

Your search for  
appropriate manpower  
ends here



**Career Placements**

Guiding Global Careers Since 1995

Mirchandani's Career Placements India Pvt. Ltd.



INDIA | U.A.E. | U.S.A.



Welcome to the  
'Career Placements'  
Experience

We practice  
confidentiality  
strictly



## VISION

To be a global benchmark in shaping people's professional lives, through a 'win-win' approach thus creating an environment in which all stakeholders are empowered and enriched.

## MISSION

Inclined towards having a global reach in all major cities, providing our patrons the experience, business intelligence to attract and retain talent. Focusing on building lasting relationships across levels, industries and geographies; enabling us becoming a preferred sourcing partner.

## QUALITY POLICY

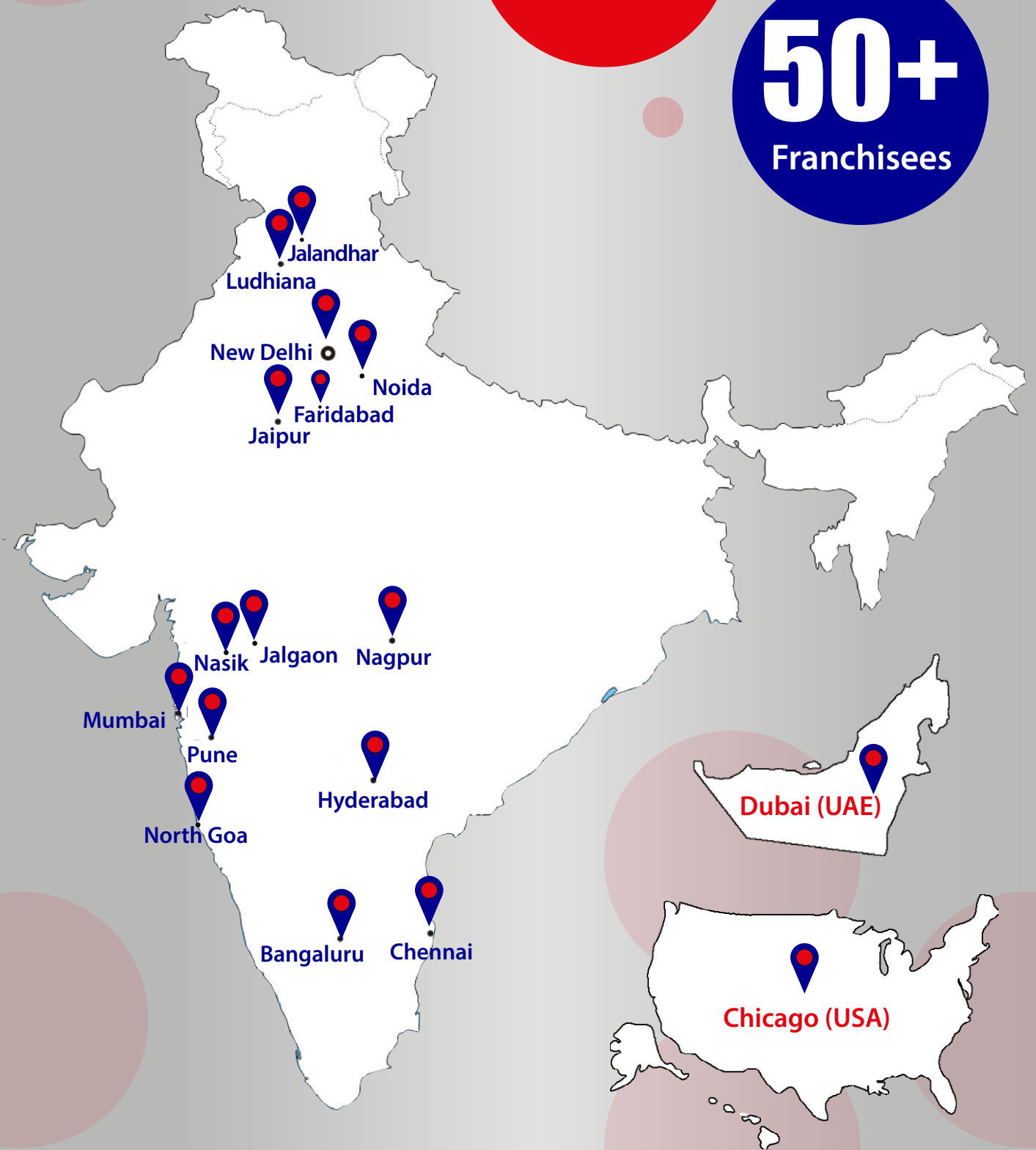
Treat every requirement and candidate equally. Ensure that we provide accurate and timely services to all our customers. We stand committed to bring about a positive change in the recruitment function through an innovative and proactive approach.



**Our Presence**

**15**  
Cities

**50+**  
Franchisees





**We are adept in bridging  
gaps in your search  
for appropriate manpower**

We nurture job seekers  
to a successful career



## Our Key Result Areas

To provide suitable and timely manpower in multiple disciplines and at various executive levels of the industry.

We will always aim at enriching the work-life of individuals, taking innovative steps to reducing the attrition rate of our clients and going beyond the scope of our work to ensure that our candidates give a long and fruitful innings to their employers.

## Our Corporate Values

Work-life enrichment



Profit improvement



Time & effort shrinkage in sourcing manpower



Quality enhancement



An icon of dependence in the industry





# Ethics



Professionalism

Conduct activities in a manner that reflects favourably on the profession.

We pledge to avoid conduct that appears deceptive or misleading.

Integrity



Objectivity

Exercise objective and impartial judgment in each assignment, giving due consideration to all facts and objectively evaluate candidates without any prejudice.

Strive to be accurate in all communications with clients and candidates and encourage them to exchange relevant and accurate information.

Accuracy



Confidentiality

Respect confidential information entrusted by clients & candidates.

Service clients loyally and protect their interests when performing assignments.

Loyalty



Re-Recruitment

Shall not re-recruit the candidate from the client organization.

Ensure transparency at all levels with clients and candidates.

Transparency





We specialise  
in employer branding  
and help attract  
jobseekers

All Career aspirations  
need to be nurtured  
without prejudice



# Our Strengths



Expertise



Knowledge



Reputation



Training



Past Success



Systems



Processes



ATS Software



Optimised Website



Active Data Base



Client Base



Engineering



Finance



I.T










ITES

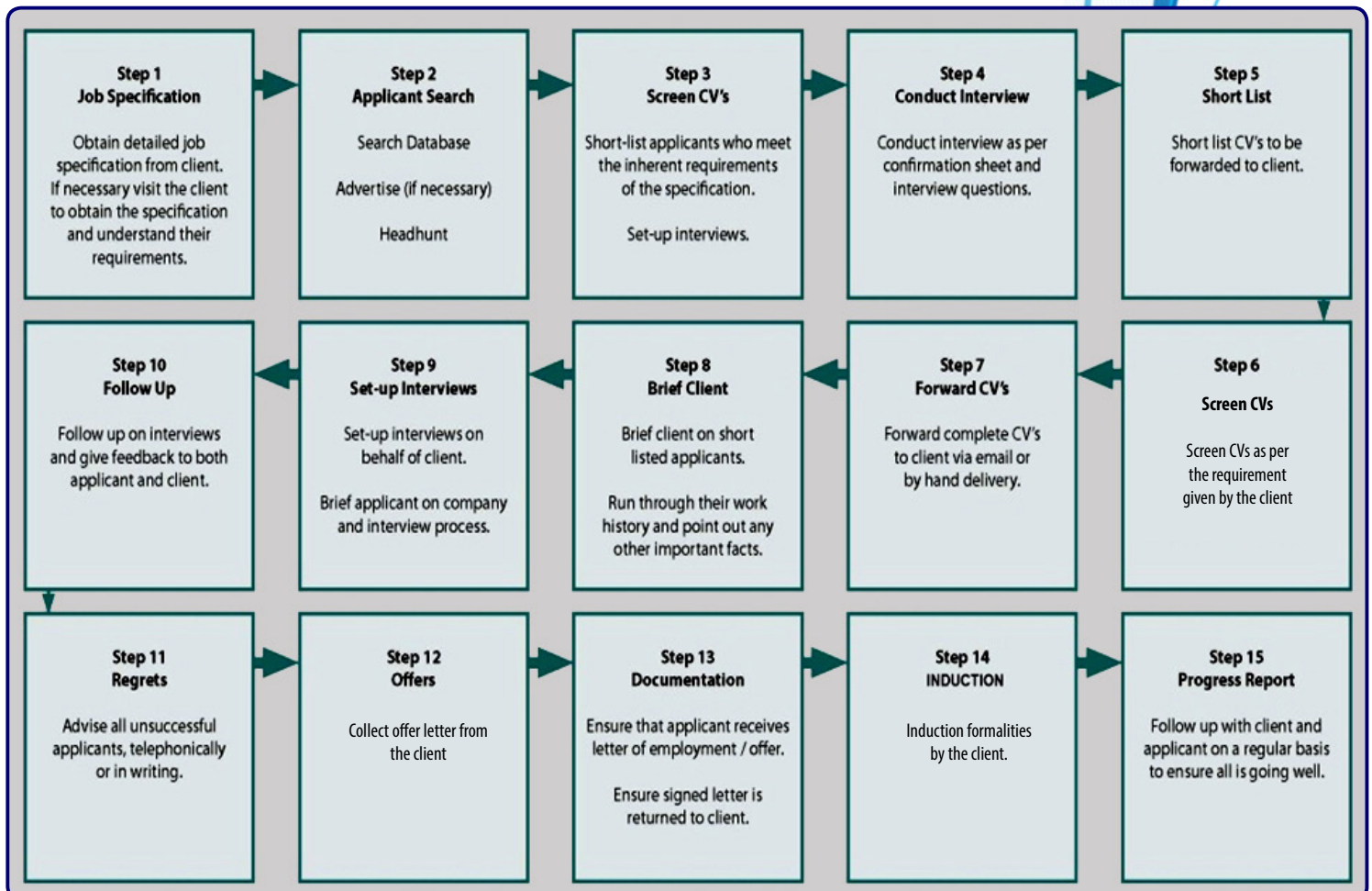


Others

# Service Methodology

-  Show **positive attitude** towards all mandates.
-  Treat all customers as **sacred** however big or small.
-  Always have a **solution oriented** approach.
-  Strive to keep a **dependable & honest** conduct.
-  Possess a **proactive** mindset in business.
-  We promise to maintain **quick & constant** communication.
-  Constantly **upgrade our knowledge** about sourcing job-seekers.

# Recruitment Selection Process



# Recruitment Process

STEP  
**01**

## Lead Generation

SEO Marketing is done to generate Leads or Email / Call is received asking for Manpower



STEP  
**02**

## Business Terms

Send Business Terms to the client and take the acceptance email.



STEP  
**03**

## Job Description

Take detailed Job Description from the client via email.



STEP  
**04**

## Update JD

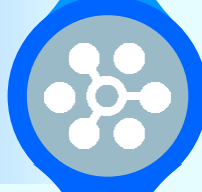
Update the JD in the ERP software



STEP  
**05**

## Job Allocation

Allocate the Job to the Consultant



STEP  
**06**

## Job Posting

Job Posting is done in the all the Job Portals and social media sites



STEP  
**07**

## Shortlist the profile

Shortlist the profile which is received in the Job Portal and parse in the ERP software



## Conduct Interview

STEP  
**08**

Conduct first level of Interview with the candidate via phone



STEP  
**09**

## Forward to client

Email the suitable profile to the client via ERP Software



## Inform the client

STEP  
**10**

Inform the client that you have sent the profile and ask for a suitable date and time



STEP  
**11**

## 2<sup>nd</sup> round interview

Once received the details, inform the candidate via email about the date and time



## Inform the candidate

STEP  
**12**

Call the candidate and take their confirmation for the 2<sup>nd</sup> round of Interview with the client



STEP  
**13**

## Interview Feedback

Take Interview feedback from the candidate and the client



## Interview Results

STEP  
**14**

Pass on the Result to the candidate once selected, if rejected take reason



STEP  
**15**

## Offer letter

Ask client to email the offer letter to the candidate with cc to consultant



## Joining date

STEP  
**16**

Take confirmation of the candidate and inform the joining date to the client



STEP  
**17**

## Invoice Generation

Send the invoice to the client after 1 week of joining the candidate



## Ensure Payment

STEP  
**18**

Ensure that the payment is received within 15-30 days after the invoice is sent





STEP  
**19**

## Transfer the 60% share

Transfer the 60% share of the consultant on the same day.



## Update in ERP

STEP  
**20**

Update all the details in the ERP software and close the case



## Success Model

- ✓ Qualified, trained, motivated entrepreneurial team.
- ✓ Cloud based ERP software installed for better data control.
- ✓ Optimised career site for all search engines.
- ✓ Focus on reducing attrition at client locations.
- ✓ Member of ERA, ISTD, NHRD, NIPM, MCCIA, TIE, AISEC,
- ✓ Successfully served over 3000 clients and counting
- ✓ Elite advisory panel.
- ✓ Global database of active and passive candidates across levels and industries.

## Working Methodology



**Study Client  
Background & Requirements**

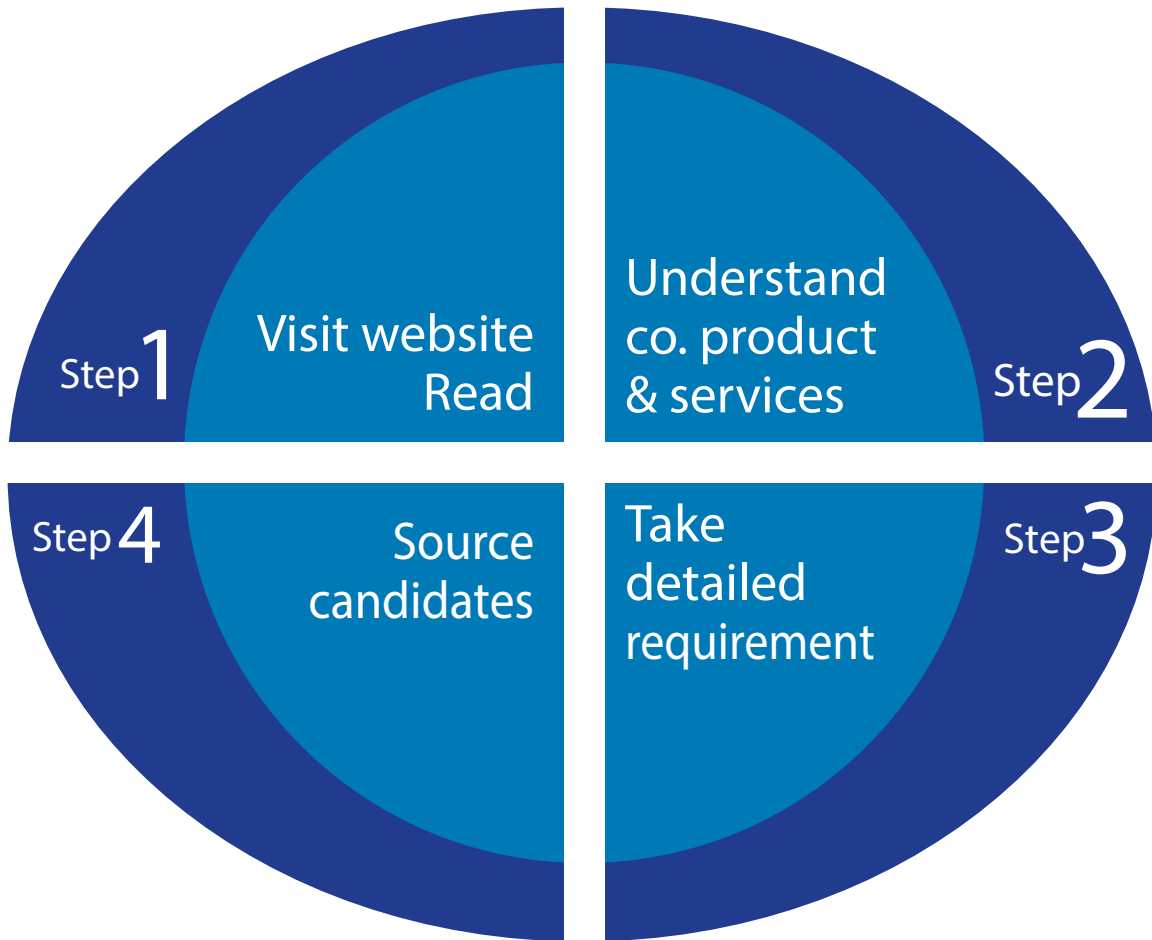


**'Win-Win' Relationship**



**Market Opportunity**

# Recruitment Handling





With our sharp  
search skills  
we can find passive  
candidates

Every vacancy received  
is precious to us



# Candidate Services



✓ Career Counselling

✓ Job Placements

✓ Career Care

✓ Job Portal Profile

✓ Career Path Finder

✓ Linked-in Profile

✓ Career Portfolio

✓ Resume Writing

✓ Career Assessments

✓ Video Resume

✓ Career Prorogation Plans

✓ Interview Preparations

# Corporate Services

**Contractual Labour**



**Executive Search**



**Employer Branding Solutions**



**HR Contracts**



**Head Hunting**



**HR Products**



**Employee Satisfaction Surveys**



**India Entry Strategy**



**ISO Services**



**Outplacements**



**Payroll Processing**



**Reference Checks**



**Recruitment Advertisement Management**



**Statutory Services**



**HR Audits**





**We mentor careers  
dawn to dusk**



All careers need to climb  
the corporate ladder

A good retention  
practice demands clear  
career progression



# Time Line

Major Event

Year

Major Event

Inception of  
Career Placements

1995

1996

Launched website &  
company logo brand

Took first subscription  
of naukri.com

1997

1998

First set of 100 clients

Company got  
its first car

1999

2000

Took subscription of  
Naukri and Monster.com

Implemented resume  
writing services

2001

2002

Upgraded all office  
systems to latest windows

500 client base

2003

2004

Started H R  
outsourcing services

1500 client base

2005

2006

Company invested  
heavily in real estate

Started 'Career Care'  
service for candidates

2007

2008

Up-gradation of office  
infrastructure

## Time Line

2500 client base

2009

2010

Started email marketing activities

Moved to interactive responsive website

2011

2012

Moved to a new self-owned office in Pune

Expanded presence online via social media



Currently over 10,000 Linked In connections

2013

2014

- Opened Goa / Nasik franchisees
- Google street view and SEO contract implemented
- Awarded 'Top 100 Debutant Brand - 2014'

- Started Mumbai, Bangalore Delhi & Chennai franchisees
- Nominated for 'Best Services Company - 2015'
- Migrated to a 'Private Limited Company' status
- Guest speaker for 'Franchise India' for 'Service Standards'
- Moved to cloud based A. T. S.

2015

2016

- Co-sponsor in 'Shine H R Conclave'
- Expanded to Nagpur, Jaipur, Indore, Ludhiana, Hyderabad, Ahmednagar franchisees
- Ranked top placement company in Google search for Pune

Launched new company Buy-OnCloud Software Services (P) Ltd., partnering with IBM Talent solutions with Head office in Pune and Branch office in Gurgaon, Kolkata and Guwahati

2017

2018

Set up new Office with an Operation and Sales staff of 15 employees.



Retaining employees  
is a tight rope walk.  
It requires a balanced  
approach

**We provide manpower  
at all levels**



# Corporate Benefits



Higher  
Confidence



Transparent  
ERP System



Better  
Interview Closures



Qualified  
Candidates



Lower Turn  
Around Time



Reduced  
Attrition



Constant  
Support

## Highlights

- ✓ CSR initiative to promote 'Organ Donation' & Women Empowerment.



## Overview

- ✓ Established in 1995.
- ✓ Pan-India, UAE & USA.
- ✓ Over 3000+ satisfied clients.
- ✓ Team size 40 nationally.
- ✓ Elite advisory panel.



Snapshot



## Achievements

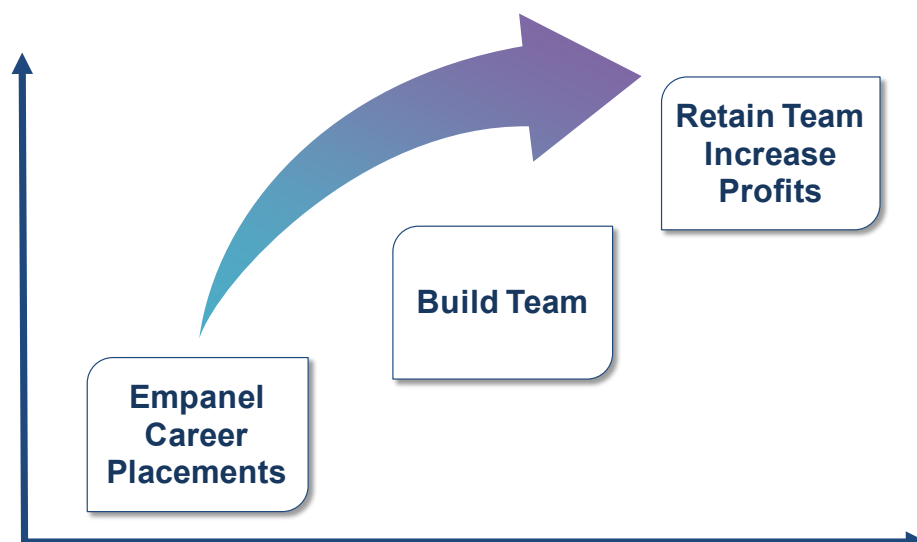
- ✓ Nominated for 'Best Business Service Company'.
- ✓ Growth rate 27% year on year.
- ✓ Fully owned 1200 sq. feet Google certified office.



## T & C

- ✓ 8.33% Of annual CTC+ service tax for national positions
- ✓ 16.66% to 33% of annual ctc for international positions
- ✓ 3 Months warranty.
- ✓ Payment period within 15 days.

## Conclusion





Employees are  
seeking greener  
pastures



Just call us  
We will reach out



# Social Causes We Promote



**People Love to have  
a MOTHER,  
a WIFE  
and of course  
a GIRLFRIEND  
too...  
Then why not  
a DAUGHTER???**

**Strange but True!!!**

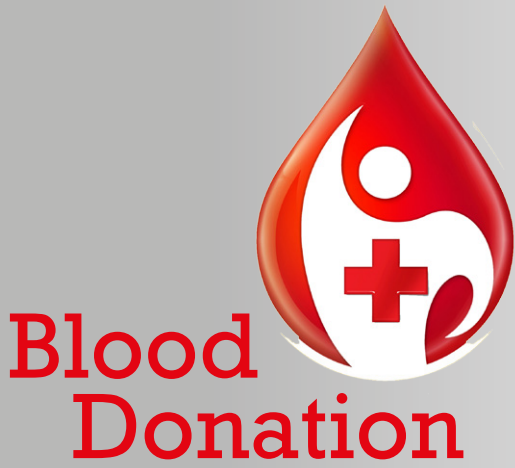


friend wife sister mother daughter

**WHEN YOU Kill a Girl Kill Many Others** fb/tizisindia

Empower  
Women





Blood donation is a great humanitarian act. Giving your blood can provide the gift of better health or even life itself to a fellow human being.

*Give a blood that comes straight from heart.*

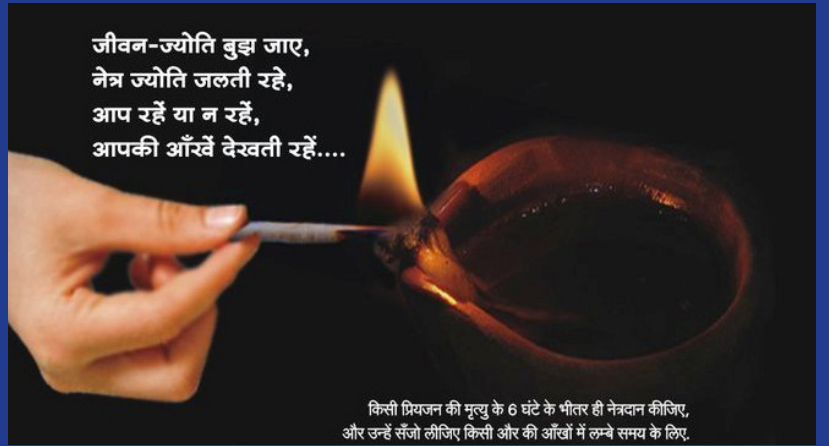
**GIVE BLOOD. SAVE LIVES.**





Organ and tissue donation is a great humanitarian act. It can provide the gift of better health, eyesight, or even life itself to a fellow human being.

# Organ Donation



**जाने से पहले  
उन्हें सँजो लीजिए  
किसी और की आँखों  
की रोशनी बनाकर**

किसी प्रियजन की मृत्यु के 6 घंटे के भीतर ही नेत्रदान कीजिए,  
और उन्हें सँजो लीजिए किसी और की आँखों में लम्बे समय के लिए.

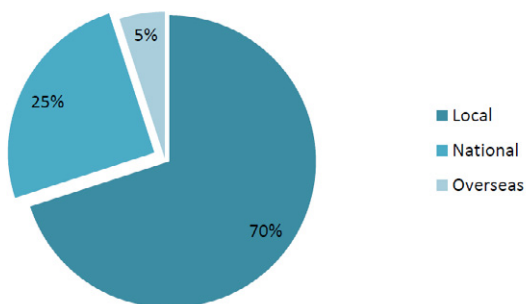
**DONATE YOUR EYE...**



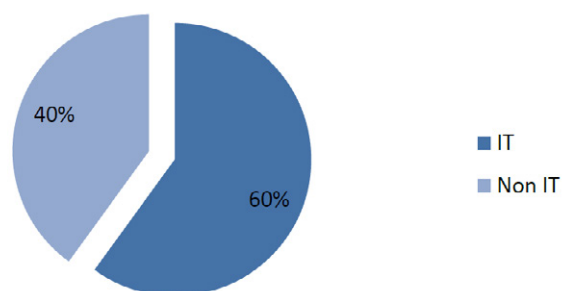
# Major Clients



Client Geography Breakup



Client Breakup Industry Wise





**Ravi Mirchandani**  
(Founder - Director)

[www.linkedin.com/in/ravimirchandani](http://www.linkedin.com/in/ravimirchandani)

“ Recruitment is a specialized activity. Employers need to focus on saving the cost of a wrong hire, rather than saving the hiring cost. ”

“ Recruitment partners are critical contributors to organizational goals. Hiring managers need to patronize and build a sourcing team which understands the internal culture. ”



**Ruhi Mirchandani**  
(Founder - Director)

[www.linkedin.com/in/ruhimirchandani](http://www.linkedin.com/in/ruhimirchandani)



# Career Placements

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Please click  
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a 360° view  
of our  
Head Office