



Company Profile

The Power On Your Side

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Message from the CEO

In today's competitive business environment, success is defined by structure, compliance, and strategic execution.

At Dhillon Business Solution Limited (DBS), we partner with organizations to strengthen how they operate, manage people, and scale effectively. We deliver integrated business solutions that enhance efficiency, reduce risk, and position companies for sustainable growth.

Our approach goes beyond advisory we work closely with clients to identify gaps, implement practical solutions, and build systems that support long-term performance.

With expertise across Human Resources, Operations, ESG, Legal Compliance, and Technology, DBS is a trusted partner for businesses seeking clarity, control, and measurable results.

Kevin Dhillon
CEO & Founder
DHILLON BUSINESS SOLUTION LTD.



Company Overview

Dhillon Business Solution Limited (DBS) is a fully registered limited liability company based in Dar es Salaam, Tanzania, providing comprehensive business consulting and support services to organizations across various industries.

We specialize in delivering integrated solutions that enhance operational efficiency, strengthen compliance, optimize human capital, and improve overall business performance.

Our multidisciplinary approach allows us to serve as a one-stop business partner supporting clients in areas such as Human Resource Management, Business Operations, Training & Capacity Building, ESG & Sustainability, Information Technology, Legal Advisory, and Specialized Corporate Support Services.

At DBS, we combine local expertise with global best practices to help organizations operate efficiently, remain compliant, and compete effectively in today's dynamic market environment.

Strategic Direction



Our Mission

To help growth-focused organizations in Tanzania and East Africa build structured, compliant, and high-performing operations through integrated HR, operations, ESG, legal, and technology solutions. We combine advisory with execution to solve operational and compliance gaps enabling our clients to compete confidently and scale sustainably.



Our Vision

To become East Africa's most trusted business solutions partner, known for building structured, compliant, and investment-ready organizations. Over the next decade, we aim to set the standard for execution-driven consulting that transforms how businesses operate and grow.

Our Core Values

Integrity

We operate with honesty, transparency, and strong ethical standards.

People-centred approach

We prioritize people employees, clients, and stakeholders in everything we do.

Compliance

We ensure our clients operate within legal and regulatory frameworks.



Excellence

We are committed to delivering high-quality, results-driven solutions.

Sustainability

We promote environmentally and socially responsible business practices.

Service Portfolio

- **HR Consulting**

Expert advice to optimize your HR strategies

- **HR Recruitment Services**

Finding the right talent for your team

- **HR Outsourcing**

Let us handle your HR needs so you can focus on your core business

- **Business Operations Management**

Enhancing operational workflows and performance

- **Project Management**

Delivering successful projects on time and within budget

- **HR Interventions and Supports**

Supporting your HR initiatives with expertise and guidance

- **Trainings and Certifications**

Developing your team's skills and knowledge

- **Sustainability and ESG**

Integrating environmental, social, and governance practices into your business

- **IT Services**

Technology solutions to support your business growth

- **Legal Consulting**

Helping you navigate legal complexities with confidence

- **Other Customized Consultations Services**

Investment, taxation, certifications (ISO etc), local content, and tender document preparation

HR Consulting

Our HR Consulting services are designed to help organizations build structured, compliant, and high-performing workforce systems that align with their business objectives.

We support companies in optimizing how they manage people from recruitment and staffing to policy development and employee relations ensuring that HR functions contribute directly to operational efficiency and business growth.

HR Recruitment Services

We manage the end-to-end recruitment process, helping organizations attract, assess, and hire qualified talent through structured and objective selection methods.

HR Outsourcing Services

We take over HR functions on behalf of organizations, handling employee management, administration, and compliance, allowing clients to focus on their core operations.

Business Operations Management

We support the planning, execution, and monitoring of projects, ensuring alignment with defined KPIs, timelines, and resource allocation.

HR Interventions and Supports

We provide expert support in handling employee relations, disciplinary processes, termination, retrenchment, and development of HR policies and procedures in compliance with labor laws.





HR Recruitment

Our HR Recruitment Services are focused on helping organizations identify, attract, and secure the right talent to support their operations and long-term growth. We manage the full recruitment cycle from understanding staffing needs and sourcing candidates to screening, interviewing, and final selection ensuring a structured, efficient, and objective hiring process.

Leveraging a strong talent pool and industry insight, we deliver reliable and flexible recruitment solutions that enable our clients to build competent, high-performing teams with confidence.

Our services include

- Identifying and understanding client staffing requirements
- Sourcing candidates from a wide talent pool
- Screening and shortlisting qualified candidates
- Conducting interviews and candidate assessments
- Coordinating final selection and placement
- Supporting onboarding processes where required

HR Outsourcing

Our HR Outsourcing services allow organizations to delegate their human resource functions to us, reducing administrative burden and enabling them to focus on core business operations. We provide structured and professional management of HR processes without the need to maintain a full in-house HR team.

We ensure that all HR activities are handled efficiently and in compliance with labour laws, covering areas such as employee management, documentation, and day-to-day HR operations creating a well-organized and risk-free work environment that supports business performance.

Activities Under HR Outsourcing

- ① Managing day-to-day HR administration and employee records
- ① Handling employee contracts and documentation
- ① Supporting payroll coordination and workforce management
- ① Ensuring compliance with labour laws and regulations
- ① Managing employee relations and HR processes
- ① Providing continuous HR advisory and support



Business Operations Management

Our Business Operations Management services are designed to help organizations improve efficiency, streamline internal processes, and strengthen overall performance. We work closely with clients to assess how their operations function and identify gaps that may be slowing down productivity or growth.

We then design and implement practical systems and workflows that enhance coordination, improve decision-making, and ensure the organization operates in a structured and effective manner, especially during periods of change or expansion.



Activities Under Business Operations Management

- Assessing existing business processes and workflows
- Identifying operational gaps and inefficiencies
- Designing and implementing improved systems and procedures
- Supporting organizational restructuring and process alignment
- Enhancing coordination between departments
- Monitoring performance and operational effectiveness

Project Management

Our Project Management services are designed to ensure projects are planned, executed, and completed successfully within defined timelines, scope, and budget. We work closely with clients to align project objectives with business goals, establish clear KPIs, and implement structured management systems that drive efficiency and accountability.

We provide the necessary resources, controls, and oversight to ensure smooth execution, minimize risks, and achieve the desired outcomes, while maintaining consistency and quality throughout the project lifecycle.

Activities Under Project Management

- ① Defining project scope, objectives, and KPIs
- ① Planning timelines, resources, and budgets
- ① Coordinating project teams and stakeholders
- ① Implementing project management systems and controls
- ① Monitoring progress and performance against KPIs
- ① Managing risks and resolving project challenges
- ① Ensuring timely delivery and achievement of project goals





HR Interventions & Support

Our HR Interventions and Supports services are designed to assist organizations in handling sensitive and complex human resource matters in a structured, professional, and legally compliant manner. We provide expert guidance to ensure that employee-related decisions are managed fairly, consistently, and in line with labour laws.

We support businesses in maintaining stability within the workforce by addressing critical HR issues, reducing risk, and ensuring that all actions taken are properly documented and aligned with regulatory requirements.

Our services include

- Managing termination of employment contracts
- Supporting retrenchment processes
- Facilitating negotiations with employees and trade unions
- Developing and reviewing HR policies and procedures
- Ensuring compliance with labour laws and regulations

Trainings & Certifications

Our Trainings and Certifications services are designed to equip employees and organizations with the knowledge, skills, and competencies required to improve performance and adapt to evolving business demands. We deliver structured training programs that address real workplace challenges, helping organizations build capable, confident, and high-performing teams.

We work with experienced local and international trainers to provide practical, results-driven learning across key areas of business, ensuring that knowledge gained is applicable and contributes directly to organizational growth and efficiency.

- Conducting training needs assessment
- ↳ Designing customized training programs
- ↳ Delivering corporate training sessions and workshops
- Providing certifications across various professional areas
- Facilitating both on-site and online training programs
- Offering continuous support and post-training follow-up



Sustainability & ESG

Our Sustainability and ESG services are designed to help organizations integrate environmental, social, and governance practices into their operations in line with global standards and regulatory requirements. We support businesses in building sustainable strategies that not only ensure compliance but also enhance reputation, attract investors, and create long-term value.

- Developing ESG and sustainability strategies
- Integrating ESG practices into business operations
- Conducting risk and opportunity assessments
- Preparing ESG and impact reports
- Performing materiality analysis
- Setting measurable ESG targets
- Supporting investor-related ESG requirements
- Preparing ESG presentations and disclosures



Environmental Compliance

National Environment Management Act (NEMA) mandates environmental regulations. It requires Environmental impact assesment for certain projects



Social Compliance

Employment anad Labour Relations Act ensures fair wages and decent working conditions. OSHA standards ensure safe working conditions.



Governance Compliance

IT Services

Our IT Services help organizations leverage technology to improve efficiency, streamline operations, and align IT systems with business objectives. We deliver reliable, scalable solutions that enhance performance and support growth.

Working with experienced technology partners, we provide system implementation and infrastructure support to ensure effective and well-managed IT environments.

We also offer fleet management solutions in partnership with Link Ideas, using their platform LITWAY to help organizations monitor, control, and optimize fleet operations with real-time insights.

Our services include

- Supporting IT infrastructure management
- Providing IT training and user support
- Implementing ERP systems & Fleet solutions
- Managing data and basic analytics processes



Legal Consultations

Our Legal Consulting services are designed to help organizations navigate complex legal and regulatory requirements with confidence. We provide reliable advisory support to ensure that business operations are compliant, well-structured, and protected from legal risks.

We combine in-house expertise with collaboration from local and international law firms to handle a wide range of legal matters, ensuring professional, accurate, and practical legal solutions for our clients.

Our services include

- Providing legal advisory on business operations
- Ensuring compliance with laws and regulations
- Supporting contract-related matters
- Assisting with regulatory and legal documentation
- Collaborating with legal partners for complex cases



Other Customized Consultation Services

Our Other Customized Consultation Services provide flexible, client-specific support to address specialized business needs essential for growth, compliance, and competitiveness. We assess each organization's requirements and deliver targeted solutions that enhance readiness and operational effectiveness.

This service is ideal for organizations in regulated and competitive environments, helping them strengthen compliance, improve positioning, and increase their ability to win opportunities.

Local Content Compliance, Planning & Reporting

We help companies meet Tanzania's local content regulations by:

- *Developing compliance strategies aligned with legal requirements*
- *Preparing structured local content plans*
- *Producing accurate reports for regulatory authorities*

Outcome: You stay compliant, avoid penalties, and strengthen eligibility for contracts (especially in regulated sectors like oil & gas, mining, and infrastructure).



Corporate Events Management

We plan and execute corporate events end-to-end, including:

- Concept development and branding
- Logistics, venue setup, and coordination
- Media coverage and guest management

Outcome: Professional, well-organized events that enhance brand image and stakeholder engagement



Payroll Management

We handle the full payroll cycle:

- Salary processing and payslip generation
- Statutory deductions (PAYE, NSSF, etc.)
- Compliance with labor and tax regulations

Outcome: Accurate, compliant payroll with reduced administrative burden and zero costly errors.



Driver & Cargo Inspections (In-Transit)

We ensure safety and compliance during transportation:

- Pre-loading and in-transit inspections
- Driver compliance checks
- Cargo condition monitoring

Outcome: Reduced risk of accidents, losses, and regulatory issues—especially for logistics-heavy operations.



Work Permits & Residence Permits Processing

We manage expatriate compliance:

- Application and renewal of work permits
- Residence permit processing
- Liaison with immigration authorities

Outcome: Smooth, compliant onboarding of foreign staff without delays or legal complications.



Data Management & Analytics

We turn your data into actionable insights:

- Data organization and storage systems
- Reporting dashboards and analytics
- Decision-support insights

Outcome: Better, faster business decisions based on real data not guesswork.



CCTV Cameras Management

We provide surveillance system solutions:

- Installation and configuration
- Monitoring system setup
- Maintenance and troubleshooting

Outcome: Improved security, asset protection, and operational visibility.



DBS Driver Outsourcing Services

DBS provides trained, vetted drivers to transportation companies, helping solve driver management challenges with a disciplined and safety-focused workforce. Their drivers are ready to integrate quickly, supported by structured training, strict compliance standards, and flexible hiring options including full-time, temporary, or project-based placements.



Why Choose us



Expertise

A skilled team with strong knowledge across HR, operations, compliance, and business consulting.

Practical Approach

We focus on real execution not just advice delivering solutions that work in practice.

Local Understanding

Deep knowledge of the Tanzanian business and regulatory environment.

Tailored Solutions

Services customized to fit each client's specific needs and challenges.

Reliability

Consistent, professional, and dependable service delivery.

Results-Driven

Focused on improving performance, efficiency, and business outcomes.

Whom we Serve

Logistics & Transportation Companies

We support workforce management, compliance, and operational efficiency.

Financial Institutions & Corporate Organizations

We strengthen internal systems, governance, and performance.

Construction and Engineering Firms

We assist in project workforce management, HR compliance, and structured operations.

Government & Public Sector Institutions

We support compliance, reporting, and operational efficiency.

Energy, Oil & Gas Companies

We help meet regulatory, ESG, and local content requirements.

SMEs & Growing Businesses

We build HR, operations, and systems for growth and professionalism.

Manufacturing & Industrial Businesses

We improve workflows, workforce management, and compliance.

NGOs & Development Organizations

We support compliance, reporting, and efficient program execution.

Trusted By





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