

| ARVEN

ISTANBUL | LONDON

PEOPLE | STRATEGY | ORGANIZATIONAL CHANGE

ARVEN: The Legacy We Leave for the Future

ARVEN was founded through the brave initiative of a woman who dared to lead. Today, it has grown with the dedication of more than 12 women and has become a dynamic organization that brings sustainability, strength, and transformation to every structure it touches.

We are not just a team that offers consultancy services. To us, ARVEN means practical intelligence shaped by strong, entrepreneurial, and solution-oriented women. It means strategy that doesn't stay on paper, but goes into the field.

ARVEN is a consultancy company that not only analyzes problems but also provides practical solutions.

We simplify complex processes, manage growth, and at times guide organizations to stay aligned with their true path.

We believe that when a woman's touch is present in any process, things move forward with greater balance, strength, and resilience.

ARVEN Founder

Burcu DOĞRU



Our Approach to Work

01

Holistic Perspective

We focus on the structure, not just the positions. Every intervention affects the balance of the entire organization.

02

Actionable Systems

We don't just present theoretical models. We build measurable, sustainable systems that work in practice.

03

People-Centered Structures

White-collar, blue-collar, grey, or platinum-collar... We position every profile in alignment with the company culture.

04

Data-Driven and Analytical Improvement

We analyze and improve all processes from workforce planning to job analysis, from performance management to role clarity.

05

Honoring Tradition, Aligned with the Future

We embrace transformation without turning away from technology or compromising the essence of the organization.



Transforming all human resources processes from problems into areas of efficiency.

ARVEN's core purpose is to eliminate uncertainties within organizational structures, clarify people-centered processes, and professionally take over the operational burden from employers.



We unblock stalled processes, clarify responsibilities, and drive results.

For us, consultancy is not just about offering suggestions. It means taking full ownership from beginning to end. What sets ARVEN apart is our commitment to taking charge and making progress. Nothing is left unresolved or hanging in the air.



Outcomes matter. Gains should be clear, especially in terms of time, cost, and reputation for the company.

At ARVEN, we set clear goals at the end of every process. We aim to deliver a smoothly functioning organizational structure, teams with defined roles and responsibilities, talent placed in the right positions, and meaningful, measurable data for management.

Our Strategic Partnership Areas

“ARVEN” Consultancy Models

We position ourselves as a long-term solution partner for organizations in areas such as organizational development, human resource management, and compliance processes.

HR Audit | Organizational Assessment and Roadmap

With our customized audit model of over 500 questions, we analyze every aspect of your current human resources structure.

At the end of this five-day comprehensive audit, we deliver a strategic HR status report that evaluates all your processes from recruitment to payroll, from organizational charts to digitalization.

This analysis provides a clear answer to the question “Where do we stand?” and forms the foundation for all future consultancy steps.

HR Audit – You can’t plan where to go without knowing where you are.

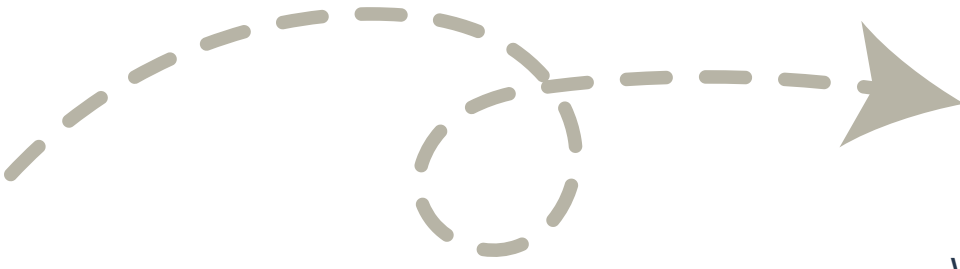
Human Resources Process Consultancy | Organizational Structuring and Transformation

Following the insights gained from the HR Audit, we completely redesign the organization’s human resources structure from end to end.

- This consultancy model includes:
- Defining organizational goals
- Establishing job descriptions and KPI systems
- Documenting operational procedures
- Ensuring digital integration and legal compliance

In this minimum six-month journey, we work alongside industry-specific HR consultants and organizational psychologists to develop practical, field-ready solutions.

In the second phase, we implement an employer branding strategy, a performance management system and a development-focused HR structure.



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Recruitment Process Consultancy | Strategic Placement Model

This service is designed for organizations that already have a recruitment system in place and aims to ensure the right candidate is hired for the right role through accurate analysis and evaluation.

It involves:

- Clarifying the position based on role definition and organizational dynamics
- Designing a tailored process around the ideal candidate profile, expectations, and desired outcomes
- Identifying candidates suited for long-term collaboration
- Managing interview processes on behalf of the organization

This consultancy model goes beyond presenting CVs. It focuses on delivering real talent that will integrate into the organization.

Payroll & Labor Law Consultancy | Legally Compliant and Secure Process Management

ARVEN professionally manages your company's payroll processes through an outsourced model.

Without the need to establish an internal payroll department, we handle all legal procedures in collaboration with certified financial advisors and labor law experts.

We ensure:

- Full legal compliance in payroll and social security processes
- Audit-ready, evidence-based payroll management
- Guaranteed salary confidentiality
- Customized reports and online payroll portals
- Strengthening of HR processes through hands-on payroll consultancy

In every step, we take full responsibility and guide organizations toward a secure, compliant, and reliable structure.

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Our References

To build strong relationships with our strategic partners, we believe it's essential to truly focus on their needs and approach them with a genuine sense of curiosity that allows us to connect meaningfully.

Our experiences have grown and evolved alongside the strategic partners we deeply value.

Otelcilik ve Turizm



Kozmetik, Estetik ve Sağlık



ARVEN

ISTANBUL | LONDON

Construction, Real Estate, and Office Services



BLGCAPITAL
REAL ESTATE PRIVATE EQUITY

DEKON
GROUP

MAJORCA
TIFFANY
ESTETICA CERAMICA



elit NEST
INVEST



GATE
INVESTMENT

Food & Beverage, Restaurant, and Catering



THE
LOCAL
GRILL
by Bogdan Chef

TERHA

MASSARA

Technology, Software, and Digital Services



RETICULA



FLIQA

teamso

PROCURE-X



Investment, Finance, and Banking



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ISTANBUL | LONDON

Logistics, Security, and Industry



Consultancy, Organization, and Events



Occupational Health and Safety Unit



Retail



Building Materials, Industrial Products



Manufacturing, Energy

