SAMASYS
CONSULTING - TECHNOLOGY - OUTSOURCING

Samasys – Payroll & HR Administration BPO Operations Hub

Supporting international companies operating in Tunisia through compliant payroll operations, local expertise and day-to-day payroll partnership.



Who is Samasys?

Founded in 2012, Samasys specializes in payroll outsourcing, social compliance, and workforce administration for international companies operating in Tunisia. Acting as an extension of our clients' HR and Finance teams, we support day-to-day payroll operations, statutory reporting obligations, and the application of local labor and social regulations.

Our Philosophy:
A Value-Creating Partnership

Commitment to Our Clients

We do not operate as a simple service provider. We build long-term partnerships based on trust, continuous capability building, and shared responsibility for outcomes.

Our objective goes beyond payroll processing. We aim to anticipate operational and regulatory evolutions, secure and streamline HR and payroll processes, and support our clients over time with a structured and reliable delivery model.

Commitment to Our People

Our teams are at the core of our stability and service quality.
Samasys has built a people-focused model based on:

- Continuous training and skills development,
- Progressive responsibility and career growth,
- A strong internal culture focused on excellence and collaboration,
- A long-term retention approach.

This model ensures consistent delivery quality, low staff turnover, and a secure capacity to scale operations.



Our Story

Samasys was founded from a simple conviction: payroll is a strategic business function that connects finance, compliance, and people management.

This vision stems from the experience of our founder, a Certified Public Accountant and Managing Director of CGS Advisory, who built his career in advisory before serving as CFO of Autoliv Tunisia, one of Tunisia's leading automotive manufacturers with more than 2,000 employees.

Inspired by international payroll leaders and recognizing the growing need for specialized payroll expertise, he created Samasys in 2012 to help international companies operating in Tunisia manage payroll, social compliance, and workforce administration with reliability and local expertise.

Key Milestones

- 2006: Creation of CGS Accounting firm
- 2012: Creation of Samasys in Zaghouan
- 2016: Major digitalization of payroll and business processes
- 2021: Creation of CGS Advisory, opening of Tunis office and involevement in north africans business services operations
- 2024: Launch of HR Legal Compliance and Business Development Division
- 2026: Opening of Casablanca office and creation of Samasys Smart Lab

Payroll management
a discipline in its own right

Faced with the complexity of labor regulations, the technical nature of statutory reporting, and the human impact behind every payslip, payroll is not a simple execution task. It is neither a secondary HR function nor an extension of accounting.

It is a standalone expertise, at the crossroads of financial rigor, legal compliance, and social responsibility.

This core belief is what gave rise to Samasys.



Saber GHARBI
CEO/Founder



Why Samasys ?

Through its experience working with international clients, Samasys has developed a structured, responsive, and scalable approach to payroll and HR outsourcing, built on:

- Rapid deployment of qualified and experienced resources,
- Strong local management with in-depth regulatory knowledge,
- A company culture focused on quality, reliability, and continuous improvement,
- Proven operational expertise suited to demanding environments, including multi-convention payroll, SaaS ecosystems, document management, and HR operational support.

Our **agile delivery model**, supported by strong cultural proximity with our international partners, allows us to perform efficiently in contexts requiring **strict compliance, data confidentiality, and high responsiveness.**

Who We Work With ?

Today, Samasys positions itself as a trusted BPO partner for:

- **International companies** operating through subsidiaries in North Africa, seeking a reliable in-country partner for payroll and HR administration,
- **Global payroll providers** looking for a solid and compliant delivery partner across the region.

We bring a unique combination of cost efficiency, operational excellence, service continuity, and strong local execution

Our Core Expertise

Key Strengths

Payroll Specialists, Not Generalist HR

A 100% payroll-focused core covering:

- Payroll calculation,
- Social declarations,
- Structured HR administration.

Dedicated and Experienced Payroll Team

Payroll managers trained across **Tunisia, Morocco, France, Egypt, and Algeria**, with expertise in social reporting, collective agreements, and specialized payroll software.

Social and HR Compliance Advisory – Multi-Jurisdiction

We provide comprehensive advisory support to ensure full compliance with local labor laws, social security regulations, and HR obligations.
in multi-jurisdiction environments.

Backed by Accountancy Expertise (CGS Advisory)

Samasys operates as a fully independent subsidiary of CGS Advisory, allowing us to leverage cross-functional accounting expertise while maintaining 100% BPO-focused governance

5. International Network & Standards

Member of the Equinox Outsourcing Africa network and a trusted partner for global payroll providers, Samasys is recognized for its reliability and adherence to international delivery standards.

Technology & Automation

We use Sage, M365, and an internal ecosystem of automation tools to streamline workflows, safeguard data, and accelerate payroll production while ensuring accuracy and auditability.

Trusted by Our Clients

Foreign Industrial Companies

Automotive industry	Supply chain	Metallurgy	Plastic injection



Click the logos to acces the web sites of our partners

Our Role:

- Full payroll and HR compliance outsourcing for over 10 years.
- Time management Implementation solutions.
- Implementation of integrated social and financial reporting.
- Configuration of monitoring tools in direct connection with the headquarters.

HR Challenges Addressed:

- Cultural integration between foreign investors and local employees
- Multi-site organization with different production cycles
- Preventing social tensions in high-pressure production environments

Foreign Service Companies



Our Role:

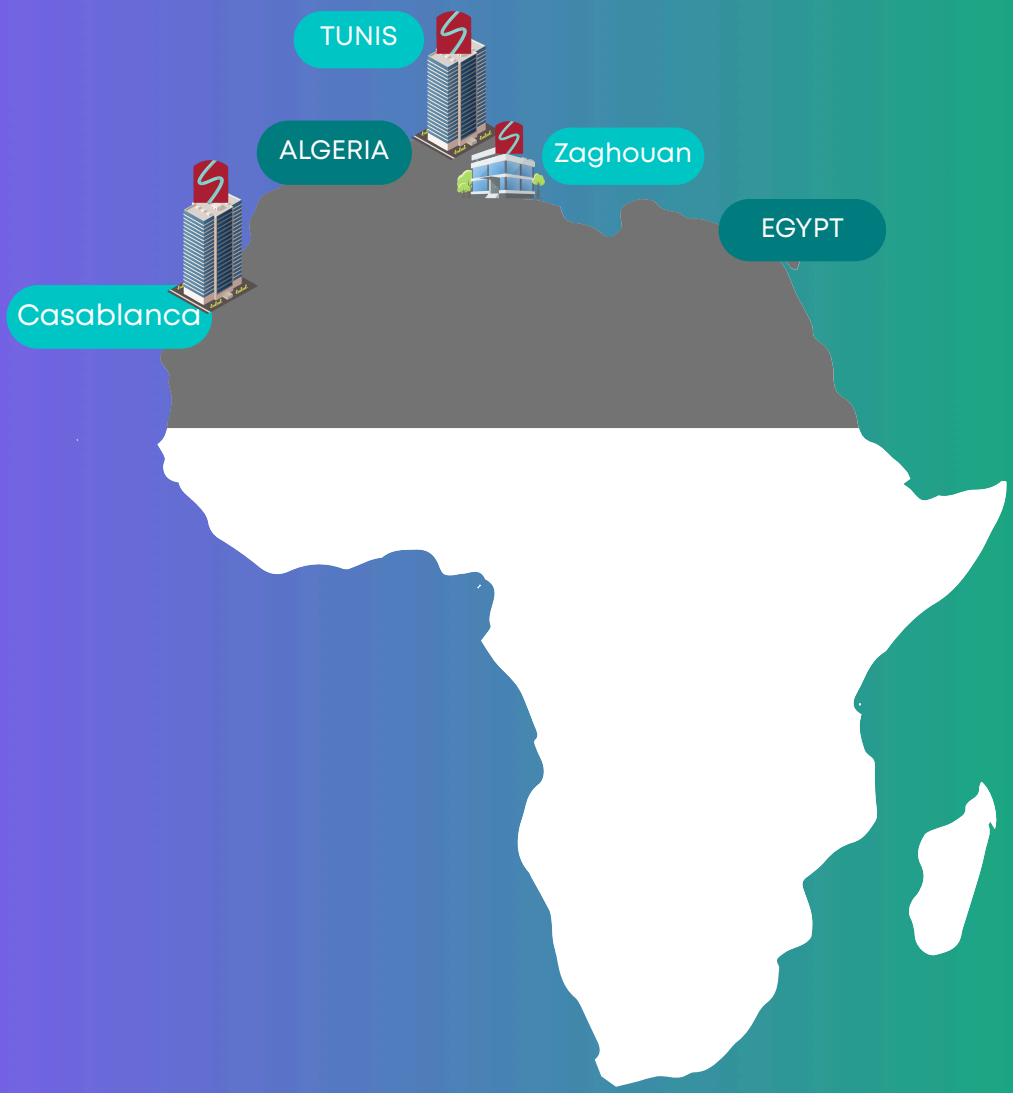
- Full or partial outsourcing of payroll and accounting
- Implementation of automated and digitalized management tools
- Development of HR indicators to track skills and talent retention

HR Challenges Addressed:

- International competition for recruitment and retention of IT talent
- Management of mobility (international assignments, cross-border remote work)
- Maintaining a strong corporate culture across distributed teams

A Regional Expansion

Powered by Innovation



From National

Expertise to Regional Presence

In just a few years, Samasys has evolved from a leading Tunisian player in **payroll and social compliance** to a multi-jurisdiction regional partner.

Leveraging the experience of our operational teams in Zaghouan, the strategic coordination from our Tunis and Casablanca offices, we now **support international-scale projects**, led by multidisciplinary project managers and guided by a proven methodology.

Our development is driven by a **business-focused technology ecosystem**, designed to optimize internal processes, streamline collaboration with clients, and enhance the quality of our deliverables.

A **360° efficiency approach**, integrating all our services — payroll management, legal compliance, HR oversight, and decision-support functions. Samasys also relies on a network of local partners to ensure full compliance, and on **international Global Payrol**l partners who recognize us as a reliable, rigorous, and professional provider.

Samasys Smart Lab

Innovation at the Heart of Our Business

Samasys Smart Lab reflects **our commitment to placing innovation at the core of our services**.

As a dedicated exploration and development hub, it focuses on digitalizing, automating, and rethinking processes related to payroll, social compliance, and HR management.

It is a space where business expertise and technology converge to create solutions that are more agile, efficient, and sustainable.

Outsourcing, Advisory & Technology

Empowering Payroll, Enabling People.