

Human Capital Development



Samruk Business Academy private institution is a company providing services on organisation and administration of training, outstaffing and HR consulting.

Samruk Business Academy (hereinafter – SBA) was renamed in 2022 from Samruk-Kazyna Corporate University private institution that evolved in 2004 from the Unified Personnel Development Centre. Today SBA is a successful centre for accumulation of best practices and generation of new knowledge.

SBA provides services in the field of personnel training, assessment and development. Currently, SBA is engaged in retraining and

professional development of specialists of Samruk-Kazyna JSC Group, support of processes in the field of human resources management, change management, formation of corporate culture in accordance with the strategic development goals of Samruk-Kazyna JSC.

PERSONNEL TRAINING

In 2024, the following modular training programmes were implemented: HR School, C&B School, Zheti Kadam, Compliance Expert, IR School, Chief Geologist, Production Manager, Production Safety Leader for Category 1.

In 2024, SBA received international accreditation from IOSH for the developed modular Operational Safety Leader programme – Vision Zero: Long Term Stability Leadership With SBA. The programme covers key aspects of leadership including emotional intelligence, developing a company mission through ESG practices, legal issues and effective emergency communication.

Under the Occupational Safety Culture project, over 117,000 production workers and 12,000 employees of contractors were trained in 2024.

The accreditation recognised helps to develop and strengthen leadership skills, reinforce safety culture and implement international standards for operational safety management.

More than 20 strategic sessions were held on changing the Culture of Workplace Safety and

creating zero tolerance for workplace fatalities with the involvement of international and local experts. And 9 forums were organised: internal trainers' forum, forum to increase HR knowledge in the field of anti-corruption legislation, compliance forum, economic forum, forums on occupational safety, etc.

HR CONSULTING SERVICES

The key areas of HR consulting are:

- Evaluate hiring, and personnel for suitability for positions;

- Assessment of potential in the formation of the succession pool;
- Grading.

PERSONNEL AND COMPETENCE ASSESSMENT

Personnel appraisal is one of the main activities of the SBA. It includes carrying out evaluation procedures within the framework of:

- hiring assessments;
- to evaluate the talent pool;
- staff appraisals;
- job matching (matching data from different sources into a single job candidate profile);
- 360-degree assessments, etc.

This assessment tool allows companies and employees to evaluate the quality of interactions (hierarchical, cross-functional) and with other stakeholders (customers, suppliers, management bodies, etc.).

GRADING

Implementation of grading projects allows applying a fair remuneration system based on the value of each position for the Company and in comparison with the market. Since 2016, the Fund's portfolio companies have been implementing a graded remuneration system based on the Hay Group international methodology.

In 2024, 941 positions were assessed and projects were implemented to introduce a graded

remuneration system in the companies: NC KazMunayGas JSC, Bolashaq Investments LTD, Samruk-Kazyna Invest LLP, Samruk-Energy JSC, Almaty Power Plants JSC, Kazakhstan-China Pipeline LLP, NC Kazakhstan Temir Zholy JSC, Kazakhstan Nuclear Power Plants LLP, Samruk-Kazyna Contract LLP.

RECRUITMENT SERVICES

The key areas of recruitment are:

- Administering the recruiting process;
- Full cycle search and recruitment.

The Fund and such companies as NAC Kazatomprom JSC, NC KazMunayGas JSC, KMG Petrochem LLP, Silleno, KPI JSC, KMG Engineering LLP, NC Kazakhstan Temir Zholy JSC, Samruk-Kazyna Invest LLP and others were customers of recruiting services in 2024. Within the framework of implementation of the contracts 183 vacancies were closed.

In order to develop SBA recruiting services, a memorandum was signed with the Centre for

Human Resources Development of the Ministry of Labour and Social Protection of the Republic of Kazakhstan and job fairs were organised in 9 cities of the country.

In 2024, a project was implemented in the field of international recruitment of Kazakh specialists to AD Ports Group (UAE). As a result, 10 specialists were employed.

As part of the implementation of the project on employment of persons with disabilities, work was carried out with the public foundations Sodeistvie and ITeachMe, as well as with the Rehabilitation Centre in Astana and the Ten Qogam Centre for Social Adaptation of Disabled Persons.

QSAMRUK.KZ RECRUITMENT PLATFORM

QSamruk.kz is a centralised recruiting platform for Kazakhstan's leading national companies.

The QSamruk.kz project was created in 2019 to provide affordable employment in the companies of Samruk-Kazyna JSC Group and transparency of the hiring process.

By the end of 2024, 551 companies and more than 247,000 job seekers are registered on the platform.

QSamruk.kz fully integrated with the Enbek.kz portal in 2024.

In the digitalisation area, 23 new tools have been introduced, including: the ability to download Job Offer, new CV analysis templates, reporting automation, and tools to improve the convenience and accuracy of recruitment.

Implemented functionalities for job seekers: module for persons with disabilities with attachment of documents, sections in CV, filtering of notifications, "TOP Pro" status, added specialisations for exact match of suitable vacancies.

HIRED THROUGH
THE PLATFORM
OVER

37 thousand people

SINCE LAUNCH

The platform has a proctoring system, the ability to automate the import of tests for personnel selection, mechanisms to protect against changes in already assigned tests.

QSamruk.kz participated in more than 10 job fairs. Events and job fairs for persons with disabilities were held in online and offline formats. Training was provided for more than 150 recruiters.

PLANS FOR 2025

- Attracting more than 60,000 new candidates to the Qsamruk.kz Platform.
- Expanding the use of artificial intelligence in sourcing and recruitment tools.
- Launch of modular training programmes such as C&B School 2.0., HR school 2.0., PR school, Recruitment School, HR Administration School, School of Leadership and Management Competencies, School of Ecology and ESG, and others.
- Building up the SBA LMS (learning management system), an automated employee training platform offering online training, testing and certificate issuance.
- Establishment of the HR Brand nomination to recognise and popularise the best HR practices of Samruk-Kazyna JSC portfolio companies.