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# Recruitment Process Outsourcing

**Blurb:**

Leverage Three Across’s expertise as an external provider to manage your company's recruitment to enhance efficiency and streamline hiring processes.

**Expanded:**

***Empower your Business with the Best Recruitment Outsourcing Solution***

At Three Across, our Recruitment Process Outsourcing (RPO) focuses on finding the right people to unlock your organization's full potential, with a human element involved right from inception. We listen, understand your needs, and build a talent acquisition model custom made for your business needs

We ensure every part of your talent acquisition journey—from recruiting to developing and retaining top talent—works seamlessly. Our experienced team analyzes the latest market insights and understand your company's unique needs, finding candidates that perfectly fit your team. At Three Across, we grasp the nuances that make a significant difference in recruiting the best talent.

**FAQs**

**1. What is Recruitment Process Outsourcing (RPO)?**

Recruitment Process Outsourcing (RPO) is a form of business process outsourcing where an employer transfers all or selective part of its recruitment processes to Three Across as a talent partner. At Three Across, our RPO services are designed to manage the entire recruitment lifecycle, from job profiling to onboarding, in-flight candidate experience management, providing our clients with a scalable, efficient, and cost-effective solution.

**2. How does Three Across approach RPO?**

Three Across approaches RPO with a client and candidate centric methodology, ensuring that our services are tailored to meet the specific needs and goals of each company. We begin by thoroughly understanding the organizational culture, hiring needs, and business objectives. Our dedicated talent teams then manage the end-to-end recruitment process, leveraging our proprietary technology and industry expertise to deliver top talent efficiently and effectively.

**3. What are the benefits of using RPO services from Three Across?**

Using RPO services from Three Across offers numerous benefits, experienced RPO teams, hiring experience and mutually agreed service delivery timelines, governance structure, metrics, and enhanced scalability to manage fluctuating hiring demands. Our clients also benefit from our extensive industry knowledge, access to a wider talent pool, and advanced recruitment technologies, which together ensure a more streamlined and effective hiring process.

**4. What industries does Three Across provide RPO services for?**

Three Across provides RPO services across a wide range of industries, including Technology, Finance, Healthcare, Manufacturing, consumer goods, travel, ITES, Energy, and more. Our industry-specific expertise combined with the years of experience allows us to understand and address the unique recruitment challenges and opportunities within each sector; delivering tailored solutions that meet our clients' specific needs.

**5. How does Three Across ensure the quality of hires through RPO?**

Three Across ensures the quality of hires through a comprehensive recruitment strategy that includes detailed job profiling, targeted candidate sourcing, rigorous screening and assessment processes, and thorough reference checks. We leverage advanced analytics and AI models to identify the best candidates. Furthermore, we use structured interviews to evaluate their fit with the client’s organizational culture and job requirements. Continuous monitoring and feedback loops help us refine our processes and ensure the highest standards of quality and commitment.

**6. How does Three Across handle scalability in RPO services?**

Three Across offers flexible recruiting solutions that can be adjusted to meet the changing needs for you. Whether it's ramping up recruitment during peak hiring periods or scaling down during slower times, our services are designed to provide the right level of support. Our scalable infrastructure, combined with our extensive talent network, allows us to quickly respond to varying hiring demands without compromising quality.

**7. What technologies does Three Across use in its RPO services?**

Three Across utilizes a suite of advanced technologies in its RPO services, including Applicant Tracking Systems (ATS), AI-driven candidate sourcing tools, and data analytics platforms. These technologies help streamline the recruitment process, improve candidate engagement, and provide actionable insights to enhance hiring strategies. Our tech-enabled approach ensures efficiency, accuracy, and a positive candidate experience.

**8. How does Three Across integrate with a client's existing HR systems?**

Three Across seamlessly integrates with a client's existing HR systems by adopting a collaborative and flexible approach. Our tech team works closely with the clients to understand their current processes and technologies, ensuring a smooth integration. We can interface with various HR platforms and tools, maintaining consistency and continuity in the recruitment process. Our goal is to enhance the client’s existing capabilities while providing additional value through our RPO services.

**9. What kind of support does Three Across offer during the transition to RPO services?**

During the transition to RPO services, Three Across offers comprehensive support to ensure a smooth and seamless shift. This includes detailed planning and consultation, change management assistance, implementation, and ongoing communication to address any concerns or issues. We provide trainings and resources to help your internal teams to adapt to the new processes and technologies, ensuring minimal disruption to their operations.

**10. How does Three Across measure the success of its RPO services?**

Three Across measures the success of its RPO services by leveraging a range of key performance indicators (KPIs) such as time-to-hire, cost-per-hire, quality of hire, and candidate satisfaction. We also track metrics related to process efficiency and client satisfaction. Regular reporting and feedback sessions with clients help us assess performance, identify areas for improvement, and ensure that our services are aligned with the client’s goals and expectations. Our commitment to continuous improvement ensures high-quality recruitment outcomes.

**11. What are your commercial terms and conditions for a recruitment service?**

We have a suite of services on offer as a talent company. We tailor make solutions for our clients as each client’s requirement is different. Hence, we discuss in detail and understand your requirement, budgets, skills, experience and geographies to create a win-win commercial proposal for everyone. For further queries, please write to us or drop in for a coffee.

# Executive Hiring

**Blurb:**

We, at Three Across, specialize in identifying and connecting top-tier executive talent with leading global companies.

**Expanded:**

***We understand that hiring in the C-suite is more than a Hiring Decision, it is an Investment in your Company’s Future.***

At Three Across, we specialize in executive hiring: connecting exceptional leadership talent with top global companies, spanning across the Indian peninsula. We excel at understanding the unique needs and strategic goals of your organization. Our comprehensive approach involves in-depth market analysis, industry insights, and a personalized understanding of your company's culture and objectives. This enables us to identify and attract the most qualified and impactful leaders for your company. With a commitment to excellence and a global network of industry professionals, Three Across’s customized executive search solutions propel your business forward.

**FAQs**

**1. What steps are involved in Three Across's executive headhunting process?**

Our process begins with an in-depth client consultation to understand your need, company culture, and specific requirements. After the consultation, we conduct a thorough market research to identify potential candidates, engaging with them to gauge their interest and suitability. In-depth interviews and assessments, including psychometric testing if required, are conducted to ensure the best fit. We are present every step of the way, from the interview process to offer negotiations, ensuring a successful integration of talent with your organization.

**2. What techniques does Three Across use to identify and attract top executive talent?**

Three Across employs a variety of techniques to identify and attract top executive talent. We utilize advance data analytics and AI to identify and assess potential candidates, leveraging our extensive industry networks and technology. Furthermore, we also engage with passive candidates who might be a perfect fit for the role.

**3. How does Three Across ensure a good fit between the candidate and the company?**

We ensure a good fit by conducting cultural assessments to evaluate the candidate's compatibility with the client's company culture. Additionally, we conduct competency interviews that focus on the candidate's current and past behavior, evaluating the suitability with the client's requirements. Furthermore, thorough reference checks are conducted, before sharing the profiles, to validate the candidate's experience and suitability.

# Lateral Placement

**Blurb :**

Experience seamless growth with our specialized permanent placement service, strategically connecting seasoned professionals to drive your team's success.

**Expanded :**

***Hiring the Right Talent is the key to Organizational Success***

Three Across's Permanent Placement Service connects your organization with top-tier talent for long-term success. Utilizing our extensive network and expertise, we meticulously match skilled professionals to your specific needs, ensuring a perfect fit for your team and organizational goals. Our dedicated recruiters make the hiring process seamless and stress-free, allowing you time back in your schedule to focus on organization’s strategic interventions.

**FAQs**

1. **What types of positions does Three Across Permanent Placement Career Service specialize in?**

Three Across specializes in placing candidates in a variety of permanent, full-time roles across various industries. We work closely with you to understand your specific skills and experience to find the perfect fit within your desired field.

1. **How long does it typically take to find a permanent position through your service?**

The timeframe for finding a permanent position can vary depending on several factors, like the hiring industry, requirements, and the current market conditions. We work diligently to connect your company with the right talent quickly and reduce role aging.

# Recruiter on Demand

**Blurb:**

Our recruiter on-demand service connects you with expert talent acquisition specialists whenever you need them on-site.

**Expanded:**

***Flexible Recruitment Expertise, Whenever and Wherever You Need It.***

Don't let open positions hold your business back! Recruiter on Demand with Three Across is an extension of your team, a dedicated recruitment ally at your fingertips. Tailored solutions and approaches ensure your hiring needs are met with efficiency and agility. They manage the entire hiring process, from order to onboarding, including 100% focus on your key SLAs. This on-demand model fills critical roles quickly, perfect for companies with sudden hiring needs, limited resources, or seeking a fresh hiring approach. Land the perfect fit, faster with Three Across.

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# Consulting Services

**Blurb:**

Leverage our in-depth consulting services to enhance your hiring strategy.

**Expanded:**

***Transform Talent Acquisition with Strategic Recruitment Consulting.***

Three Across goes beyond basic recruiting. We offer in-depth consulting services to transform your hiring strategy. Our experts will partner with you to define your ideal candidate profile, craft an employer brand that attracts top talent, help define your location strategy, and optimize your hiring process for efficiency. We also prioritize building a diverse and inclusive workforce, reflecting current industry trends. Let Three Across help you build a winning team.

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# Talent Market Insights

**Blurb:** Map the talent market to get actionable insights for the roles that your company is looking to hire.

**Expanded:**

***Unveil Insights for Strategic Talent Acquisition***

Three Across Market Insights acts as your compass for today’s dynamic talent landscape, leveraging the power of leading online social platforms, job boards and our internal database. We provide a comprehensive picture and actionable insights, marrying your requirements and the talent market.

Our customized reports offer a wealth of valuable information, including but not limited to:

* **Skillset Availability:** Identify the in-demand skills and experience within your target industry.
* **Competitive Benchmarking:** Understand your competitor's hiring strategies and salary ranges, giving you a clear edge during negotiations.
* **Setting Hiring Expectations:** Set achievable hiring goals based on real-time data on candidate availability and salary trends

Three Across Market Insights goes beyond just data. Don't navigate the talent market blindfolded. Three Across Market Insights equips you with the knowledge you need to make informed decisions and build a winning team.

**FAQs**

**1. How do your reports compare to what other talent platforms offer?**

Three Across Market Insights leverages data from leading platforms. We go beyond just presenting data by translating it into actionable insights and strategies tailored to your company's specific needs, leveraging our years of experience in the talent acquisition space.

**2. Can you help us set realistic hiring expectations?**

Absolutely! Our reports combine data on skillset availability with salary trends to help you set achievable hiring goals that consider market realities.

**3. How can your Market Insights service help us attract top talent?**

By understanding the current talent landscape, we can help you develop targeted recruitment campaigns and employer branding strategies that resonate with the skills and interests of the most qualified candidates.

**4. How do you ensure the accuracy and timeliness of your data?**

We rely on reputable industry platforms and regularly update our reports to reflect the latest market trends.

# Early Careers

**Blurb:** We help build future leaders! Get in touch with Three Across to get a head start on your career journey.

**Expanded:**

***Get a Head Start in your Career Journey***

Starting your career journey can be exciting, but also overwhelming. Three Across Early Careers provides the guidance and support you need to navigate this crucial phase.

Here's how we empower young professionals:

* **Career Exploration:** We help you identify your strengths, interests, and ideal career path through personality assessments, skills evaluations, and personalized coaching.
* **Internship and Job Placement:** We connect you with internship and entry-level job opportunities aligned with your skills and goals.
* **Resume and Interview Coaching:** Master the art of crafting compelling resumes and confidently ace job interviews with expert coaching sessions and guidance from leading industry professionals.

Don't navigate the early stages of your career alone. Three Across Early Careers equips you with the tools, knowledge, and network you need to launch a successful and fulfilling career. Contact us today and unlock your full potential!

# Managed Candidate Experience

**Blurb:** Leverage Three Across’s talent engagement expertise for bringing the best-in-class candidate and hiring manager experience, along with dashboards that can help you predict in-flight candidate risk.

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# Recruit – Train – Deploy

**Blurb:** Filling organization’s role has never been easier. With Three Across’s recruit, train, and deploy solution, you can trust your employee longevity and commitment for the job assigned in your organization.

**Expanded:**

***Hire Job-Ready Talent to quickly fill critical workforce requirements***

We employ a three-prong approach to supply the right talent to your company, who are ready for the job from the first day:

1. **Recruit:** We look for the talent pool using advance techniques and technologies
2. **Train:** Candidates are holistically trained for the job, leveraging industry experts.
3. **Deploy:** According to your requirements and contract duration, we deploy the talent pool who are ready for the job from day, post specific client assessments.

# Staffing Solution

**Blurb:** Three Across finds the perfect talent to fuel your business growth through our staffing solutions.

**Expanded:**

***Custom Staffing Solutions for Your Growing Needs***

Three Across offers a staffing solution designed to streamline your hiring process and connect you with top-tier candidates. We handle everything from screening to onboarding and skills development, ensuring you have a qualified workforce ready to hit the ground running.

# General FAQs

**1. What services does Three Across offer?**

Three Across offers a comprehensive range of recruitment services, including but not limited to Recruitment Process Outsourcing (RPO), Selective RPO, Recruiter on Demand, Market Insights, Executive Search, Lateral Hiring etc. Our services are designed to cater to the unique hiring needs of organizations across various sectors, providing flexible and efficient solutions to meet unique talent acquisition goals.

**2. What makes Three Across different from other recruitment firms?**

Three Across stands out due to our its innovative and client-centric approach. We are the brain child of industry leader Sachin Jolly, who has over 24 years of experience in the recruitment space and has headed the talent acquisition for major players. Our team of experienced professionals from the talent acquisition domain help custom make resourcing solutions for your organization. Our personalized services, deep industry expertise, and commitment to excellence ensures that we deliver exceptional results. We leverage advanced technology, data analytics, our extensive network, and years of experience to provide high-quality recruitment solutions tailored to our clients' specific needs.

**3. Who is Sachin Jolly, and what is his role at Three Across?**

Sachin Jolly is the founder and driving force behind Three Across. With over 24 years of experience in running large scale talent strategies. Sachin has a proven track record of success in identifying and placing top talent across various sectors. His leadership and expertise guide our company’s vision and strategy, ensuring that we deliver the highest standards of service to our clients.

**4. What industries does Three Across specialize in?**

Three Across provides talent across a wide range of industries, including Technology, Finance, Healthcare, Manufacturing, consumer goods, travel, ITES, Energy, and adding more. Our industry-specific expertise allows us to understand and address the unique recruitment challenges and opportunities within each sector, delivering tailored solutions that meet our clients' specific needs.

**5. How can Three Across help my organization improve its recruitment process?**

Three Across can help your organization improve its recruitment process through our tailored services and expert guidance. We provide comprehensive support, from understanding your specific needs and challenges to implementing effective recruitment strategies. Our use of advanced technology and data-driven insights ensures that we streamline your recruitment efforts, enhance the quality of hires, and reduce overall hiring costs.

**6. How do I get started with Three Across?**

To get started with Three Across, simply contact us through our website or just drop by for a coffee. Then, we would schedule an initial consultation to understand your recruitment needs and discuss how our services can best support your organization. From there, we will deploy a dedicated team of experts to identify your pain points and define a customized plan and begin delivering the recruitment solutions to you.