



**WE SET THE STANDARD**  
We Will Have it Covered



**Recruitment Proposal**

[www.corpohire.com](http://www.corpohire.com)

# Strong Foundations

Any business owner worth their salt knows that the company workforce is their single most important asset.

## NO WORKERS = NO COMPANY

Looking to fill an essential role or find a replacement is known to be one of the most stressful positions for employers - especially when time pressure is on and the clock is ticking. Are you wondering how to find the perfect candidate, and fast, without racking up huge expenses?

**This is where COPROHIRE come in.**



# About Us

We are team of young energetic professionals coming from all walks of corporate cultures i.e., from engineering, banking, IT/ITES and education. We are a perfect blend of culture and are committed to create a platform which acts as end to end solution provider to all your queries.

We bring along solid background of huge corporate and have understood that coffee cannot be everyone's cup of tea.

Confused??????

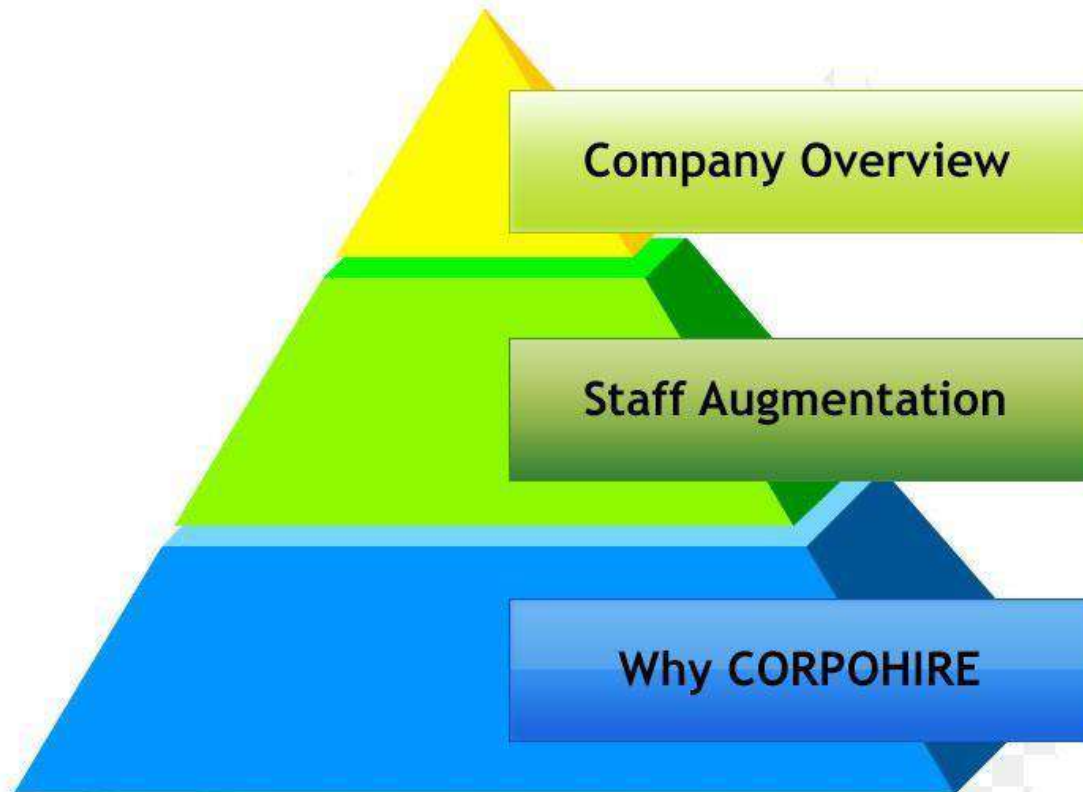
That's a truth!!!

Yes, we do not believe in delivering a readymade product or service. We do not aim to cater masses. We cater individuals. Every corporate have distinct requirements, thus need customized solutions. We channelize all our energies to offer a customized solutions and earn a happy and satisfied clientele.

Quality is the key to delivering value for money to our customers. We will make quality a driving value in our work, in our products and in our interactions with others. We will do it 'First Time Right'



# Executive Summary



# Why CORPOHIRE?

- We have a highly skilled set of talents that are built on referral and successful partnerships. Our recruiters are exceptionally skilled in identifying top talent and matching them with the client's needs.
- We have an 85% fill ratio for every open position we partner for.

**CORPOHIRE successfully recruits the right match for your company.**



# Staff Augmentation

CORPOHIRE has the reach and the resources to connect you to the very best temporary IT talent. We draw from our proprietary database and network to help you find temporary professionals that fit seamlessly with your team and your goals.



What's more, our Guaranteed Delivery Program removes the risk associated with hiring new talent and gives you the confidence you need to move quickly and achieve Measurable results.

# Staff Augmentation Smart Sourcing

## Smart Sourcing

- Full Spectrum ON DEMAND and PRO ACTIVE Time and Material Service
- Proven Metrics based Methodology
- Flexibility to adapt to VMS/MSP/Client
- Multi-shift sourcing model

## Building healthy partnerships with Clients/VMS/MSP

- Proactive Staffing Augmentation Model
- Dedicated Client Sourcing Team
- Custom Client Sourcing Strategy
- Exclusive Pool building for Customer needs
- SPOC Client Relationship

## 360° Staffing Services

- Contract Staffing
- Pure Contract
- Contract to Hire
- Direct Hires



# Staff Augmentation Workflow Framework

## Strategize Customer Needs

- Identify focus technology areas
- Identify the proper approach to identify, lock resources with in client parameters (skills, cost, turnaround times) - Create resource pools
- Maintain resource pools
- Identify best approaches to obtain resources that are not part of resource pools (job portals...)

## Study Customer

- Understand focus technology areas
- Understand recruitment practice and typical turn around times
- Understand hiring cycles of customer
- Understand customer HR forecast
- Understand the values and vision of the customer



## Source Customer

- Establish a Single Point Of contact (SPOC)
- Map Competency to Requirements
- Screen and Evaluate
- Source from Internal Resource Pool
- Source from External Resource Pool
- Client Coordination through Joining

## Gather Feedback

- Follow-up with all levels of Stakeholders
- 360 feedback system
- Client Satisfaction Survey
- Performance Metrics
  - Turnaround times
  - Closure Rates
- Management/Status Reports through SRS (Custom Web based tool)



# Staff Augmentation Smart Sourcing...

## Domain and Technical Depth

IT	ENGINEERING	CLINICAL	SCIENTIFIC
<ul style="list-style-type: none"><li>•Advanced and New Technology Capabilities including open source</li><li>• Data Warehousing, ecommerce, ERP, CRM, Financials, SCM, Conversion and Interfaces, and Business Process Automation solutions</li><li>•Experience with vendor platforms, web development languages and protocols, legacy systems, and practices, such as ERP, CRM, and ECM</li></ul>	<ul style="list-style-type: none"><li>•Process/ Product / Equipment Engineers</li><li>•Products/ Process Development Engineers &amp; Technicians</li><li>• Plant Engineers</li><li>•Designers, Supervisors, Managers</li><li>•Project/ Validation/ Manufacturing/ Integration Engineers</li><li>•Research Engineers/ Scientists</li><li>•Backgrounds in Mechanical, Electrical, Materials or Chemical</li></ul>	<ul style="list-style-type: none"><li>•Clinical Supply, Serious Adverse Effect Reporting, Clinical Data Management</li><li>•Clinical/Research/Regulatory Specialist/ Leads.</li><li>•Research Data Management.</li><li>• Bio Statisticians.</li><li>•Clinical Operations Specialist.</li></ul>	<ul style="list-style-type: none"><li>•Biologist, Chemist, Bio-Chemists.</li><li>•Statisticians, Technicians</li><li>• Research Specialists</li><li>• Data Management</li><li>• Financial Analysts</li><li>• Research Project Management.</li></ul>

Telecom, Pharma, Retail, Insurance, Healthcare, Chemical, Energy, State Governments and BFSI

# Other Services Offered

## HR ADVISORY

❑ We will act as an intrinsic piece of the HR department jigsaw puzzle, bridging the GAP between your team and you. We work closely with other teams throughout the business. HR advisor may act as a line manager's first point of call in employee-related matters if the line manager requires quick, accurate advice on the best method of dealing with a specific employee's continued absence from their duties, the company HR advisor is likely to be the first person that they contact.

## HIRING & TALENT ACQUISITION

❑ We will do a detailed analysis of the JD and will screen the candidate on your time and energy deployed in recruitments and we will offer you the best 3-5 shortlisted and screened candidates. We will be happy to cater to your bulk hiring requirements through campuses also.

## TOTAL REWARD MANAGEMENT

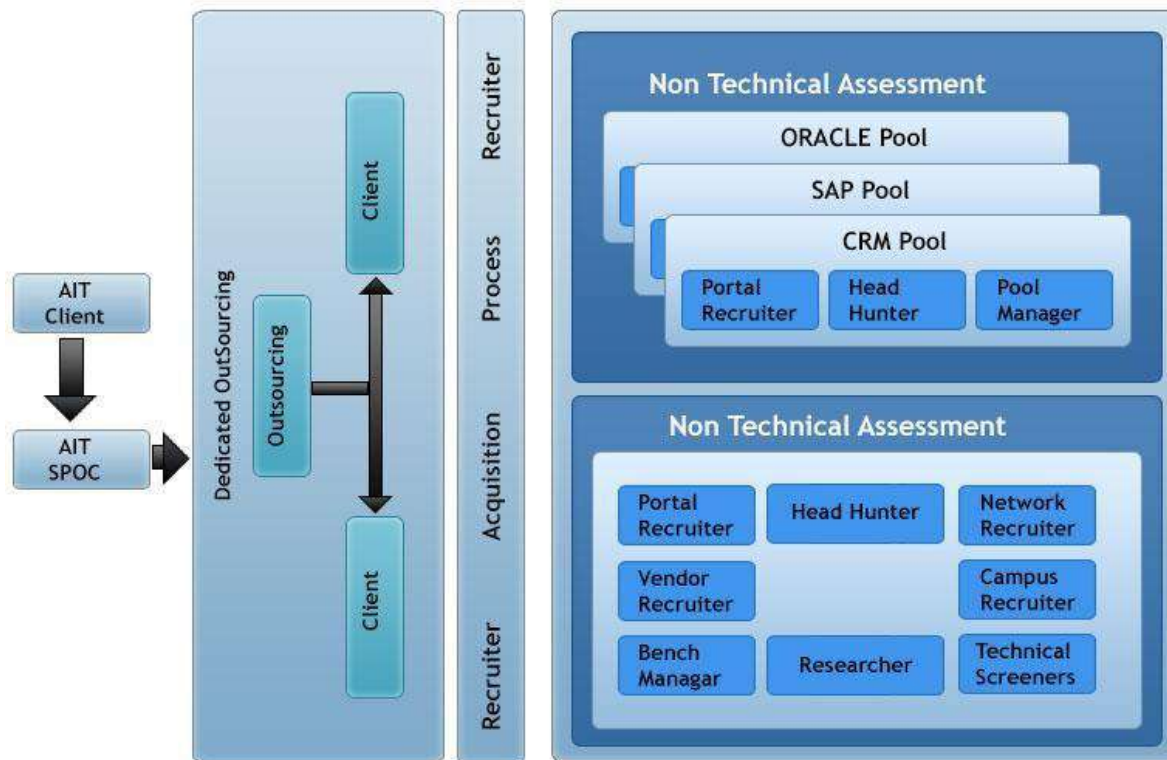
❑ There are times when a team is performing and delivering great results, but what next. It is time to experiment and test new waters. We handle the R&R for you. Right from rolling out mini contests to arranging team outings, we will handle everything for you. Believe us when we say, a motivated team is the best asset for an organization, timely investment in human resource will always fetch great results.

## ORGANIZATIONAL DEVELOPMENT

❑ The growth of resources is what defines the growth of the company. Our training sessions are meticulously planned by our trainers and are designed to gear towards the maximization of efficiency. If you want to build a ship, don't herd people together to collect wood and don't assign them tasks and work...rather teach them to sail for the endless immensity of the sea.



# Talent Acquisition Process



## Portal Recruiter

Gather resources from various portals to join resource groups.

## Network Recruiter

Develops Networks or groups of people through various n/w strategies.1.5

## Head Hunter

Identifies the company that uses the focus technologies and gather resources for focus groups.

## Bench Manager

Manages inside resource pool transitioning between projects

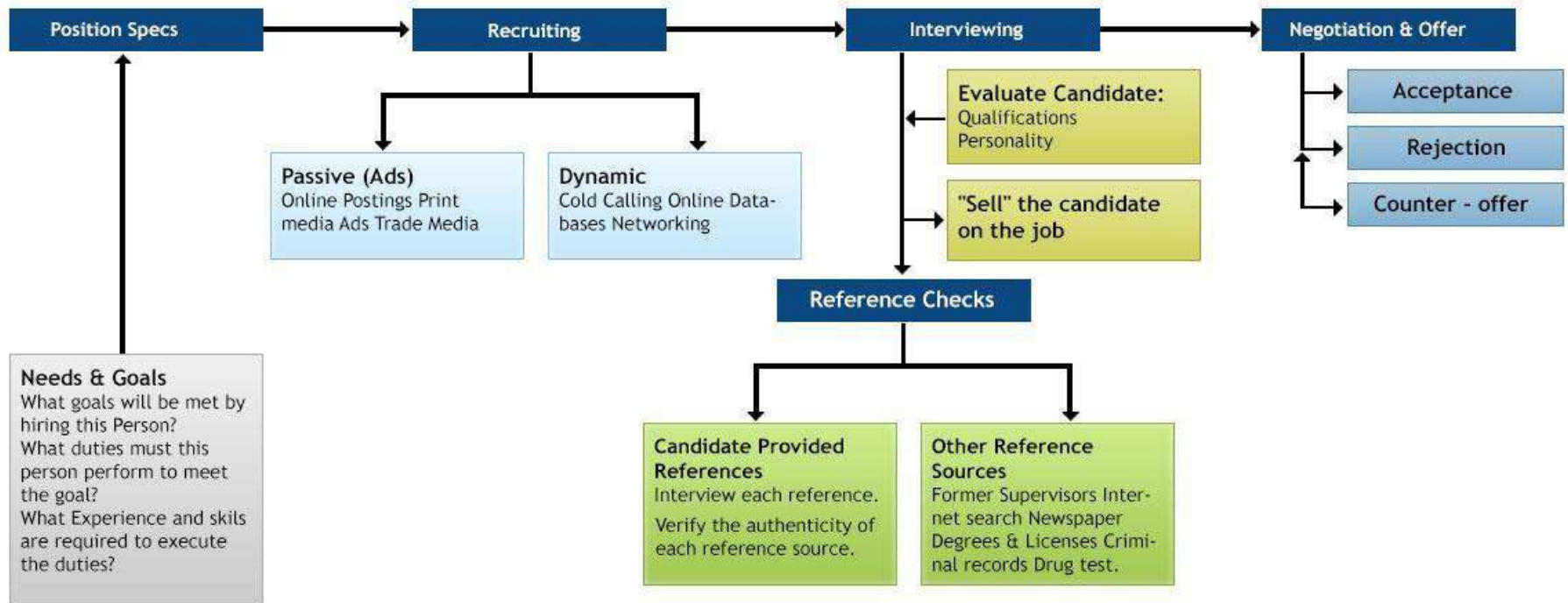
## Pool Manager

A tactical person that maintains the pool by engaging them with technology update and discussion boards

## Campus Recruiter

Maintains relationship within schools and recruits consultants for CDE

# Talent Acquisition Process... Contd



# Client Relationship Model

## CORPOHIRE Relationship

- Understand Client Business and potential requirements
  - Expected Technical/Domain/Hard/Soft skills
- Competency Mapping
  - Initial Screening and Evaluation
  - Detailed screening (Technical/Domain/Hard/Soft skills)
  - Reference checks
- Pre, Post & Interview Coordination
  - Interview Scheduling and planning
  - Follow-up through Joining
- Attrition Management
  - Retention through strategic instruments
  - Buffer creation to cater to no-show / attrition during first 60 days
    - Employee Expectation management
    - Employee Relationship Management
    - Mentoring program
- Exclusive Pipeline Creation
- Training Program for Employees (emerging/key client technologies)
- Client Relationship and Expectation Management
- Performance Metrics
  - Statistics / Management Reports / 360° Feedbacks

## Client Relationship

- Forecasting
  - Provide insight into focus technology areas, recruitment practices, typical turnaround times, hiring cycles and typical rates
  - Provide HR forecast
  - Educate on client values and vision
- Vendor Relationship
- Technical Interviews
- Candidate Feedbacks
- Final Selection
- Responsive feedback



# Why CORPOHIRE



- Reduced Client Costs
- Reduced Total Cost of Ownership
- Improved ROI
- Reduced Risks
- Enhanced Productivity
- Reduced Attrition

**Market Analytics:** We know who the top technical professionals are, what they earn, where you can find them and when they're available. We also understand their priorities and what it takes to recruit and retain them.

**Customer Knowledge:** We take the time to understand your business and IT culture. Doing so enables us to consultatively assess your service requirements and collaboratively develop an Employee Value Proposition (EVP) to attract top talent.

**Sourcing Strategy:** By leveraging our massive network of IT professionals and utilizing a referral-based sourcing strategy, we increase our selectivity, speed and effectiveness in finding top talent to meet your specific needs.

**Screening & Selection:** We personally present you with a fully-vetted shortlist of top professionals who match your requirements. All of our candidates are screened through a robust qualification process - and we can prove it.

**Relationship Management:** Our commitment to ongoing contact drives consultant performance and retention through project completion. It also allows us to proactively plan for your upcoming workforce needs.

**Guaranteed Delivery Program:** At Adam InfoTech, we do more than make claims. We make guarantees. Here's how it works:

You evaluate the resource for 40 full hours. If you're not completely satisfied, you pay nothing and it's our responsibility to find an alternate candidate that meets your expectations. It's that simple - we guarantee your complete satisfaction in 40 hours or you pay nothing. Your risk is eliminated. Your productivity soars. And your results are realized.

That's our promise and we stand behind your success all the way.





# THE PROCESS FLOW

**BRIEFING** | Tell us all about your dream candidate, including the skills, attributes and experience they need to bring to the role. We can even headhunt for niche roles ensuring you high-level talent.

**SOURCING TALENT** | We advertise roles across different outlets using a unique combination of our own job portal, other trusted job websites, media channels and social media to ensure the job role is seen by the right people.

**SCREENING & SHORTLISTING** | We proofread and check all profiles and personally interview applicants so that you end up with shortlisted strongest candidates.

**FINAL SELECTION** | We will be on hand during the entire interview process, offering advice from interview procedures to contract and salary negotiations.

**FOLLOW UP PROCEDURE** | The final step is to ensure a happy fit so after appointment, we will be in touch with a site visit in person.

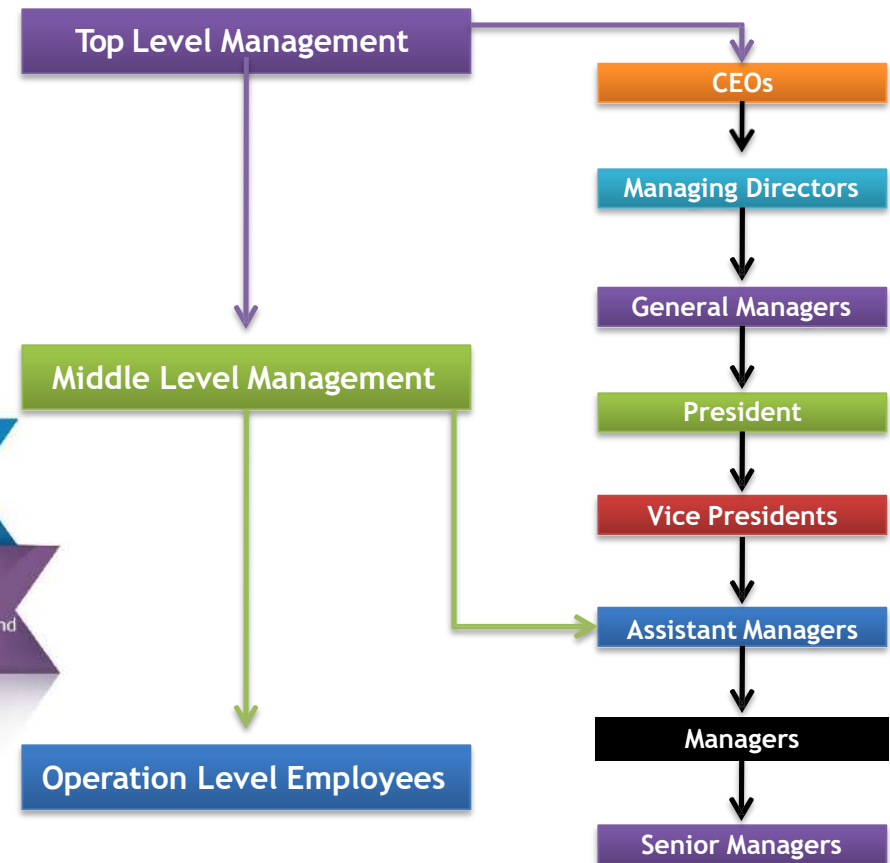
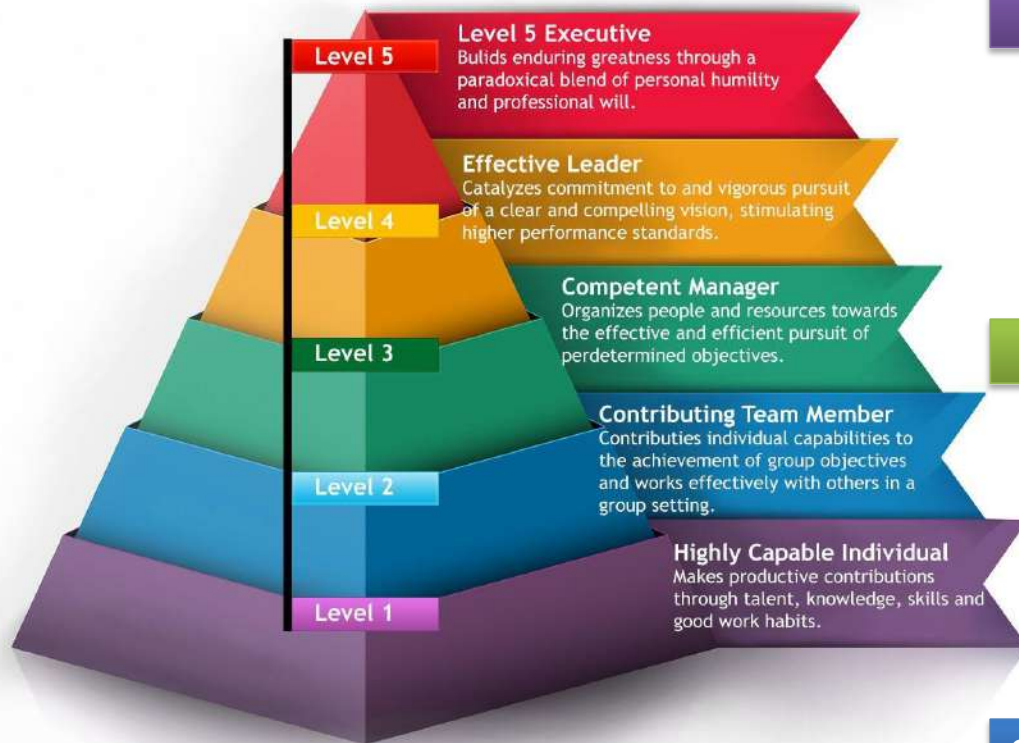
# Any Industry.....The Right Staff.....

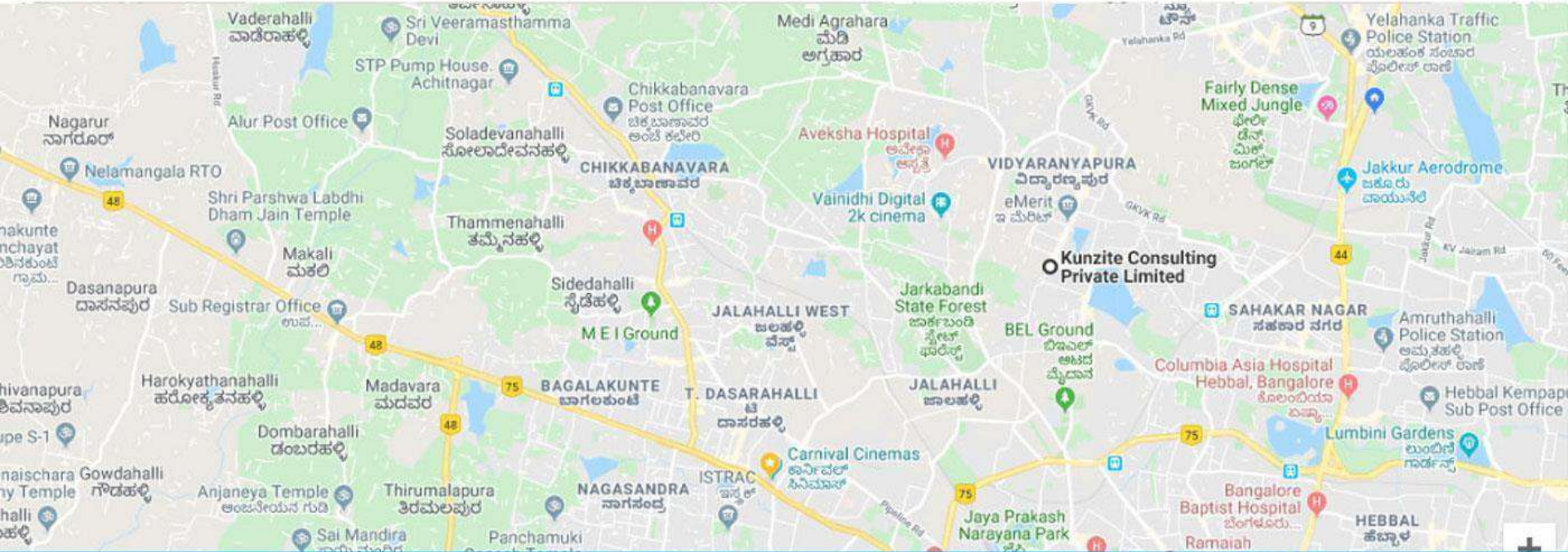
IT- Software	Recruitment Service	BPO / Call Center	Banking / Financial Services	Manufacturing	Medical / Healthcare
Others	Hotel / Restaurant	Management Consulting	Education / Training	Automobile / Auto Ancillaries	Engineering / Construction
FMCG / F&B	Aviation / Airline	Insurance	Pharma / Biotech	IT - Hardware / Networking	Oil & Gas / Petroleum
Retail	Advertising / MR / PR / Events	Logistics / Courier / Transportation	NGO / Social Work	Real Estate	Consumer Durables / Electro
Travel / Tourism	Telecom / ISP	Media / Entertainment	Internet / E-Commerce	Textile / Garments / Fashion	Chemical / Plastic / Rubber





# Hierarchy LEVELS We Hire For





10, Gaduniya Complex,  
Ramaiah Layout,  
Ramachandrapura Main Road,  
Vidyaranyapura, Bangalore - 560097  
+91 7794812335

Please feel free to call Swaroop on +91-8310751775/6363709387  
Or write to us at [corporateaffairs@corpohire.com](mailto:corporateaffairs@corpohire.com)  
**KUNZITECONSULTINGPRIVATELIMITED**  
HYDERABAD | BENGALURU | DELHI NCR | CHENNAI  
+91-888 444 70 55