OPALDALE

International Manpower Solutions

Connecting licensed recruitment partners with agencies and employers across Europe, the UK, the USA, Australia and New Zealand.

www.opaldale.com

ABOUT OPALDALE

Reliable people. Responsible recruitment.

Opaldale is an international manpower brokerage based in the United Kingdom. We connect government-licensed recruitment agencies in source countries with agencies and employers who need dependable workers.

Our mission

To make cross-border hiring simple, fair and transparent for employers and for the workers they hire.

Our reach

Our current main market is Nepal, and our partner network lets us recruit from other Asian markets too. Clients in Europe, the UK, the USA, Australia and New Zealand.

WHAT WE DO

From job order to arrival

Understand

We take your job order: roles, skills, numbers, pay and start dates.

Source

Our licensed partners shortlist screened, trade-tested candidates.

Deliver

We coordinate interviews, documents and travel, then stay in touch after arrival.

One point of contact. Clear communication. Fees agreed upfront.

SOURCE COUNTRIES

Talent from South and Southeast Asia

Nepal · our main market

Our current main source market. Hard-working, adaptable workers with strong experience in construction, hospitality, manufacturing and agriculture.

Other Asian markets

Through our partners across Asia, we can also recruit from other countries in the region, on request.

SECTORS AND ROLES

Who we can help you hire

- Construction
- Hospitality
- Care support
- Manufacturing
- Logistics & warehousing
- Agriculture
- Drivers
- Cleaning
- Security

Need a role not listed? Tell us the skills you need and we will check with our partners.

OUR PROCESS

Eight clear steps

Typically 2–4 months from job order to arrival, depending on approvals.

1

Job order

You share roles, numbers, pay, conditions and start dates.

2

Sourcing

Licensed partners advertise and build a candidate pool.

3

Screening & trade testing

CV checks, skills tests and language checks against your brief.

4

Interviews

You interview shortlisted candidates online or in person and make the final choice.

5

Documents & visas

Contracts, demand letters and permit steps coordinated with you and the partner.

6

Pre-departure orientation

Workers are briefed on the job, contract, culture and rights.

7

Deployment

Travel arranged and arrival confirmed.

8

After-arrival support

We keep in touch with you and the partner to resolve any issues early.

WHY OPALDALE

A partner you can trust

Licensed partners

All our partner agencies are government-licensed.

Ethical recruitment

Workers pay no recruitment fees. Fair, honest hiring at every step.

Clear timelines

Regular updates and realistic timeframes, typically 2–4 months depending on approvals.

Transparent pricing

Fees and replacement or support terms are agreed upfront, in writing.

COMPLIANCE AND ETHICS

Our commitments

- All our partner agencies are government-licensed in their home country.
- Workers pay no recruitment fees. We follow the Employer Pays Principle.
- We support the ILO General Principles for Fair Recruitment.
- We respect the labour and immigration laws of every country we work with.
- Zero tolerance for forced labour, trafficking, and passport or document retention.
- Contracts are explained to workers clearly, in a language they understand.

MARKETS SERVED

Where we place workers

Europe

Work permits follow each EU country's national rules, handled with the employer.

United Kingdom

Hiring through licensed sponsors under UK visa rules.

USA

Employer-led routes, for example the H-2A and H-2B seasonal visas.

Australia

Employer-sponsored visas under Australian rules.

New Zealand

Accredited-employer routes under NZ rules.

Visas and permits are decided by each country's authorities. The employer or partner handles the relevant work-permit steps; we coordinate the process.

Ready to hire?

Email us your roles and numbers. We'll reply with next steps and a talent list where available.

Request a talent list **Submit a job order**

Opaldale · Based in the United Kingdom
info@opaldale.com · www.opaldale.com

GETTING STARTED

1. Email us

Send your roles, numbers and start dates to info@opaldale.com.

2. Review candidates

We share a shortlist from our licensed partners.

3. Interview and hire

You choose. We coordinate the rest.

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