

## **STATEMENT OF WORK (SOW)**

### **SCOPE OF SERVICES - Deliverable:**

Service Provider (WinVinaya Foundation) shall provide the following Services:

Service Provider shall on a “if required” basis provide services directly or indirectly, in any manner for recruitment of manpower, to Accenture. A “Recruit” means a candidate who possesses the material qualifications of the position/s and are competent and skilled to handle the job to be filled or as may be provided by Accenture to the Service Provider from time to time. (“Recruits”) It is understood and agreed between the Parties that preference may be given to PwD (Persons with Disability) candidates who fulfil all requirements from an Accenture perspective regarding capabilities, skill sets, fitment to project/business etc.

#### **1. Service Provider Responsibility: PwD & socially economic category candidates**

- a. Present recruits whose qualifications meet Accenture’s requirements towards full time jobs/internship opportunities. As communicated via communication channel
- b. Candidate profile/resume to be shared by the service provider
- c. Database of candidates to be shared to designated point of contact.
- d. Basis ask the service provider shall carry out required training/intervention for the Recruits.
- e. Basis ask The Service Provider shall intimate the Recruit the requirements as stated by Accenture and enable the Recruit to submit all the necessary supporting documents such as Recruit’s educational qualifications, proof of address, background details etc as may be requested by Accenture.

#### **Acceptance Criteria:**

- a. The Service Provider must have contacted the individual, matched the Recruit’s general qualifications to those stated for the applicable Position/s by Accenture and with the Recruits’ knowledge and permission, identified the Recruit and intimated to Accenture in writing and provided his/her qualifications in writing including a resume/CV with the Recruits’ detailed work history, educational background
- b. The Service Provider agrees and acknowledges that, the day of communication of acceptance shall be the day of acceptance of the Services by Accenture (hereinafter referred to as “Acceptance of Services”). Acceptance of the Service by Accenture shall not mean that Accenture has waived its rights to terminate the employment of the Recruit within 90 days of hiring the Recruit if the Recruit fails to perform in its employment with Accenture or has an issue with regard to Recruit’s integrity or if the Recruit violated Accenture code of ethics or any other policies of Accenture.

#### **Key performance metrics and service levels**

- a. Conversion:  
The Conversion results will be communicated to the service provider periodically by the Recruitment team. This may vary by level.

## **2. Accenture Responsibility**

- a. Accenture will communicate to the service provider on required documentation for recruit on need only basis
- b. Accenture will communicate service provider for required assistance on joining formality on need only basis
- c. Designated SPOCS to reach out to service provider for respective business requirements
- d. Job descriptions will be shared with the service provider
- e. Accenture will communicate service provider on the feedbacks for the candidates provided on need only basis

## **3. OTHER CONSIDERATIONS ( Points below is not applicable in a normal recruitment scenario – Accenture will reach out to the service provider if any of these services are required specifically on need only basis and accordingly the commercials will be discussed)**

- (a) If Accenture wants any special service like Sign Language Interpreters for the recruitment process or post placement support, that will be charged separately.
- (b) If Accenture wants any Disability Orientation or Specific Training (including Soft Skills Training) to be provided either to the Persons with Disabilities or others in Accenture, that will be charged separately.
- (c) If Accenture wants any Sensitization workshop or Sign language workshop for its employees in either the pre-placement stage or the post-placement stage, that will be charged separately.

### **SRM Performance evaluation and Dis-empanelment Process**

- a. Accenture reserves the right to dis-empanel service provider basis business need.
- b. Dis-Empanelment communication will be sent through email to service provider

### **STATEMENT OF WORK - 2**

**1) Delivery:** Accenture will engage with service provider to support – Bridge / Internship program, as per business requirement

Bridge program/Internship program:

From time to time Accenture may communicate on the Bridge program/Internship program for which the details are mentioned below.

Candidates will get opportunity twice to be considered for full time role at Accenture. Candidate clearing defined assessments threshold will qualify for offer upfront. Candidate who don't clear assessment will have another opportunity for full time role through a bridge program/Internship program.

### **2) Accenture Responsibilities:**

- Candidate assessment performance data will be evaluated to identify candidates who will qualify for bridge/ Internship program.
- Candidates will be notified about the duration of the bridge/ Internship program.
- Candidates will go through bridge/ internship program sponsored by Accenture followed by exit assessment to identify candidates who will qualify for full time role opportunity.
- Candidate enrolling to bridge program will be eligible for stipend per month. The stipend amount will be communicated to the candidates as part of program details.
- Candidates who don't qualify for full time opportunity at the end of the bridge program will get "Internship completion certification" from Accenture. Process will end here for non-selected students.

### 3) Service provider responsibilities:

- Candidate must mandatorily acknowledge participation to the program before proceeding ahead with the program.
- Candidates shortlisted for internship/ bridge program must participate in the entire duration of the program to be eligible for further review for full time role.
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- Partners will provide relevant document to Accenture which validates EWS (only if applicable) / PWD status of the candidate. Offer for full time role is subject to review of the document by Accenture.
- Candidates will be subjected to background verification, any non-compliance or failure to provide information can lead to immediate closure or termination from the program.

## CONTACT PERSONS

### Service Provider Escalation Metrics :

Level	Name	Email ID	Phone number
1	Laharee	laharee.srihari@winvinayafoundation.org	89768 98982
2	Akila	<a href="mailto:Akila.sankar@winvinayafoundation.org">Akila.sankar@winvinayafoundation.org</a>	80085 33359

### SRM Escalation Metrics

Level	Name	Email ID	Phone number
1	Shetty, Padmini M.	<padmini.m.shetty@accenture.com>	+81 9845391825
2	Parin Mehta	Parin.mehta@accenture.com	

### Procurement - Escalation Matrix

Level	Name	Email ID
1	Anees Sultana	anees.sultana@accenture.com
2	Deepak K Roy	deepak.k.roy@accenture.com

IN WITNESS WHEREOF, Service Provider, by its duly authorized representative has executed and delivered this Statement of Work as of the date specified above.

**For and on behalf of**

WinVinaya Foundation

**Name: Sivasankar Jayagopal**

**Title: Director**

**Date: 16-Feb-2021**