MINEMARK SOLUTIONS Pvt. Ltd.

Introduction

WHO ARE WE

An IT Product company founded by experts who have served IT Industry for 30 years in leadership roles.
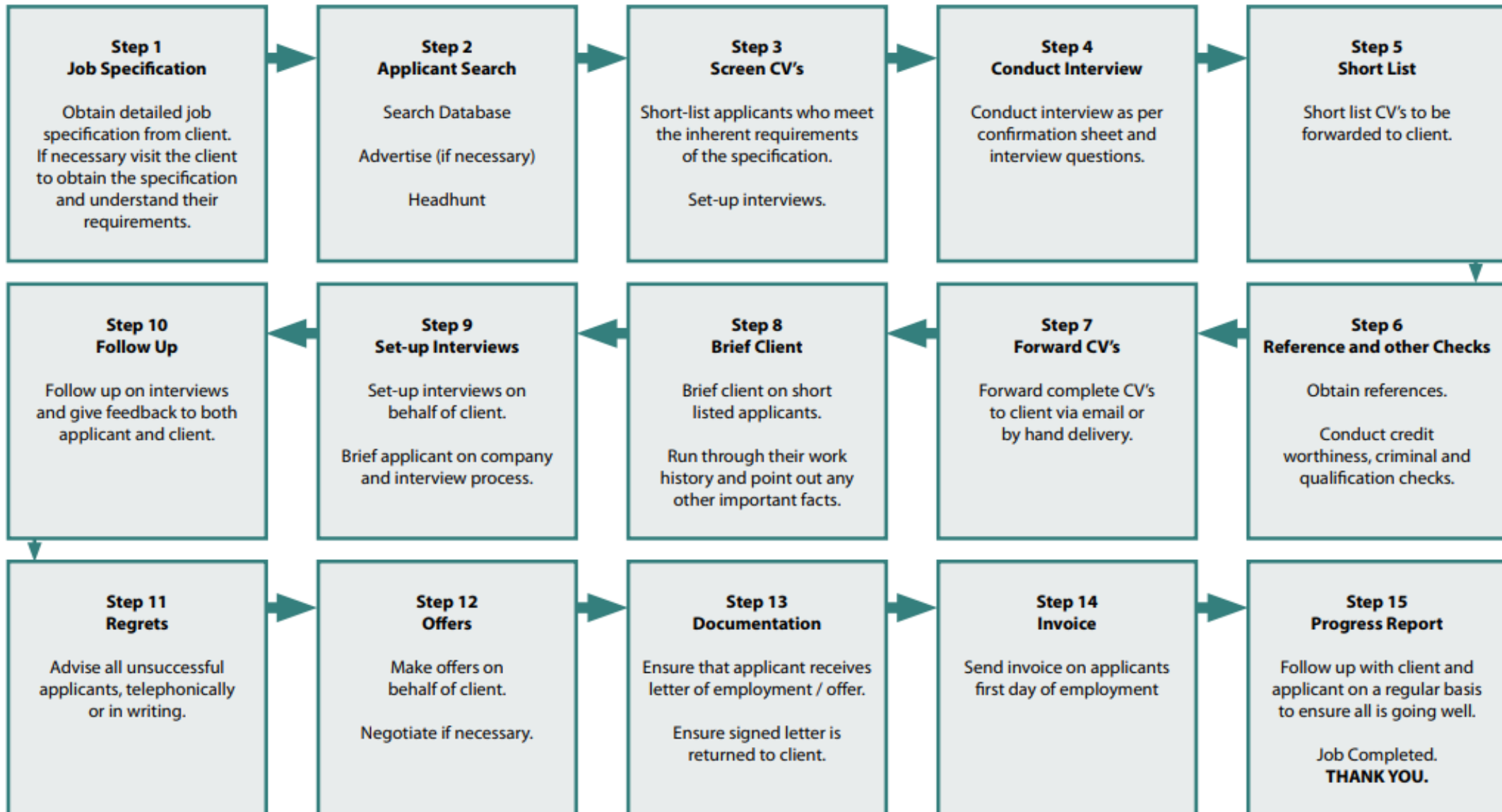
WHY US

We have intelligently built services offerings to support all businesses with the value-added HR (recruitment) services. Our flagship product empowers businesses to significantly increase Human Capital Assets, with cost-effective interventions of Artificial Intelligence and machine learning technology.
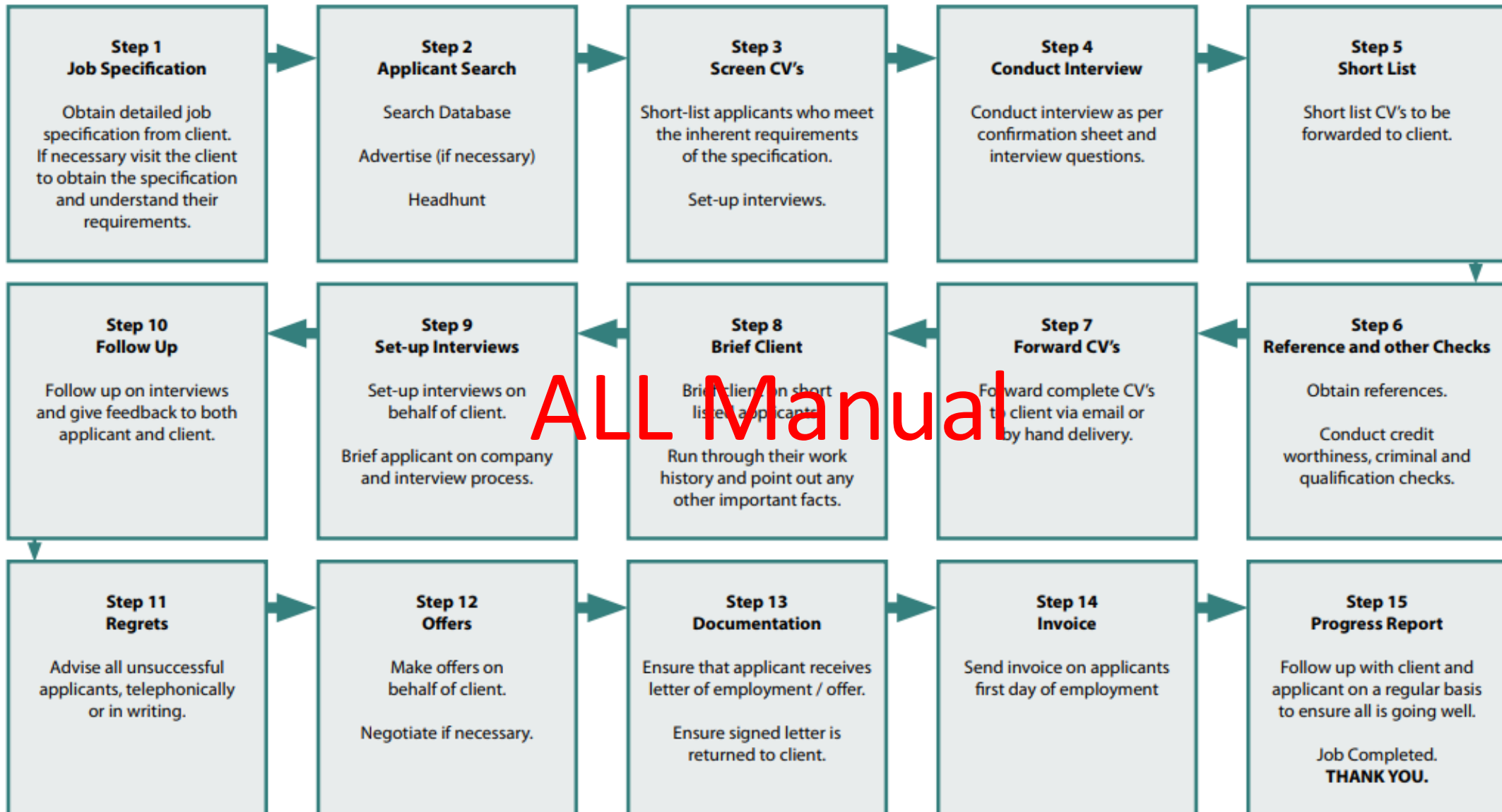
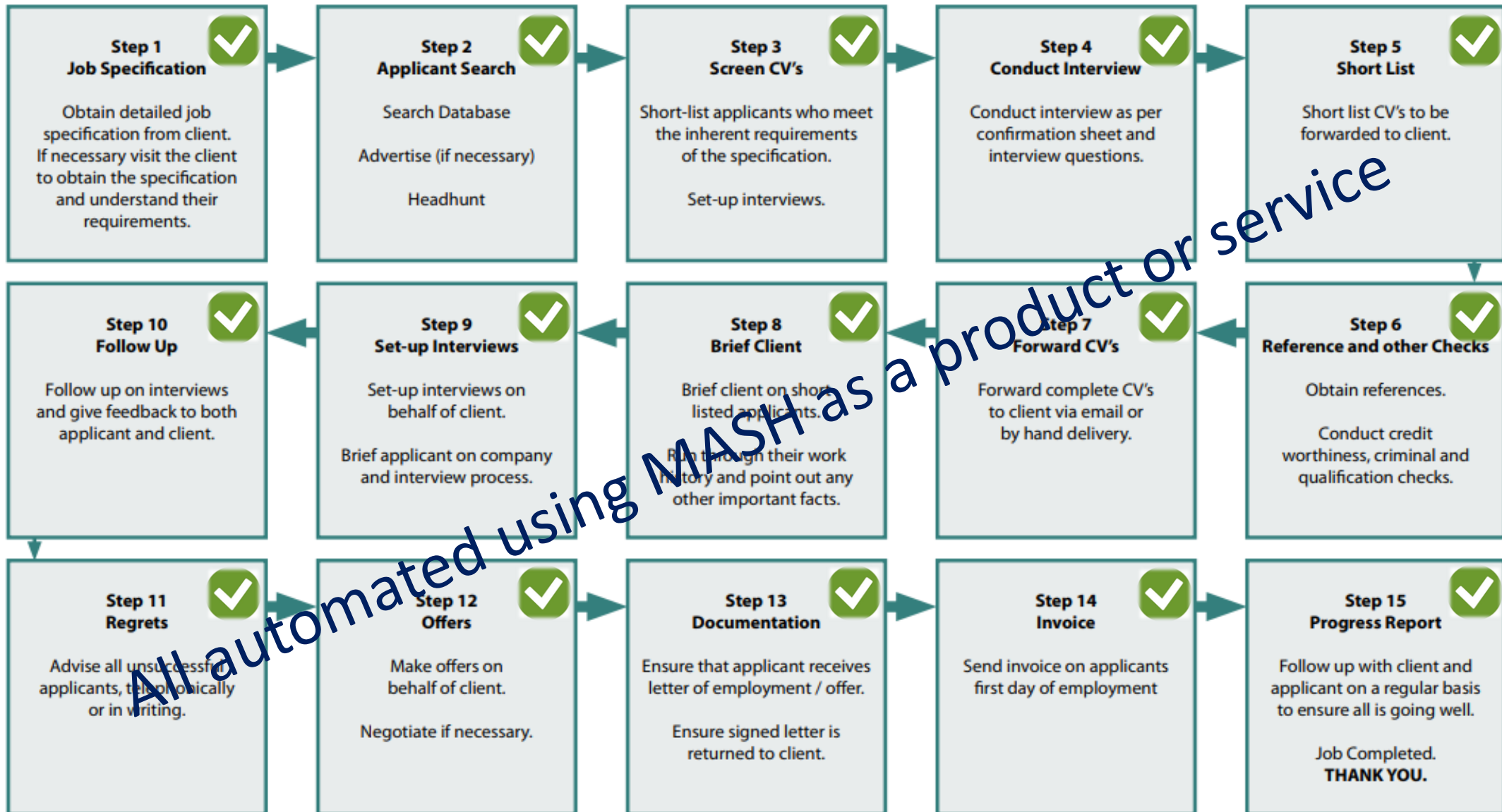We refer it as MASH i.e. MineMark Assessment for Smart Hiring.

General Recruitment Process

Step 1
Job Specification

Obtain detailed job specification from client. If necessary visit the client to obtain the specification and understand their requirements.

Step 2
Applicant Search

Search Database

Advertise (if necessary)

Headhunt

Step 3
Screen CV's

Short-list applicants who meet the inherent requirements of the specification.

Set-up interviews.

Step 4
Conduct Interview

Conduct interview as per confirmation sheet and interview questions.

Step 5
Short List

Short list CV's to be forwarded to client.

Step 10
Follow Up

Follow up on interviews and give feedback to both applicant and client.

Step 9
Set-up Interviews

Set-up interviews on behalf of client.

Brief applicant on company and interview process.

Step 8
Brief Client

Brief client on short listed applicants.

Run through their work history and point out any other important facts.

Step 7
Forward CV's

Forward complete CV's to client via email or by hand delivery.

Step 6
Reference and other Checks

Obtain references.

Conduct credit worthiness, criminal and qualification checks.

Step 11
Regrets

Advise all unsuccessful applicants, telephonically or in writing.

Step 12
Offers

Make offers on behalf of client.

Negotiate if necessary.

Step 13
Documentation

Ensure that applicant receives letter of employment / offer.

Ensure signed letter is returned to client.

Step 14
Invoice

Send invoice on applicants first day of employment

Step 15
Progress Report

Follow up with client and applicant on a regular basis to ensure all is going well.

Job Completed.
THANK YOU.

General Recruitment Process

Step 1 — Job Specification
Obtain detailed job specification from client. If necessary visit the client to obtain the specification and understand their requirements.

Step 2 — Applicant Search
Search Database
Advertise (if necessary)
Headhunt

Step 3 — Screen CV's
Short-list applicants who meet the inherent requirements of the specification.
Set-up interviews.

Step 4 — Conduct Interview
Conduct interview as per confirmation sheet and interview questions.

Step 5 — Short List
Short list CV's to be forwarded to client.

Step 10 — Follow Up
Follow up on interviews and give feedback to both applicant and client.

Step 9 — Set-up Interviews
Set-up interviews on behalf of client.
Brief applicant on company and interview process.

Step 8 — Brief Client
Brief client on short listed applicants.
Run through their work history and point out any other important facts.

Step 7 — Forward CV's
Forward complete CV's to client via email or by hand delivery.

Step 6 — Reference and other Checks
Obtain references.
Conduct credit worthiness, criminal and qualification checks.

ALL Manual

Step 11 — Regrets
Advise all unsuccessful applicants, telephonically or in writing.

Step 12 — Offers
Make offers on behalf of client.
Negotiate if necessary.

Step 13 — Documentation
Ensure that applicant receives letter of employment / offer.
Ensure signed letter is returned to client.

Step 14 — Invoice
Send invoice on applicants first day of employment

Step 15 — Progress Report
Follow up with client and applicant on a regular basis to ensure all is going well.
Job Completed.
THANK YOU.

MASH Recruitment Process

Step 1
Job Specification

Obtain detailed job specification from client. If necessary visit the client to obtain the specification and understand their requirements.

Step 2
Applicant Search

Search Database

Advertise (if necessary)

Headhunt

Step 3
Screen CV's

Short-list applicants who meet the inherent requirements of the specification.

Set-up interviews.

Step 4
Conduct Interview

Conduct interview as per confirmation sheet and interview questions.

Step 5
Short List

Short list CV's to be forwarded to client.

Step 10
Follow Up

Follow up on interviews and give feedback to both applicant and client.

Step 9
Set-up Interviews

Set-up interviews on behalf of client.

Brief applicant on company and interview process.

Step 8
Brief Client

Brief client on short listed applicants.

Run through their work history and point out any other important facts.

Step 7
Forward CV's

Forward complete CV's to client via email or by hand delivery.

Step 6
Reference and other Checks

Obtain references.

Conduct credit worthiness, criminal and qualification checks.

Step 11
Regrets

Advise all unsuccessful applicants, telephonically or in writing.

Step 12
Offers

Make offers on behalf of client.

Negotiate if necessary.

Step 13
Documentation

Ensure that applicant receives letter of employment / offer.

Ensure signed letter is returned to client.

Step 14
Invoice

Send invoice on applicants first day of employment

Step 15
Progress Report

Follow up with client and applicant on a regular basis to ensure all is going well.

Job Completed.
THANK YOU.

All automated using MASH as a product or service

Challenges of Hiring Industry

NOT FINDING BEST FIT CANDIDATES

Hiring team employ traditional methods to find suitable profiles, which leads to loss of productivity

1

TECHNOLOGY

2

EXPENSIVE ERP SOLUTIONS

Majority of the ERP solutions in the market are expensive for mid & small size companies to employ

LONGER CYCLE TIMES or INEFFICIENT SELECTION PROCESS

A lot of time is lost in to & fro between hiring team and interviewers for loss of understanding

3

4

IDENTITY AUTHETICATION OF CANDIDATES

Cases of FAKE candidates is making it difficult for hiring team to leverage remote selection methods.

LACK OF USE OF TECHNOLOGY

Till date, HR teams are working manually or with obsolete technology – losing the leverage

5

PROCESSES

6

TEDIOUS INTERFACES OF TOOLS

Majority of the tools/software are tedious to use and a high onboarding time and effort for hiring teams

Our Value Addition – Products and Services

Automated Resume sourcing and short-listing by Recommendation Engine

Automated Level 1 Remote or on the premises Screening using AI And ML algorithms

MASHCAND as a mobile app

MASHCORP for End-to-End Recruitment

Candidate Authentication and Automated Video Proctoring

Video Interview with Auto assessment

Product -1 Automated Resume scanning and shortlisting

Features:

- Input JD and Resumes to MineMark AI BOT
- Get Most fit Candidate list against given JD with justification
- Candidates are ranked against the JD by our own Machine Learning algorithms.
- Automatic email is sent with an assessment link to Candidates

Saving $$:

- Technical teams time to do the short-list
- HR team is empowered to take immediate actions

Product – 2 Automated Screening – Online Assessment Platform

Features:

- Candidate is assessed remotely on his functional or technical or subject matter knowledge.

- Assessment type is subjective to check the conceptual knowledge or Objective or any specific technical skills or programming.

- We also offer Video Interview where our AI bot asks questions and candidate can speak up the answer. The questions could be random or adaptive and can be from organizations question bank or MineMark subject matter expert. The assessment is automatic using our own machine learning algorithms.

- Automatic Video proctoring is done where candidate's photo captured by webcam is matched with the registered photo and/or government photo id. Thus there is no chance of FAKE candidate getting into the process.

- The answers for all assessment types are automated using our own machine learning algorithms.

- The assessment results are available as soon as they end. The reports are 3 types viz. Summary, Detailed and Video proctoring.

- Detailed report gives topic wise candidates score indicating his strength and weakness which can be probed in later interview rounds.

- Video proctoring report provides information if there was any malicious attempt carried out while test was going on.

Saving $$:

- - 100% short-listed candidates can be assessed in a day's time saving lot of coordination which otherwise would have taken months of human efforts

- - Technical team is relieved of repeated interviews and eliminate all unproductive time spent in rejecting candidates.

- - All FAKE candidates are eliminated thereby giving peace of mine to all stake holders

Product – 3 End to End Applicant Tracking System (ATS)

Features :

- Right from Job description to candidate onboarding – all the stages are updated in this tool.

- This helps both recruiter and organization to check and track the actual process and review the progress and take necessary timely actions.

- Every action becomes transparent and all stakeholders performance can be checked.

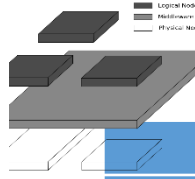- Security and access control mechanisms are in place.

Saving $$:

- Timely actions saving all unproductive wait time.

- Entire process becomes efficient and weak links or obstacles are identified and can be checked.

MASH! – Technology Stack

Front End
- MEAN Stack
- Angular
- Bootstrap
- Android
- JavaScript
- Typescript
- Java

Middleware
- Nodejs
- ML Kit (Scikit-Learn, Gensim, NLP, NLTK)
- Expressjs
- API Integration

Back End
- AWS
- Bit Bucket
- Confluence / Jira
- MySQL
- Firebase
- Java

MINEMARK

Our USP – 30-30
Reduction in TAT 30%
Saving in Hiring Cost 30%+

- AI and ML based auto assessment with "train the model" concept.
- Flexibility in type of assessment i.e. MCQ/subjective/Coding/Video
- Flexibility in Type of questions i.e. Sequential/Random/Adaptive
- Configurable assessment test design and usage
- Automated Video Proctoring without involving any human efforts
- Remote candidate authentication based on registered govt. photo id
- Customized Reports and Analytics
- Multiple Language Support

Transforming LEARNING and SKILL RECKONING

TECHNOLOGY enabled SERVICES to boost PERFORMANCE

Ravi Kulkarni- Executive Director
+91 9075006223

info@minemarksolutions.com

Vishal Nagar, Pune
Maharashtra - 411027

www.minemarksolutions.com