



## **MANAGED SERVICES RECRUITING**

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## MANAGED SERVICES RECRUITING (MSR)

Fundamentally speaking the traditional norms of candidate acquisition has too many gaps and is being conducted where the seller (company or candidate) vs. mediator (recruiter or headhunter) vs. buyer (company or candidate) eco system is broken. Companies accomplish recruiting for talent by using their internal recruiting resources, employee referrals, or by engaging an external recruiting or staffing agency to find talent. Many of these approaches are reactive at best and in some extreme cases just in time. Acquisition of talent when the “need is real” causes significant bottleneck’s and increases acquisition and retention costs. Furthermore, this approach is prone to errors and decreases recruiting efficiencies.

Unlike the traditional headhunting model we offer a very unique SLA based MSR (Managed Services Recruiting) model that delivers results expeditiously. Our MSR model has been developed after considerable research over the past 10 years and essentially disrupts the traditional candidate acquisition model. Instead of high headhunting costs with little to no client interests in mind our model helps to build a fully collaborative "skin in the game" model of recruiting.

We wanted to move away from the high risk high reward model of headhunting and provide an all encompassing recruiting solution that works with each clients unique needs and further addresses their core corporate DNA parameters and nuances. By truly championing our client’s cause and offering a fixed fee based model we can be unbiased and produce talent with the maximum compatibility both technically and culturally.

### *Some of the salient features of our model are:*

- ✓ Zero upfront cost.
- ✓ Zero Capex costs.
- ✓ Fixed Opex costs-50 to 75% less than average head hunting costs.
- ✓ 90 day commitment at kickoff followed by a month on month model.
- ✓ Dedicated Recruiter and Account Manager acting as the single POC.
- ✓ Licenses to premier job and web portals.
- ✓ Ability to custom design a Job posting solution that will fit your unique hiring needs.
- ✓ Fixed monthly costs; so you know ahead of time your spend.
- ✓ Complements your internal recruiting team instead of competing with them.
- ✓ SLA based with penalties built in.



Param Solutions MSR will handle the entire lifecycle of Recruiting for a given client. The model is offered on a 90/180/360-day plan and requires no annual commitment. We will prove within the first 60 days that we will significantly cut your costs of recruiting and decrease your total cost of ownership. Additionally our model will help you in moving towards incorporating a proactive hiring strategy vs. reactive one.

### ***Managed Services Recruitment Outsourcing:***

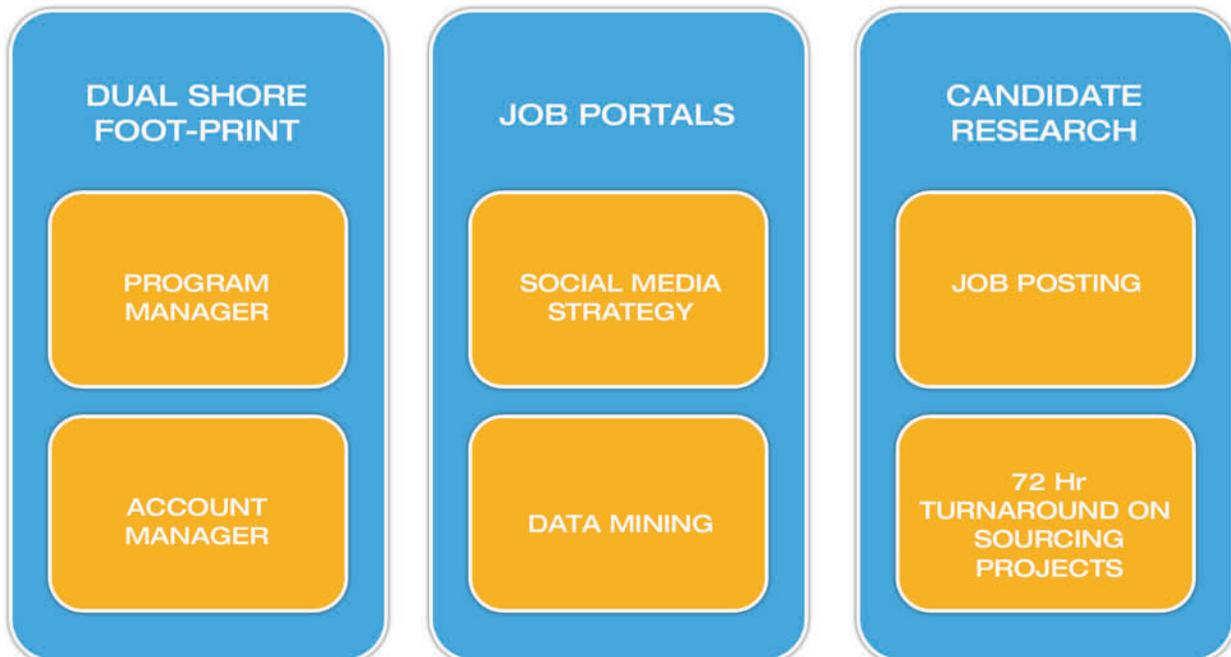
A solution that encompasses end-to-end RPO support for your entire organization, including:

- ✓ Talent acquisition strategy development
- ✓ Requisition Management
- ✓ Sourcing
- ✓ Candidate pipeline development
- ✓ Screening (pre-placement verification) assessments
- ✓ Interviewing
- ✓ Selection
- ✓ Offer management
- ✓ On-boarding
- ✓ Program performance tracking and reporting



***What does it come with?***

1. Dual shore footprint.
2. Dedicated Program Manger (near shore) and Account Manger (off shore) with a full time recruiter dedicated exclusively to each client's hiring needs.
3. Job boards, and Social Media exposure as needed.
4. Research, Job posting, Data mining, sourcing, recruiting, candidate follow up, interview logistics, salary negotiations and on boarding.
5. Toll Free/Local numbers for direct dials.
6. 1-2 week turn around time on sourcing projects.



### Why use Param's MSR:

1. Zero upfront costs and infrastructure footprint.
2. Ideal for clients looking to source for multiple skills and levels of expertise.
3. No annual commitments - we know we can deliver and hence don't believe in tying down our clients with annual contracts.
4. Ability to ramp-up and down with a 30-day notice.
5. Flat monthly fee/seat.
6. Volume discounts for clients in need of five or more seats.
7. Sustained pipeline of candidates to include semi-active, passive and active candidates as part of the supply chain.
8. Ability to customize search for each client's unique hiring needs and situation.
9. Ability to hire talent locally, regionally and nationally.
10. ATS system to track all activity.
11. Social media exposure and coverage to include extensive usage of LinkedIn, Twitter and Facebook.





### ***Deliverables under the model will include:***

1. Identifying all hiring needs and key POCs at customer site including one on one sessions with hiring managers.
2. Categorization of jobs based on organizational priority.
3. Building the candidate supply chain to include sourcing, screening and submitting qualified candidates to hiring managers.
4. Interview scheduling, travel and ticketing, offer negotiations, and on-boarding.
5. Creating and filling the pipeline of candidates at optimal levels at all times.

### ***Recruiting Workflow***

Our Recruiting workflow has been designed to provide maximum impetus to the search process. We actively use multiple sourcing strategies to source and recruit quality talent.

- ✓ Process driven framework, which integrates both active, passive candidates and their networks in sourcing, recruiting Human Capital Talent.
- ✓ Holistic process driven approach, which has the potential to address the recruiting efforts of small/medium/large companies alike.
- ✓ Involves a set of cohesive steps to significantly enhance the candidate pipeline for organizations that are recruiting for the present and future.
- ✓ Maintain and augment an optimum balance in the “Human capital acquisition supply chain”.

### ***Candidate Sourcing***

During this phase of the recruiting life-cycle the following tasks will be accomplished:

- ✓ Identify sources, channels, portals etc for candidate sourcing.
- ✓ Calibrate and validate identified sources.
- ✓ Test run reqs through identified sources.
- ✓ Develop a comprehensive hybrid sourcing strategy to include automated and manual sourcing techniques.
- ✓ Development of a comprehensive “opportunity description”.
- ✓ Building customized sourcing campaigns for candidate acquisition.



### ***Screening and Recruiting***

During this phase of the recruiting life cycle the following tasks will be accomplished.

- ✓ Client Campaign and selling of the opportunity.
- ✓ Candidate pre-screening (over the telephone).
- ✓ Candidate in-depth interview (over the telephone or face-to-face).
- ✓ Information dissemination about client nuances and position attributes.
- ✓ Client benefits, preliminary compensation discussions.
- ✓ Candidate interest and availability determination for client interviews.
- ✓ Calibration candidate submission to the client.
- ✓ Interest determination of the client to interview candidates.

### ***IV Logistics and On-boarding***

During this phase of the recruiting life-cycle the following tasks will be accomplished:

- ✓ Interview logistics and scheduling.
- ✓ Client interview debriefing.
- ✓ Candidate interview debriefing.
- ✓ Offer extension and negotiation.
- ✓ Candidate on-boarding.