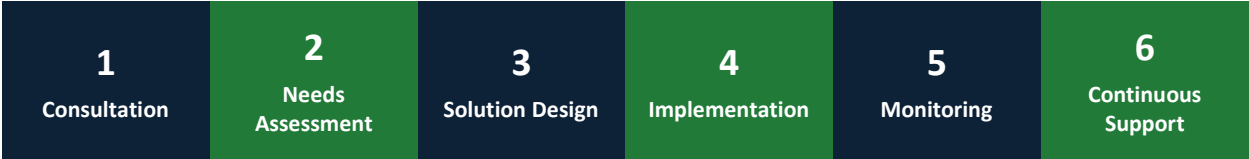
Government institutions, NGOs, and international organizations work with us where independent, compliance-driven advisory is required, particularly on labour law matters and organizational restructuring. Sector-specific clients, including logistics, mining, construction, and financial services companies, benefit from our understanding of the operational pressures unique to their industries.

- ◆ Small Businesses
- ◆ Large Corporations
- ◆ NGOs
- ◆ Manufacturing Companies
- ◆ Mining Companies
- ◆ Schools and Universities
- ◆ Financial Institutions
- ◆ Medium Enterprises
- ◆ Government Institutions
- ◆ International Organizations
- ◆ Logistics Companies
- ◆ Construction Companies
- ◆ Healthcare Providers
- ◆ Startups

HOW WE WORK

# Our Process

We follow a consistent, six-stage engagement process on every assignment, ensuring that solutions are grounded in the client’s actual needs and are supported well beyond initial implementation.



WHY CLIENTS CHOOSE US

# Competitive Advantage

Clients choose IAM PEOPLE SOLUTION LTD over other providers for reasons that go beyond price. Our advantage is built on genuine industry expertise, particularly within the transport and logistics sector; on our ability to design practical solutions rather than theoretical frameworks; and on a fast, responsive service model that respects the pace at which our clients operate.

|                                                                                                           |                                                                                                           |                                                                                                              |
|-----------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------|
| <br>Industry Expertise   | <br>Practical Solutions  | <br>Fast Response          |
| <br>Personalized Service | <br>Compliance Expertise | <br>Technology Integration |

**OUR PROMISE**

# Corporate Commitment

---

IAM PEOPLE SOLUTION LTD operates under a clear set of institutional commitments that govern how we serve every client, regardless of size or sector.

- ◆ **Quality**
- ◆ **Professional Ethics**
- ◆ **Confidentiality**
- ◆ **Diversity & Inclusion**
- ◆ **Continuous Improvement**
- ◆ **Customer Satisfaction**
- ◆ **Sustainable Business Practices**

GET IN TOUCH

## Contact Us

---

### **IAM PEOPLE SOLUTION LTD**

Vijibweni, Kigamboni, Dar es Salaam, Tanzania

**+255 620 685 359**

[info@iampeoplesolution.co.tz](mailto:info@iampeoplesolution.co.tz)

[www.iampeoplesolution.co.tz](http://www.iampeoplesolution.co.tz)