Professional Recruitment Services

Our services support to the recruitment of personnel with special skills or occupation specific needs in labor market, with knowledge and experience that are appropriate the needs of the client’s organization. With specialist experience in recruitment to many leading organizations.

For a business management and human resources. We aim to reduce the process to the HR department. Apart from the selection of qualified personnel to appropriate the needs of the organization. We also focus on understanding candidates about corporate culture and a clear approach to corporate customers. To reduce about turn over, it make a problem in high-growth businesses and expansion of the current market.

* We have high of successful rate 98% from information since 2014.
* 65% of clients are from international company.
* 73% of profits are from client that we have contract since 2014.

TRAINING

ORCHIDJOBS is institute of training and development selected by personnel knowledge ability. There is potential in various areas increased by a specialist through the experience in training about training staff to organizations. Beginning with the analysis of curriculum development and training activities up to suit for each organization to satisfy the need. In the development of staff and preparation before work or work adjustment. In order to help the organization get a professional candidate from us.

Process of analysis and curriculum

1. Specialist team will meet to discuss information about the issues that clients face or what to expect from the training this time.
2. Specialist team will understand the corporate culture and the way of the customer's organization.
3. Specialist team will give evaluation of curriculum in order to present to the customer.
4. Training to employees under the prescribed curriculum.
5. Specialist team meeting to talk with staff after the training to analyze and do the assessment.
6. Assess the training of employees to customers.

CHANNEL

Our services help to recruit channel pro-active customer to the organization known broadly. To increase the numbers of applicants want to join in the job as part of a corporate client. By diverse channels, both offline and online.

The Aggressive Recruitment

* Recruitment specialists team regularly in Bangkok Metropolitan Region.
* Recruitment specialists team in across region.
  + Central Thailand
  + Eastern and West Thailand
  + Southern Thailand
  + Northeastern Thailand
  + Northern Thailand
* Teams make activities with the candidate with the Department of Employment and partners, private companies and universities around the country.
* Online marketing specialist
* Employer Branding specialist

Background check

First step for to be a professional recruitment is completely screening information of candidate’s profile and appropriate to customer want.

Process of Screening Profile

1. Check the candidate's profile

2. Check candidate’s contact information

3. Check the Education

4. Check the work experience

5. Check the certificates. If that jobs require special skills.

6. Check insights as an organization or through any type of business.

Interview

The process of selection for our candidates to run for the position and the culture of organizations interviewed is intended to have the opportunity to know the details with more applicants than those specified in the application.

Process of Interview

1. Define the question to match with the jobs.

2. Find a target of job interview such as customer want to discuss from a personality of candidates.

3. Ask about any type of business or organization through with.

4. Choose a question to decide the candidate that has enough skill in the organization want.

5. Open opportunity to a candidates for ask question to the attention of the candidates or positions on the organization of the client company.

Soft Skill Test

Testing soft skill to understand knowledge, ability and specialist skill of candidate. With this testing will make analyze a personality, mindset, and leadership for our customer.

Department need of Soft Skill

1. Management department
2. Human resource department
3. IT department
4. Design department
5. Marketing department
6. Sale department
7. Service department
8. Communication department such as translator and guide

Training Course

Preparation before starting the work has 2 courses.

1. Worker course

* Troubleshooting to reduce conflict and decision processes
* Developing to successful their life
* Leadership skill
* Create a Teamwork Projects.
* Honest to themselves and their colleagues.
* Attitude and Ethic to organization
* Technical Working proactively with confidence in the profession.
* Positive working to solve the problem
* Communication to create a good relationship about work
* Positions that have responsibility and time management course.

2. Fresh graduate course

* Personality development and to adapt to the working.
* Planning goals in life. Inspiring to work.
* Self-development to success in life firmly.
* Confidence in their own pros and believes himself to have featured.
* Communication builds good relationships.
* Develop skills and ideas.
* Ethics Institute and attitude awareness.
* To see a value of jobs and prides himself on never stop to develop.

Customer Service

ORCHIDJOBS is an organization to focus on service and impress after receive a customer service is important. To give customers confidence and trust in our services businesses is customer retention with quality and improve service quality more.

Focus on Fastness

In addition, the quality of goods or service. Another indispensable thing is a fast means to respond to the needs of the customer

Strategic focus on customer success.

Good service is a service that customers already use to solve the customer's thing. The process works to help customers make them work easier. The maximum of our target is achieved by getting the staff is knowledgeable. An understanding of the corporate culture and a clear guide the work of the organization to the customer at the forefront of the push to enterprise customers continue increase to be stable.