

# SKY BORDER SOLUTIONS

"WHERE COMPLIANCE MEET COMPETENCE"

AN HR CONSULTING & RECRUITMENT AGENCY



**SKY BORDER SOLUTIONS**  
PVT LTD  
C04602025  
WHERE COMPLIANCE MEET COMPETENCE

## About Us

Sky Border Solution Pvt Ltd is a government-licensed HR consultancy and recruitment firm headquartered in the Republic of Maldives. Established in response to the rising demand for skilled foreign labor, we are strategically positioned to provide end-to-end manpower solutions. Our operations are driven by a long-term vision, well-defined mission, and a strong foundation of core values. With a seasoned leadership team that brings decades of recruitment expertise, we are adept at identifying, sourcing, and placing the most qualified talent to meet diverse organizational needs. Our consistent year-on-year growth, backed by a solid financial framework, reflects our commitment to service excellence, operational integrity, and client satisfaction. At Sky Border Solution, we are dedicated to bridging workforce gaps with professionalism, precision, and purpose.

## Board of Directors

Our directors possess extensive experience in international recruitment and maintain strong partnerships with reputable agencies in Bangladesh, India, Sri Lanka, Nepal, and beyond. Their vast network and strategic insights ensure that Sky Border Solution maintains the highest standards of professionalism and effectiveness in recruitment services.



## Our Mission

To foster enduring partnerships with organizations by delivering superior recruitment solutions that align with their strategic goals. We are committed to offering unparalleled client service, acting as a seamless extension of our clients' human resource operations. Our mission is to consistently exceed expectations through agile, transparent, and results-driven support that enhances workforce capability and organizational success.

## Our Vision

Is to be the most trusted and recognized recruitment company in the Maldives, known for our professionalism, excellence, and ability to deliver outstanding outcomes for both employers and candidates.

## Recruitment Services

Sky Border Solution offers customized recruitment solutions for employers across Maldives. We source and screen candidates ranging from professional specialists to semi-skilled laborers, based on client needs. With a wide database and strong international links, we ensure timely placements and ethical recruitment practices.

### Industries & Positions we cover:

#### Construction & Engineering

Carpenter, Mason, Plumber, Electrician, Welder, Painter, Steel Fixer, Civil Engineer, Quantity Surveyor, Excavator Operator, Bulldozer Operator, Crane Operator, Site Supervisor, Project Manager, Mechanical Engineer, HVAC Technician, Safety Officer.



#### Healthcare

General Practitioners, Nurses, Surgeons, Paediatricians, Orthopaedic Surgeons, ENT Specialists, Dermatologists, Pharmacists, Laboratory Technicians, Radiologists, Physiotherapists, Speech Therapists, Medical Officers, Dentists, Anaesthesiologists, Gynaecologists, Psychiatrists, Occupational Therapists.



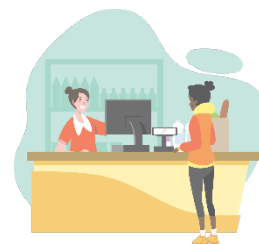
#### Tourism & Hospitality

Spa Therapists, Head Chefs, Sous Chefs, Pastry Chefs, Bartenders, Waiters/Waitresses, Restaurant Supervisors, DJs/Entertainers, Butlers, Sommeliers, Bell Boys, Housekeeping Attendants, Housekeeping Supervisors, Front Office Receptionists, Guest Relations Officers, Concierges, Resort Managers, Maintenance Technicians (Electrical/Plumbing/AC), Diving Instructors, Water Sports Instructors, Boat Captains, Boat Crew.



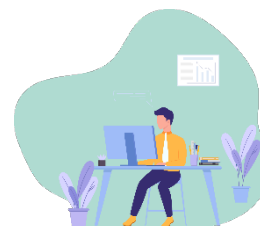
#### Retail & Customer Service

Cashiers, Sales Associates, Store Supervisors, Inventory Clerks, Visual Merchandisers, Customer Service Representatives, Call Centre Agents.



#### Administration & Office Support

Office Assistants, Document Controllers, Secretaries, Receptionists, Admin Officers, HR Assistants, Payroll Clerks, Executive Assistants, Procurement Officers.



### Transport & Logistics

Heavy Vehicle Drivers, Light Vehicle Drivers, Delivery Riders, Forklift Operators, Warehouse Assistants, Storekeepers, Customs Coordinators, Dispatchers.

### Facility Management

Cleaners, Gardeners, Pest Control Technicians, Laundry Workers, Security Guards, Lift Technicians, Fire & Safety Technicians.

### Education & Childcare

Teachers (Primary/Secondary), Teaching Assistants, Childcare Providers, Special Education Needs (SEN) Teachers, Academic Coordinators.



~ Additional roles available upon request, including both skilled and unskilled labour tailored to specific project or business needs. ~



## HR Support Services

At Sky Border Solution Pvt Ltd, we deliver comprehensive post-recruitment support tailored to ensure expatriate employees are onboarded efficiently and in full compliance with Maldivian labour and immigration laws. Aligned with procedures established by the Ministry of Economic Development and Maldives Immigration — our services span administrative, logistical, and legal processes essential for successful employee integration.

### Our post-recruitment support includes:

- **Employee Documentation & Compliance:** We prepare and submit all necessary employment contracts and onboarding forms, ensuring attestation and compliance with national labour regulations. Our documentation practices are structured to align with official guidelines for Employment Approval (EA) and quota utilization.
- **Medical Clearance Coordination:** In accordance with immigration requirements, we schedule and oversee pre-employment and renewal medical check-ups at accredited medical centres. Verified reports are uploaded to the Xpat system to meet visa and permit criteria.
- **Bank Account Opening:** We facilitate salary account setup for foreign employees at licensed financial institutions, ensuring that all banking documentation complies with transparency and payroll laws.
- **Passport & Consular Assistance:** Our team supports employees in managing passport-related processes including new issuance, renewals, and notarizations. We liaise directly with foreign embassies or high commissions — particularly for citizens of Bangladesh, India, Sri Lanka, and Nepal — to expedite consular formalities.
- **Quota Hosting Services:** For clients facing quota limitations, we provide compliant onboarding through our own company quota (subject to regulatory approval), minimizing delays in deployment and supporting project continuity.
- **Employee Orientation:** We conduct structured onboarding sessions that educate new employees on workplace expectations, rights and duties under Maldivian law, healthcare access, insurance obligations, and visa renewal protocols.

By overseeing each step of the onboarding journey, we relieve our clients of operational burdens, ensuring a fully compliant, efficient, and transparent process from arrival to integration.

## Permits & Visa Processing

We oversee the full spectrum of government approvals required for legal expatriate employment, in close coordination with the Ministry of Economic Development and Maldives Immigration:

- **Employment Quotas:** Application, renewal, and modification of foreign employment quotas through xpat, including sector-based allocation and project-specific adjustments.
- **Work Permit Applications:** Submission of Employment Approval (EA) via PFED and verification through xpat, including supporting documentation and status tracking.
- **Visa Endorsement & Processing:** Arranging visa endorsements through Maldives Immigration, ensuring biometric submissions, visa card issuance, fee payments, and uploading necessary health and insurance documents.
- **Renewals, Transfers & Cancellations:** Facilitating timely renewal of work permits and visas, transfer of sponsorships, change of employment site/designation, and processing of cancellations with exit permit formalities.
- **Document Tracking & Compliance Management:** Systematic tracking of permit and passport expiries, prompt renewal notices, and maintenance of digital and physical compliance records.

We utilize official digital platforms to streamline application workflows and maintain full transparency throughout the approval lifecycle, guaranteeing that our clients remain compliant with all regulatory obligations.

## Insurance Services

Sky Border Solution Pvt Ltd provides end-to-end support in securing and managing comprehensive insurance coverage for expatriate employees, in line with mandatory requirements set forth by Maldives Immigration and the Ministry of Economic Development.

We assist our clients in acquiring **Work Visa Medical Insurance**, which is compulsory for all foreign workers prior to obtaining their visa endorsement. This includes coordination with recognized insurance providers to ensure timely issuance of policies and submission of supporting documentation via the **xpat** system.

### Partnered Insurance Providers:



Allied Insurance Company

Allied Insurance



Amana Takaful



Solarelle  
INSURANCE

Solarelle Insurance



DHIVEHI  
INSURANCE

Dhivehi Insurance

### Coverage Areas:

- Outpatient and inpatient treatment
- Emergency care and hospitalization
- Work-related injury and accident protection
- Disability and death benefits (depending on policy)
- Repatriation support in case of medical emergencies

Our team handles the full insurance lifecycle—from policy selection and documentation to renewals and claims coordination—ensuring uninterrupted coverage and full compliance. We also offer advisory on the most suitable plans based on industry, worksite risks, and employer obligations.

By partnering with Sky Border Solution, clients are assured that their workforce is protected, and all statutory insurance mandates are met efficiently and professionally.

## Our Clients

### Construction & Engineering

ABC Construction Pvt Ltd  
Adam Builders Pvt Ltd  
Aduham Pvt Ltd  
ALG Pvt Ltd  
Anaya Construction Pvt Ltd  
Black Horse Pvt Ltd  
Black Stone Holding Pvt Ltd  
Blue Ray Construction Pvt Ltd  
Blue Ray Logistics Pvt Ltd

Double Construction Pvt Ltd  
Haadhee Construction Pvt Ltd  
Khalid Engineering Pvt Ltd  
Key Construction Pvt Ltd  
Novel Construction Pvt Ltd  
Quick Construction Pvt Ltd  
Rasheed Carpentry & Construction Pvt  
White Horse Pvt Ltd  
Zyro Pvt Ltd

### Other Industries

(Investments, Services, Trading, etc.)

Ant Investment  
Baarah Investment  
Baranda Investment  
Best & Co Pvt Ltd  
Crimpsom Investment  
Creative Agency Maldives Pvt Ltd  
Fuel Delivery Pvt Ltd  
LEO International Pvt Ltd  
M & A Marketing  
M.A. Demax Company Pvt Ltd  
M.L.N Investment  
Murali Investment  
Oliver Maldives Pvt Ltd  
PowerShell Pvt Ltd  
Red Brother  
U One Saloon  
Unique Choice Pvt Ltd  
Xaan Zone Pvt Ltd  
Ant Investment

Baarah Investment  
Baranda Investment  
Best & Co Pvt Ltd  
Crimpsom Investment  
Creative Agency Maldives Pvt Ltd  
Fuel Delivery Pvt Ltd  
LEO International Pvt Ltd  
M & A Marketing  
M.A. Demax Company Pvt Ltd  
M.L.N Investment  
Murali Investment  
Oliver Maldives Pvt Ltd  
PowerShell Pvt Ltd  
Red Brother  
U One Saloon  
Unique Choice Pvt Ltd  
Xaan Zone Pvt Ltd  
ZY & Co Pvt Ltd

### Tourism & Hospitality

Aavila Inn  
Lagoon Escape  
Summer Inn  
Thama Maldives

Thooddoo Inn  
Café Leo  
Pearl Atoll  
Eri adhu





# Contact Us

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