





# Introduction

HRgenix began as a boutique consulting firm and a pioneer of bold new approaches to Executive Search & Recruitment. Its unparalleled approach has had a profound and lasting impact on its client's business and corporate management.

HRgenix is carving out a distinctive niche in a crowded marketplace and is on the path to transition from a boutique to a full-service consultancy. It's core strength is its knowledge base and a team of efficient and experienced consultants. It has continually adapted to the changing needs of its clients, adding layers of new capabilities to become one of the most admired Recruitment Consulting firms in India.



# HRgenix Executive Search & Recruitment

Shaping a better world through the success of our clients is more than just our mission. It is our shared sense of purpose and the way we measure the impact of our work. That is why the best organizations trust us.

## **What makes us unique?**

As a trusted advisor and partner, we team with our clients to solve their toughest, most challenging issues. Our deep industry expertise helps our clients navigate an ever-changing and interconnected competitive environment. As a team, we are able to deliver strategically and make our clients' organizations even stronger and more capable, and we are able to serve our clients with the highest quality and uncompromising attitude. That is why our client relationships are long-lasting and based on deep trust.

## **Deepanvita**

*Client Partner* | **HRgenix**



# OUR SEARCH PROCESS

KYC

Job Intake

Real Job

Key Competencies

Gather Market Intelligence

Mapping & Sourcing Strategy

Validation & Shortlisting

Engage & Interview

Assess

Present & Recommend Candidates

Interview coordination & Logistics

Post closure Engagement



## Know Your Customer

We study our clients(What are the major short-term and long-term goals, major challenges and opportunities they are dealing with), understand their culture, beliefs and orientation of top management, their business, their competition, growth plans and identify their USP and Employee Value Proposition to position the job opportunity to the candidates.

## Job Intake

Get relevant details which will help to do a targeted search for the right candidates. Clarify ambiguous aspects of the job. Is it a replacement or a new position? Duration for which the position is open, Time frame available, Salary range (ensure to get all the components of the CTC and benefits)

## Real Job

Real job is something beyond number of years of experience, required skill sets, academic background and compensation offered. Real job is a compelling need of the job, unique selling proposition, the context in which the person is going to perform, what will make the person successful in the role.

We think beyond the words on the job requisition and understand what is needed.

## Key Competencies

Competencies are elements a candidate needs to have to be able to do the job. Our Consultants know both technical competencies as well as behavioural competencies of a job before sourcing and validating candidates.



## Gather market Intelligence

We gather market intelligence from our clients, competitors, professional networking, candidates and our internal database.

We understand demographics, talent pools, hiring trends in the market, new and alternative sources of talent, know the supply & demand for diverse and non-diverse candidates.

We understand the different perspectives and priorities of CXOs and functional groups.

## Mapping & Sourcing Strategy

Our Consultants determine the best sourcing methodology and sources of candidates from job-boards, personal and professional networks, online groups, referrals, social media, company websites, industry magazines and our internal database of talent pools.

## Validation & Shortlisting

Our Consultants identify candidates who are most likely to be successful for the specific job categories.



## Engage & Interview

We present the EVP (Employee value proposition) to the candidates, conduct competency based interviews, listen attentively to candidates responses, understand their motivation, needs and interests.

## Assess

We assess candidates on their ability to handle stress, adaptability, problem solving, attention to detail, customer orientation, communication, decision making, goal setting, integrity, interpersonal skills, leadership, time management and resilience.

## Present and recommend Candidates

We present the candidates profiles along with our assessment and recommendations.

We efficiently communicate and co-ordinate the Interviews and bridge the gap between the clients and the candidates.

## Post Closure Engagement

Our engagement with the client and the candidate does not end with the closure of the search. We continue to handhold and add value to both the client and the candidate over a period of time



# HRgenix Knowledge Center



Lack of automation in our day has created a constant static by not allowing HR professionals to be strategic about how we recruit, qualify and organize our talent pool. Recruitment Research is about connecting the dots and bringing the data by gathering, researching and organizing. Identifying the data points related to the rules that you recruit and determining what is critical to your organization, mapping it out and then analyzing critical points.

At HRgenix Knowledge Center, we have the necessary tools and the resources to connect the dots, analyze and share the data. Our Recruitment Research is a highly scalable approach that enables our clients to rapidly identify, connect, and hire the targeted capabilities needed to continuously improve performance and deliver impact.

Drawing on adept research practices it utilizes open source intelligence, active networking and personal and professional relationships. It gives you the competitive advantage for you to be able to hire the best talent and do it faster.





# Recruitment Research

A right spirit of preparedness with a line of quality candidates is what HRgenix assures to its clients. With a focus on improving the quality while reducing the time and cost of hiring, our team helps clients develop an understanding of talent availability, quality and key trends across diverse markets. Our efforts, therefore, are to understand the entire available universe of talent, and be prepared with a pool of 'ready-now' candidates as well as those who may become qualified in the near future.

The quest to give our clients the best available talent is what makes bench-marking talent an ongoing process for us. While we collect market information of prospective candidates from different organizations available and fractionate it into segmented groups or teams, we also ensure a customization of solutions for clients according to their requirements and offer a pertinent insights into the industry trends.

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# Talent Mapping Types

## **Skills Mapping**

We gather market intelligence from our clients, competitors, professional networking, candidates and our internal database. We understand demographics, talent pools, hiring trends in the market, new and alternative sources of talent, know the supply & demand for diverse and non-diverse candidates and will deliver a complete report on the active and passive talent.

## **Competitor Mapping**

Our Consultants understand the different perspectives and priorities of CXOs and functional groups, and will create an exhaustive talent map of your competitor which will give you clear insights into their organization's structure, help you set the right benchmark and capitalize on your competitors talent.



# Skills Mapping Report

Skills Mapping is done for niche skills and tough to fill roles. Having a ready database of qualified candidates helps you hire 23% quicker and with 76% higher quality.

We will deliver a report which will include:

1. A detailed report on Target and non-target companies, consulting firms, third party service providers/vendors and parallel talent pools.
2. A list of all the prospective qualified candidates for the requisition with their brief profiles.
3. The report will include Active, Passive and benchmark candidates.





# Competitors Mapping Report

Competitor Mapping report provides you a detailed structure of your competitors organization and specific teams. This report will provide you insights into key hiring trends in your space and helps you benchmark and formulate a hiring strategy which will set you on the path to success.

The Deliverables for Competitor Mapping Report will be:

1. A top to bottom list of all resources within a specific functional group of your competitor.
2. Briefs on the Active, Passive and High potential candidates within your competitor's organization.



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