



Company Profile

wowJobs : Search : Selection: Research



Our Vision

Our aim is to be your partner-of-choice in sourcing the right talent from across the globe for you.

We also provide job opportunities to high-level candidates; ensuring that we are a one-stop solution across all industry verticals, for both Job Providers and Job Seekers alike.

Micro – Global Recruiting Partner

wowJobs is a one stop shop that gets talent from across the world for you.

We have local partners in place. Not employees. These partners are highly motivated and work closely at ground level with the companies in their territories. Our local partners are entrepreneurs and most likely skilled in specifically handling particular clients due to experiences in their work life

“So a customer gets a “micro”-attention and hands on detailing.”

We are “global” because our local partner is connected to our Resource Centre in Asia and all requirements are sent for filtration of possible candidates from our continuously updated data base. Our centralhub connects us to local partners around the world for even more specific needs. Centre benefits by getting resources global resources from across the world through a single window.

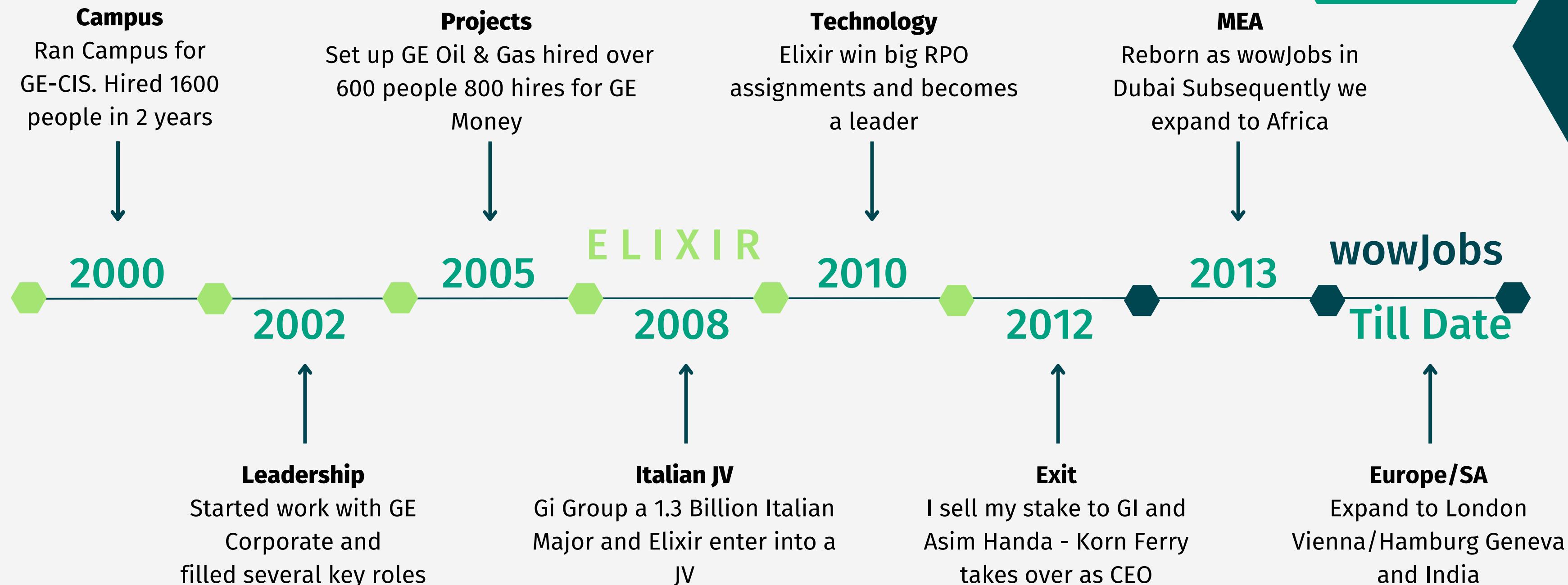
We are therefore able to :

Handle surge/ peak demand from clients Investing in training of our team and people Get you candidates from across the globe.

Give Excellent Hit Rate. (Over 50 percent short listed)

Our Journey

Key Milestones from our twenty three year journey



Our Offerings

End to End Recruiting Solutions

**Mapping
Services**

**Selection
Services**

**Executive
Search**

Our Offerings

Search and Selection:

We have 2 specialized teams:

- 1) Search team: senior recruiters with an average experience of 8 – 10 years who work on leadership assignments and retained searches.
- 2) Selection team: shortlists candidates based on client mandates.

Mapping:

HR market analysis to identify what your competition is doing in your defined market global such as their strength, salary scale, the methods and other HR related information. This can help you plan your talent management efficiently, especially if you are planning to enter a new market where your competition is already established. USP: shorter, more cost effective processing turnaround.

New Country Set Up:

Should you want to explore new markets in India, Middle East and Africa, we can provide temporary staff on our payroll and in our offices allowing you to get a deeper understanding the new market. USP: Experienced temporary staff, on-site at local salary levels = more flexibility and fewer constraints

Where we operate

Continent	Countries
India	Delhi/ Mumbai/ Dehradun/ Bangalore/ Pune and Indore
West Africa (Lagos)	Nigeria, Ghana, Ivory Coast, Angola and Burkina Faso
East Africa (Dar-es Salam)	Tanzania, Zambia, Ethiopia, Kenya and Sudan
Middle East (Dubai)	UAE, Saudi Arabia, Bahrain, Kuwait, Qatar, Oman, Jordan, Lebanon Turkey, Egypt, Iran and Iraq
Europe	Austria, Germany, Switzerland, UK



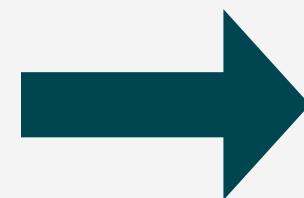
In which Sectors

Banking	Healthcare
Telecom	FMCG
Research & Analytics	Manufacturing
IT & E-Commerce	Automobile
Real Estate	Pharmaceuticals & Medical
Healthcare	Oil & Gas
Consumer Durables Management consulting renewables	Retail
Management Consulting	Renewables



Highlights

Top Highlights from 23 Years in the Talent Space



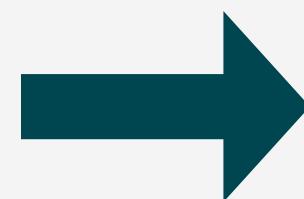
Leadership

Hiring for large fortune 500 companies, Start-ups and Emerging Companies across 24 Countries..



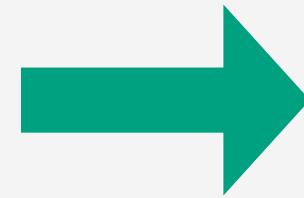
Entire teams

Set up of the ENTIRE teams and ran RPOs for companies like GE Oil and Gas (from inception)/Grant Thornton / Bausch and Lomb



ADVOCATING

ADVOCATING and building GECIS (GENPACT now) brand on Campus in the year 2000,2001and 2003 hiring over 800 people each year



DIVERSITY

DIVERSITY mapping assignment and mandates for Microsoft , Coke, Capgemini, KPMG, Societe Generale, PWC

Key Clients



The Power of Cinema. Delivered.



Some Assignments: Leadership Level

- Head - Infrastructure Global Services Delivery
- VP- Infrastructure Management Services
- VP-Application Hosting Services
- Head Security (Asia Pacific)
- GM- Infrastructure
- VP- Remote Infrastructure Management Systems
- Head Infrastructure
- VP Payments
- Blockchain Head



Digital Practice: Other Roles

- Mobility - TechnicalArchitect
- ResearchAnalyst
- JAVALead/architect
- BusinessAnalyst
- C++ Middleware Developer (stb)
- Biz Talk Architect
- Core Java + Spring+ Hibernate Developer
- iOS Architect
- SFDC - Salesforce Development Experts
- PHP Developer
- Java(hadoop) Developer
- Analytics Manager
- Hadoop+ Admin Dev.
- Networking Engineer
- .Net
- Presales Consultant - Networking
- Cloud services
- Testing Manual/ Automation
- Sharepoint
- IT Recruiter/RecruitmentManage
- UI/UX

wow-Digital Staffing Services

Using this service, multiple firms across Middle east, Africa and Europe have filled various IT roles using remote workers from India. These workers are hired on our rolls (Contractual/ Contract to Hire) and can be ready to join you in as short a time frame as 3 days.

- PHP
- Laravel
- JAVA Script, JAVA
- React JS, Node JS
- Angular 7+
- Typescript
- Spring Rest API
- ES+
- Webpack
- HTML, CSS
- AWS, GIT
- UNIT Testing
- SSRS, SSIS
- Biztalk
- UI Developers
- Full Stack Developers
- Scrum Master
- Cloud Informatica
- Adobe CQ, AEM Developers
- Product Managers
- Fintech
- Lending
- Across all the levels and niche skills too



Recognitions

Citibank – Thirteen Country Empanelment

GE – Award for Best Recruitment partner

IBM – Preferred Recruitment Partner within 3 months of relation

New York Life – Hired End to End within a year's start

TCS - Preferred Recruitment Partner within 4 months of relation

Shell – Global Hiring

GSK - Preferred Recruitment Partner within 3 months of relation

Novartis – Preferred Recruiting Partner

RB – Global Recruiting Partner

Team



Vipul Prakash (Partner- South Asia)

Vipul founded Elixir Consulting, EWS Search and Gi Staffing India which grew to become amongst the larger Talent Search Businesses in India and Africa. In 2011, he was awarded one of the top 50 Inspiring Entrepreneurs of India by Cyber Media. Vipul also founded the Indian Staffing federation and worked as its first president.



Nathalie Von Hohenzollern (Partner – Germany)

Based in Vienna, Austria she manages her own brand of jewelry. Nathalie's amazing people skills make her an ideal royal. Educated in an elite boarding school in Switzerland , with further studies in New York University, the Sorbonne and UCLA, have molded her into a thorough professional. Nathalie brings to the table her immense knowledge of German and Austrian business workings, culture and social customs which is ideal for our local partnerin this region.



Sangeeta Suri (Partner - Middle East and Africa)

Sangeeta has over 12 years of experience in the banking and finance industry in the UAE. She has worked across multiple areas within the financial services sector including Customer Experience, Client Management, Investment Banking and Portfolio Management. Sangeeta brings with her a deep and a fundamental understanding of the UAE market as a whole and the financial services industry in particular, that enables her to be a strong ,long term partner.

Team



Nishka Asnani (Partner - WestAfrica)

Nishka has over 5 years experience in various facets of establishing and running a successful business. Living in Nigeria for over 13 years Nishka has developed an instinctive understanding of the business environment in Nigeria and Africa at large. She has an MBA from The Said Business School (Oxford University) where she was awarded for her excellence in scenario planning



Rajat Sood (Partner - UK)

A successful restaurateur with over twenty years of experience of owning, opening and operating multi cuisine branches around the world. An MBA from Manchester Business School, followed by a stint as an investment banker has helped Rajat in the success he currently enjoys. Dealing with clients, staff, vendors and partners from all walks of life across the world has given Rajat a unique view into the complexities of human resourcing. This along with personally looking after the group HR functions make Rajat a practical and realistic judge of talent.



Kunal Khanna (Partner)

A serial entrepreneur Kunal has 20 years of experience as an Entrepreneur. His business is well entrenched in the processes food and beverage products for multinational QSRs, Flight Kitchens and Movie Chains across India. Kunal is a Proud Alumnus of Cathedral and John Connon School Mumbai, Le Rosey Geneva, Regents College London and Bentley University Boston

Team



Pallavi Chadda (Partner)

17 years of thorough exposure in the areas of Talent Acquisition, Operations, Business Development, Entrepreneurship, Startups, People Management, Leading Teams etc. With experience in Organization Building through her two stints at entrepreneurship where she was extensively involved in team building, leadership development, business development, service delivery and customer success.



Tarun Gogia (Practice Head)

Tarun, holds over 13 years of experience in recruitment both as an in-house technical recruiter and as a consultant. He started his career with ValeurHR and then Mobile Programming LLC. He joined wowJobs 9 years back and heads the complete Technology Hiring (Volume) practice for India & Middle East Hiring. He has successfully established himself as a recruitment specialist with a wide network and a well curated portfolio of companies in the geography.



Kalpana Adhikari (Practice Head)

Kalpana, holds more than 13 years of work experience in recruitment and consulting services. She started her career with Elixir Consulting and subsequently for the last 9 years has been working with wowJobs, heading the complete practice of E-commerce, Research and Analytics hiring. Kalpana has successfully established herself as a recruitment specialist with a wide network and a well curated portfolio of startups and consulting firms.

Overall strategy in managing account once empaneled. This includes an overview of our organization's capabilities specifically in providing recruitment services, including account management and escalation management strategies.

wow-Digital is a recruiting firm that specializes in hiring for clients across the Middle-East, APAC, Europe, UK, Africa and India

Dedicated teams divided by domains

Single KAM to manage entire relationship supported by dedicated teams divided by

-Permanent Hiring (further divided by ERP; Cyber security; front end/ back end; Data Science and Specialised Roles (Like Robotics (RPA), Machine Learning, AI, 3-D Printing and Block Chain); Digital Marketing and Promotions; Sales and Business Roles; Support Roles and Customer Support.

- Contractual Hiring
- Leadership Hiring
- Diversity Hiring (Focused on gender and age both)
- Provide RPO Services
- Provide software engineers on our payrolls to our clients and on hire train and deploy.

Our other services include

- Getting Expats and Returning Indians (Especially around new age technologies)
- wow-Research (We provide mapping services)

ESCLATION MANAGEMENT STRATEGIES-

However, depending on the nature of the situation, the Client may also contact the following representatives:

Escalation Level	Name	Designation	Email	Contact Number
2	Pallavi Chadda	wow-Digital- Partner	pallavi.chadda@wowjobs.biz	8979699988
3	Vipul Prakash	Director	vp@wow.Lc	9810089398

Information on any tools/technology platform utilized to conduct candidate evaluations.

In terms of Executive Search:

we prepare detailed Job brief outlining the role and have a standard checklist of questions that we ask of any candidate we are evaluating (attached sample JD, sample KYC Blank, sample input sheet), subsequently we prepare detailed long list (attached sample list)

In terms of Permanent/ Contractual hiring-

- Salesforce base Applicant Tracking Systems (Ao TS)
- Video Interviewing Platforms
- Skills Assessment Platforms: We check portfolio links or hackerank etc to check quality of profile to JD
- Reference Checking & Background Check. We use a third party (hello verify)

Specifically for contractual hiring we follow this process

Attendance Tracking software:

- Keka
- Onboarding- Documentation (Adhaar, PAN, Pasport, Education, Address proof, etc.), Offer letter, Appointment letter, Exit formalities
- Leave management: Basis agreement terms with the client
- Salary Revisions: after completion of an year as agreed in the agreement with client and agency
- Renewal of the SOW/ Work Order/PO

Background Verification(we have third party empanelled with us)- the expense will be borne by client Validate candidate employment History, Address, Drug test, criminal record or any other check client wants.

Innovative technologies we leverage in sourcing candidates

We have a strong pool of returning Indian because of presence across 11 different countries

- We also run dedicated communicates focused on
- Returning Moms & women
- Retirees (HUM Slide)
- LGBTQ community (VNR Slide)

Our strength comes from the fact that we have set up of 300 seat facility at the IT Park in Dehradun which support us in mapping & finding the right candidate

We run India's only recruiting academy which constantly keeps training recruiters on regular basis

Working towards building
INCLUSIVITY

Reach out to understand how to
make your company inclusive

write to us on:
info@vnradvisory.com
www.vnradvisory.com

WR VNR ADVISORY

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**RETIRED BUT
NOT TIRED?**

GUESS WHAT ??

**START YOUR
CAREER AGAIN!**

**NOW ARMY RETIREES
CAN PLAN THEIR
CAREER AS ADVISORS !**

HUMJOBS

Visit our website and APPLY NOW!
www.humcommunities.com

Expertise in the following hiring channels-

Person with Disability-

Hired 3 candidates with Special ability for Mumbai & Bangalore for Fortune 5 client in Healthcare domain in 2022-23

LGBTQ-with VNR Advisory



VnR Advisory: For Queer Hiring (LGBTQ+ talent.) VnR Advisory is an agile, VC funded, advisory firm solving 'people-related' challenges for companies with a keen focus on building a truly inclusive workforce across companies in India.

VNR's Inclusivity Consulting team consists of passionate individuals working towards building a truly inclusive India with tailor-made solutions for queer individuals and for groups / companies.

Services:-

Job Network - Qnet :Is a platform providing listings of jobs with queer-friendly companies that have been validated by VNR. Access to this platform will be free for members of the LGBTQ+ community.

Inclusivity Index - Qii :or Queer Inclusivity Index will be a periodic listing of companies on how inclusive their policies and how queer friendly their teams & leadership teams are.

Training & Skilling - QEd :is an online training academy providing training & skilling programs to members of the LGBTQ+ community to help them get better opportunities. These will include functional, behavioral, leadership and communication training programs.

Advocacy & Sensitisation - QPro :has tailor-made sensitization programs targeting audiences across different age-groups helping build a better understanding of the LGBTQ+ community and help them appreciate the benefits of diversity.

Policy & Framework - QHR :consultants will help companies evaluate their HR policies and help make them truly inclusive to help firms enjoy the benefits of having queer employees.

Retained Search - QFind :will help queer-friendly companies find suitable employees from the LGBTQ+ community for various open roles

Veteran hiring with HUM Agetech :-



Hum Communities is a Social Initiative for Gainful Engagement of Retirees and Seenagers across India in their Second Inning

We are an attempt to create India's first one-stop community-powered age-tech venture that caters to all the daily engagement, information, and companionship related needs of Retirees and Seenagers in their Second Inning

HUM communities strives to engage seenagers and give them something to look forward to every day, by creating new opportunities for a part of the tech-savvy population which is increasing at an exponential rate and is expected to cross 300 million by 2050 (3 Billion globally).

THANK YOU