



# The Staffing and Recruitment Sector in Emerging Europe

A promo report by  
FRD Center

# INTRODUCTION

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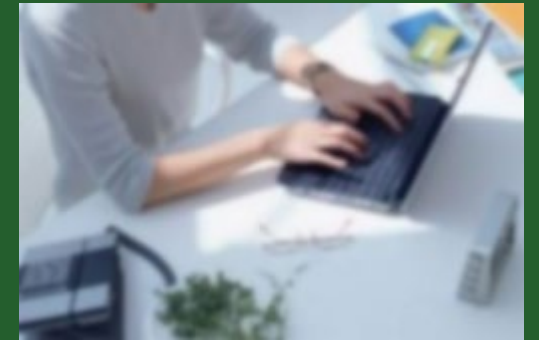
Market Entry and  
M&A Advisory

This “example report” is produced by FRD Center – [www.frdcenter.ro](http://www.frdcenter.ro) - one of the pioneer privately owned independent market entry consulting firms in Emerging Europe as a promotional document.

Since 2000, FRD Center offers upon demand opportunity assessment, new business partners identification and selection services, market research and intelligence, new leads generation, strategic B2B matchmaking, target origination and pre-M&A consulting services to foreign companies and organisations interested to enter Romania and the emerging markets in Europe as exporters, consultants, investors or joint-ventures, to relocate their operations, to find new vendors or to source in CE, SE and Eastern Europe.

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As part of the CSR activity, FRD Center endorses the  
Sibiu International Theatre Festival FITS (SibFest) - [www.sibfest.ro](http://www.sibfest.ro)  
The Sibiu International Theatre Festival is the most complex festival in  
Romania. Internationally, it is recognised as one of the most  
important performing arts festivals in Europe, alongside Edinburgh  
International Festival (Great Britain) and Avignon Festival (France).

The FITS logo consists of a solid red square. Inside the square, the letters 'F', 'I', 'T', and 'S' are arranged in a 2x2 grid. The top row contains 'F' on the left and 'I' on the right. The bottom row contains 'T' on the left and 'S' on the right. All letters are white, bold, and in a sans-serif font.

**F I**  
**T S**

## ABOUT FRD CENTER

One of the pioneer privately owned independent market entry consulting firms in Emerging Europe

Covers markets such as Romania, Bulgaria, Poland, Hungary, Czechia, Serbia, Lithuania, Turkey etc.

For almost 25 years, provides assistance to:

- Foreign companies, SMEs, corporations
- Foreign export promotion agencies, international trade organisations, global consulting groups, chambers of commerce, commercial sections of embassies

**FRD Center** is an Enterprise Ireland trade consultant, an accredited Expert Consultant with: Switzerland Global Enterprise Expert Network, Business Finland Consultants Network, Sweden on the Go Consultants Network, Red de promocion exterior, Instituto de Fomento Region de Murcia and an EU commission approved partner of “EU GATEWAY | BUSINESS AVENUES”

## FRD Center

Market entry services to Romania, the CEE and SEE.  
Market research, B2B matchmaking, sector studies, trade missions,  
investment opportunity research, M&A support,  
new supplier identification and selection.

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### *Services include*

Multi-country market research, sector studies  
Local business partners search and selection  
Players identification and detailed profiles  
Comparative analysis  
Data collection, interviews with KOLs  
B2B, Trade mission - physical, virtual

[www.frdcenter.ro](http://www.frdcenter.ro)





## Summary

- The Staffing and Recruitment Agencies Sector in Emerging Europe
- The Temporary Employment Placement Agencies Industry
- Local players: Potential Targets for acquisition?
- How can FRD Center be of assistance to you in Romania and Emerging Europe?



**The Staffing and  
Recruitment Agencies  
Sector in Emerging  
Europe**

# The Staffing and Recruitment Agencies Sector in Emerging Europe

According to the market entry consulting firm, FRD Center, the Staffing and Recruitment Agencies Sector in Emerging Europe is quite dynamic.

Countries such as Romania, Poland, Czechia, Serbia, Bulgaria and Hungary have registered interesting sector growths in regards to turnovers of the specialized Staffing and Recruitment Agencies.

According to the industry research firm, IBISWorld, the market size of the Employment Activities industry in 2025 is as follows:

- Poland: €4.4bn
- Romania: €701.2m
- Hungary: €378.8m
- Serbia: €128.2m

As the Emerging European markets have been registering economic growth, this is having a significant impact on recruitment across key industries. The demand for skilled workers is higher than ever especially in sectors such as technology, manufacturing, healthcare, retail and finance.

Many companies in the Emerging Europe Region are looking to hire workers from other countries, especially from Asia, to fill gaps in their workforce as their economies are expected to continue to grow in the next period,



**In 2024, Romanian employers posted almost 300,000 new jobs. At the same time, approx. 11 million applications from Romanian candidates looking for a new job were registered. 87.9% of the total posted jobs were for Romania, 4.2% for abroad and 7.9% remote.**

**Main sectors for recruitment have been the Retail, Services, the Food industry, Call centers / BPO industry, Tourism / HoReCa, Transport / logistics, Construction, Manufacturing, IT / telecom and Banking.**

**(eJobs, Ziarul Financial 2025)**



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Are you interested to learn more about the opportunities in the Staffing and Recruitment Industry in Emerging Europe? In Romania, Poland, Bulgaria, Serbia, Czechia or other emerging economies in Europe?

What are the latest corporate developments in the Staffing and Recruitment Market in Emerging Europe? The recent crossborder M&A activities?

Who are the main players and the Decision Makers?

How to reach the relevant local partners and how to approach them?

FRD Center is monitoring the human resource and staff outsourcing activities in Romania. Upon demand can generate information and introductions based on the Client's requirements.

*Email: [europa@frdcenter.ro](mailto:europa@frdcenter.ro)*

*with your specific request for local support*



# The Temporary Employment Placement Agencies Industry



# Temporary Employment Placement Agencies

HR temporary work services provide organizations with a legal and flexible framework for managing human resources for fixed periods of time.

Temporary work is the legal form of employment through which a temporary employee is made available to the user in order to work temporarily, under his supervision and management, to perform a precise and temporary task.

According to the industry research firm, [IBISWorld](#), there are 701 businesses in the Temporary Employment Placement Agencies industry in Romania, which has grown at a CAGR of 5.7 % between 2019 and 2024.

Some examples of the multinational Temporary Employment Agencies that successfully operate in Emerging Europe are [INS Global Consulting](#), [Adecco](#), [ManPower Group](#).

# The Temporary Employment Placement Agencies Industry in Emerging Europe

In spite of the decline in the recent years, the activity of the Temporary Employment Placement Agencies is expected to re-enter a growing trend in the following period.

The Czech Republic presents the most significant hiring outlook improvements for Q1 2025, as it results from the latest Manpower Employment Outlook Survey.

According to IBISWorld, in 2025 the market size of the Temporary Employment Placement Agencies industry in Hungary is €1.4bn and there are 544 businesses in the Temporary Employment Placement Agencies industry operating in Hungary.

In the first quarter of 2025, 35% of Hungarian employers plan to expand their workforce, according to the latest Manpower Hungary Employment Outlook Survey.

Romania enters 2025 with a labor market that continues to evolve at an accelerated pace, but also with challenges that require new retention and recruitment strategies.

What are the trends that will shape the working environment in Emerging Europe and what do the specialists' forecasts for 2025 look like?

According to market specialists, 2025 is shaping up to be a year of uncertainty and adjustment for the Romanian labor market, impacted by economic austerity and new regulations.



In recent years, Emerging European countries have experienced significant emigration of local skilled workforce, mainly to other European countries offering better economic opportunities.

Some of the challenges in finding qualified candidates in [Emerging Europe](#) are:

- Lack of local talent in due to overseas migration
- Limited effectiveness of recruitment tools and platforms used by local companies
- Potential loss of efficiency during the selection process



**Local players:  
Potential Targets for  
acquisition?**



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FRD Center has been monitoring the market opportunities in Romania and other markets in CE Europe, Eastern Europe and SE Europe.

Upon demand, FRD Center identifies and selects the local players according to the Client's criteria, provides In-Depth Analysis and Target Origination services.

For almost 25 years, FRD Center facilitates commercial relations between foreign producers, investors, exporters with local key decision makers and provides B2B matchmaking at Decision Maker level, Market Research etc.

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*with your specific demand for local support*

# Local Players in the Staffing and Recruitment Agencies Sector in Emerging Europe

Established in 2015, Fastra Marine Services is certified as a crewing and personnel recruitment agency for seafarers, recognized by the Romanian Naval Authority. Furthermore, it has expertise in providing experienced and qualified personnel in ships repairs. Located in the Constanta port, the company covers the following sectors: merchant shipping, oil and gas (offshore) and shipyards. With a team of around 70 employees, Fastra Marine Services is ISO 9001/ILO/MLC 2006 certified. The company is owned by a Romanian entrepreneur.

In 2023, their turnover reached almost 3.2 mEUR, some 49% higher than the previous year, according to the FRD Center calculations. Their net profit was up 70%.

ANTAL Sp. z o.o. - 99% of the shares are owned by a Polish individual.

The company has been operating in Poland for 29 years. In 2014, it opened an office in Prague, in 2015 in Budapest, in Poland it has 5 offices located in the largest cities.

The company's main activities are: recruitment, outsourcing, executive search.

Their net income in 2023 was of 35.6 mEUR, which according to the FRD Center calculations was almost 10% higher y-t-y, while their net profit was of 1.1 mEUR.

# Local Players in the Staffing and Recruitment Agencies Sector in Emerging Europe (cont).

OK JOB Sp. z o.o. is a Polish company operating for 15 years. Owned by two Polish citizens, the Company's areas of activity are mainly recruitment and employee leasing for the needs of maintaining production and service processes. They recruit employees from Poland, Eastern Europe and South America. They actively participate in the process of legalizing the stay and work of foreigners.

Their net turnover in 2023 was of 30.3 mEUR, which according to the FRD Center calculations was more than 82.5% higher than the previous year.

Agentia de Servicii Professional is a major human resources agency in Romania, specialised in recruitment and staffing solutions. Set up in 1995, the company provides complete personal solutions, executive search, training and organizational development services. The firm has eight offices in Romania and over 1,700 employees.

Their TO in 2023 was of over 30 mEUR, while their profit went up more than 15%, according to the FRD Center calculations.

# Examples of market expansion by M&A in the Staffing and Recruitment sector in Emerging Europe

In 2024, BISAR S.A. (shareholders: Abram Limited, Saliq Limited) acquired Polish companies Main Partners Sp. z o.o. and 4Specialist Sp. z o.o.

Also in 2024, the Belgian HR solutions provider, SD Worx, successfully closed the acquisition of Romanian Software S.R.L., a provider for payroll and Human Capital Management (HCM) solutions in Romania.

In 2023, the Hungarian staffing firm Prohuman, acquired CityScope, an HR services firm based in Serbia.

At the time, Prohuman was already operating in Romania, Slovenia, Germany, Austria and Croatia.

In 2022, the international group with HQ in France, Synergie SE, acquired 100% of shares in the Polish player Interkadra Sp. z o.o.



## Corporate Development in the Staffing and Recruitment Industry

According to market specialists operating in [Emerging Europe](#), the interest of foreign players to expand to the Region and further develop through the acquisition of a local Staffing and Recruitment Agency has been increasing considerably in the last 2-3 years.

It is expected that the [crossborder Corporate Development trend](#) to continue in the period 2025 – 2030.

## How can FRD Center be of assistance to you in Romania and Emerging Europe?

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FRD Center Clients include foreign private companies and corporations, Governmental Agencies, International Trade Development organisations, Consulting Firms, Private Investment Funds, manufacturing companies, SMEs, Chambers of Commerce, Commercial Sections of Foreign Embassies, Export Promotion Agencies.



Upon specific request from the Foreign Clients, the FRD Center team identifies relevant opportunities in the Emerging European markets (Romania, Poland, Czechia, Bulgaria etc.), generates sector studies and organises live presentation webinars to present the respective studies and reports.



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Are you interested to take advantage of the up-coming opportunities in the Corporate Development in Romania and other markets in Emerging Europe?  
Are you trying to get in contact with the relevant Decision Makers?  
To analyse the local players and initiate strategic connections?

*For tailored Market Research, New leads generation, B2B Matchmaking with local players in the sector, Off-Market Target Origination and M&A assistance in Romania and other markets in Emerging Europe contact*

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