



**Career Placements**

Guiding Global Careers Since 1995



**BECOME**  
An **ENTREPRENEUR**

**WORK** FROM  
**HOME**

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





# **Welcome To Career Placements**



Hi

I am smiley the chimp.  
This is my story.  
Once upon a time I was  
very happy in a job.



Soon  
I got married.



I was blessed with  
two lovely children.



Life was good,  
with friends & family.  
But...



I was feeling  
incomplete without  
professional work.



I wondered daily how to  
satisfy my professional  
cravings without  
affecting my family life.





I researched for prospective business opportunities.



I decided to join Career Placements.



I discussed with my husband about taking a franchisee. He was very supportive.





I joined the Career Placements team.



Now I look after family and work together. I feel good about myself.



Thanks to Career Placements, now I am a successful recruiter.





## 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.



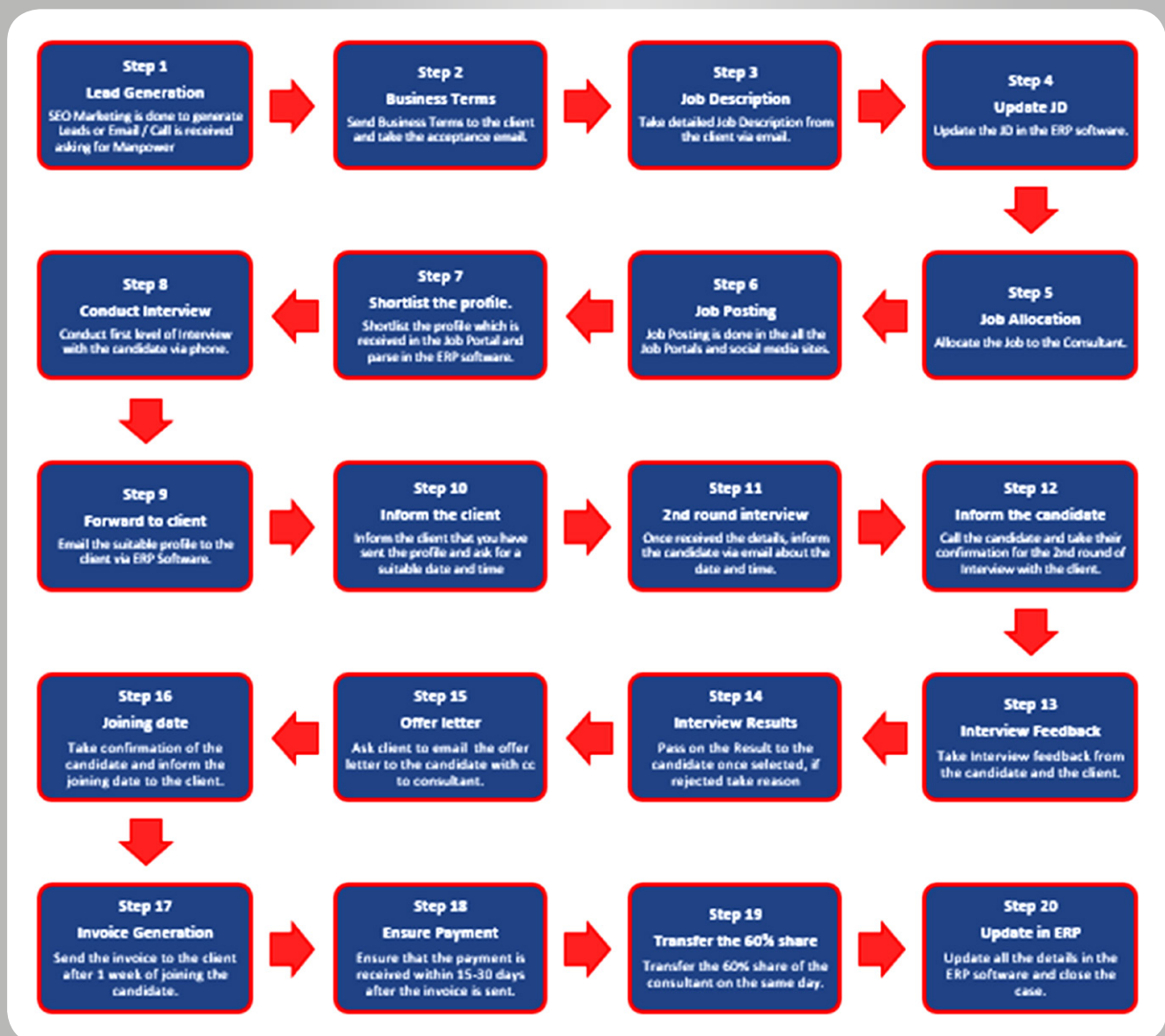


## Our Key Result Areas

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.

## Service Methodology





# 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 2nd 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





# 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



# Our Strengths



## Expertise



Knowledge



Reputation



Training



Past Success



Processes



A.T.S.  
Software



Optimised  
Website



Active  
Data Base



## Systems



## Client Base



Engineering



Finance



I.T



ITES



Others



# Corporate Services

Contractual Labour



Executive Search



Employer Branding



H R Contracts



Head Hunting



H R Products



Job Satisfaction Surveys



India Entry Strategy



ISO Services



Outplacements



Payroll Processing



Reference Checks



Recruitment Advertisements



Statutory Services



H R Audits



## Candidates Services



✓ Career Counselling

✓ Career Care

✓ Career Path Finder

✓ Career Portfolio

✓ Career Assessments

✓ Career Prorogation Plans

✓ Job Placements

✓ Job Portal Profile

✓ Linked-in Profile

✓ Resume Writing

✓ Video Resume

✓ Interview Preparations



# 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.





**Details For You  
To Take A Decision**



## ORGANISATION



- Operational since 1995.
- 3500 plus clients.
- Pan India presence
- Overseas offices in UAE & USA

## COMPANY CULTURE



Warm, Friendly,  
Transparent &  
God Fearing

## EXPERIENCE



**75**  
Man years

## SUPPORT GIVEN



- Training
- Business E R P software
- Databases/ job portals.
- Clients will be given to the franchisee.

## MEMBERS



NHRD



ISTD



NIPM



TIE



BCL



ERA



MCCIA

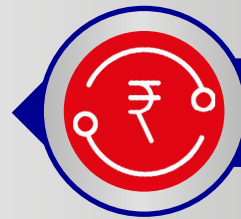
## FRANCHISEE SPREAD



**50+**

Franchisees across  
15 cities

## 3 MONTHS CYCLE



Customer  
order



Order  
fulfilment



Delivery



Invoicing



Customer  
payments/  
collection

## GROWTH PLAN



**100**

Franchisees by December 2018

**10000**

Placements per year

# Financials





## TIE UP FEES



- 2.6 lakhs inclusive of GST in the first year
- 1.3 lakhs inclusive of GST in the following years.

## REVENUE



Employer pays Career Placements one month's salary within 45 Days after the candidate joins.

## INFRA COST



- Computer
- Internet
- Mobile phone.

## CHALLENGES



- Candidates do not attend interviews
- They reject jobs offered.
- 12 weeks replacement warranty
- Occasional bad debts
- Festive season business is low.

## R.O.I



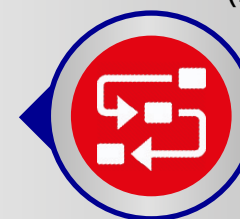
- You will receive your first payment after 90 days.
- Return on investment maximum 6 months.

## BUSINESS SHARING



**60%**  
Franchisee share  
(Paid only on collections)

## WORK LOAD



- Exclusive work of Rs. 1 lakh at any given point of time.

## EARNING METHOD



- Search
- Screen
- Short-list the candidates
- Organise interviews



# **Service Industry Scenario**

Selling your service, product, or your idea has changed dynamically in the last 10 years than it did in the last 100 years.....

Daniel Pink

## Influencing Factors

Demanding  
Customer



Global  
Competition



Technology  
Revolution

Internet  
Access

WWW

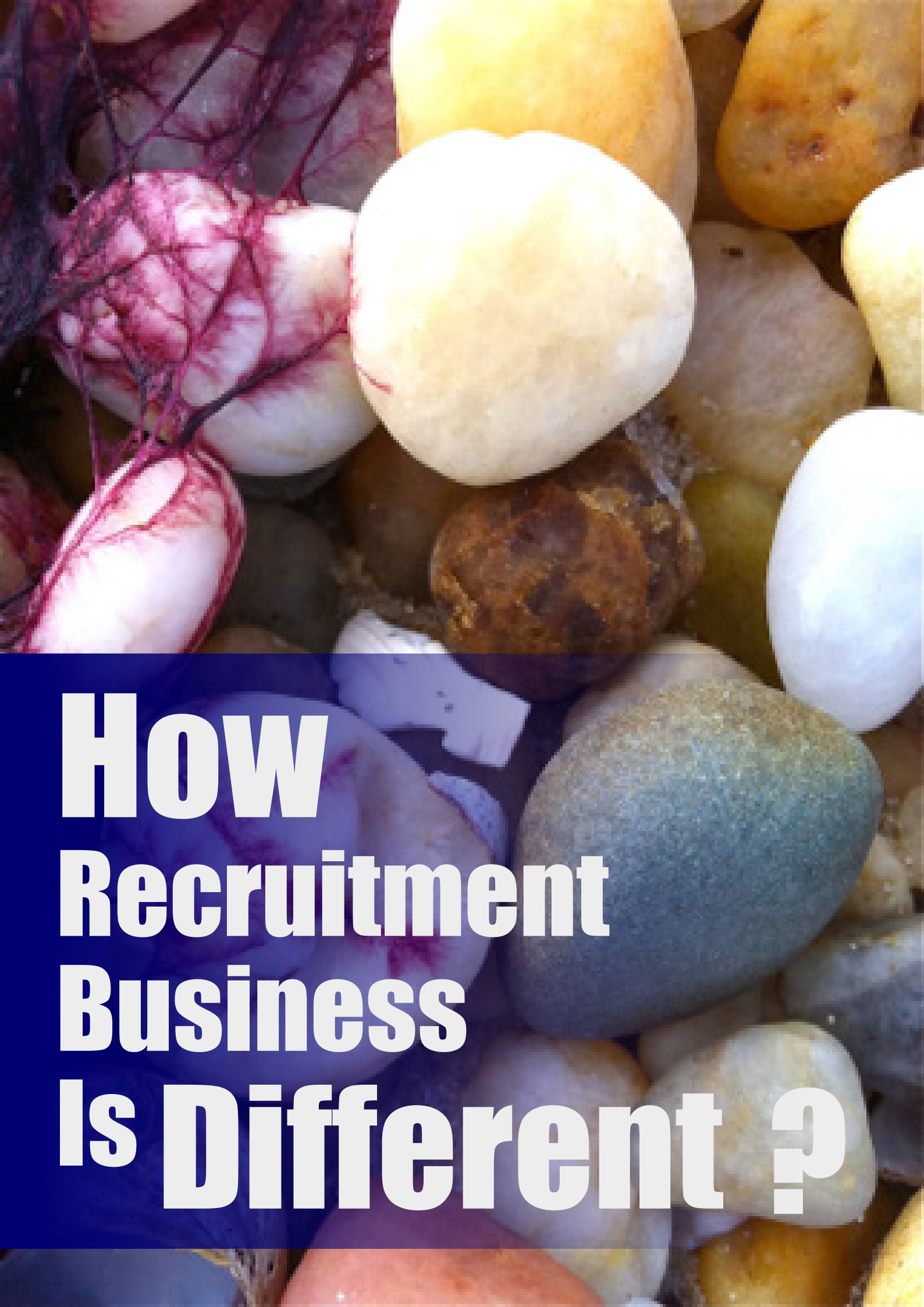
Infrastructure  
Growth



Price  
War







# **How Recruitment Business Is Different ?**

B to B, & B to C  
experience in  
same transaction



Small Office  
Home Office  
(SOHO) concept.  
Completely virtual business.

We deal with  
confidential data from  
both candidate and  
company perspectives.



It involves lot of  
Reading.  
We have to  
cultivate good  
reading stamina.

A recruiter is expected  
to have good  
communication skills  
both written and oral.



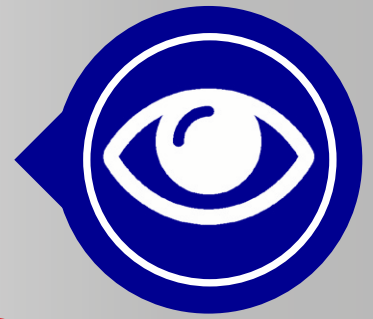
This business is all  
about creating  
'WIN-WIN'  
relationships.



**7-S**  
**For Selecting**  
**Franchisee**



Shares Same Vision-Interest



Safety Of Brand



Sure About Taking Our Franchisee



Skill Sets Required



Service Quality Understanding



Systems Adherence



Sincere Efforts (6 Hours Daily)





# Selecting Franchisors



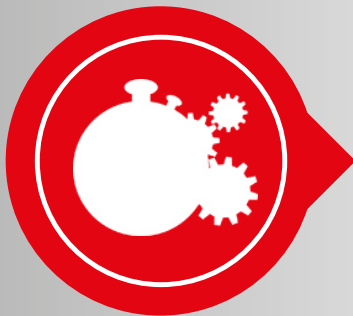
See Comfort With Products & Skills



Scope For Growth



Spare Time & Money



Setup Process



Sales Effort Of Franchisee



Surety Of Income



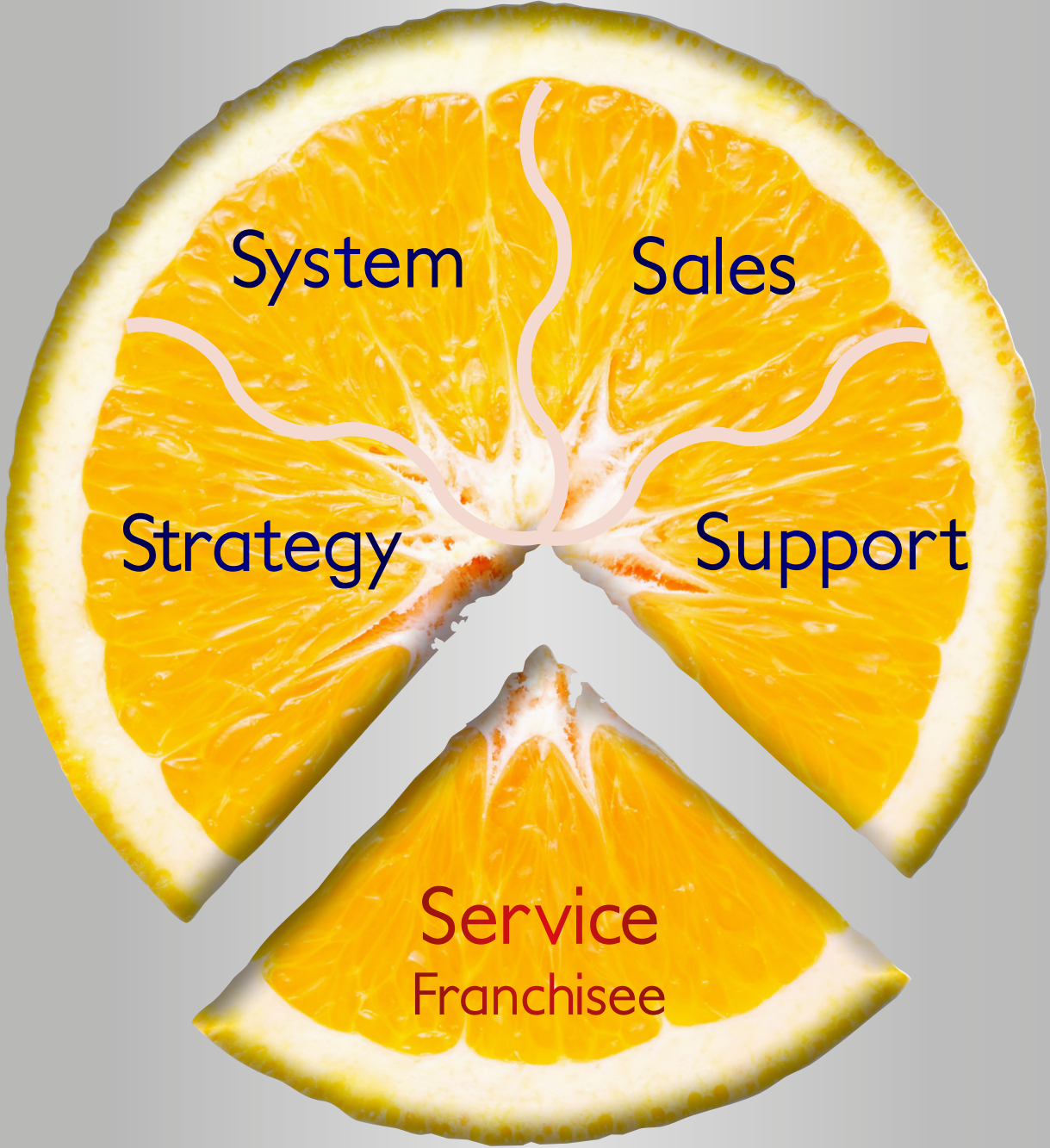
Separation Clause





# Business Pillars





System

Sales

Strategy

Support

Service  
Franchisee





# 7 Service Quality Points



Quick  
Response &  
Communication



Solution  
Oriented  
Mindset



Proactive  
Approach



Be  
Dependable  
& Honest



Upgrade  
Knowledge  
About Product /  
Service



# 7 Service Quality Points

Show  
Positive Attitude



All  
Customers  
Are Sacred






# **4** Why Businesses Fail ? **Reasons**





We have removed the above four from our model.





**Grow**  
**As**  
**Career**  
**Placements**  
**Franchisee**



Service Industry



Plug & Play Easy Start



Low Cost Good ROI



~~Sales / BD effort~~

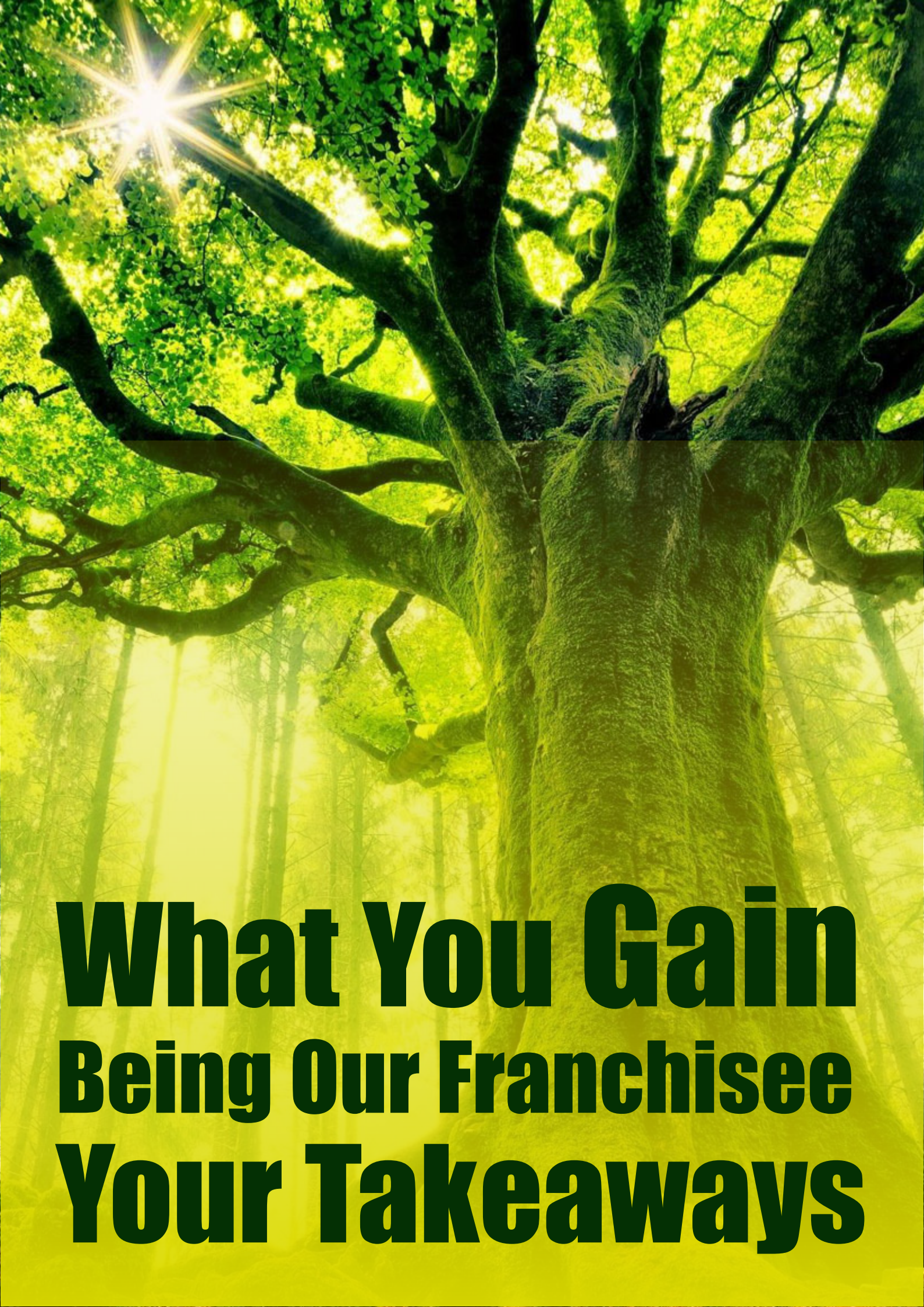


Work From Home



[Read More...](#)





**What You Gain  
Being Our Franchisee  
Your Takeaways**

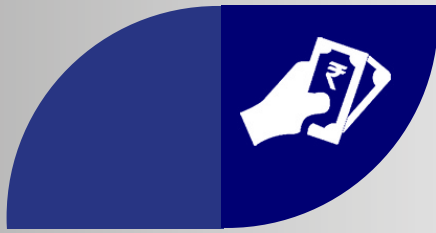




Self Confidence



Knowledge



Financial  
Independence



Balance in life



Part of a brand



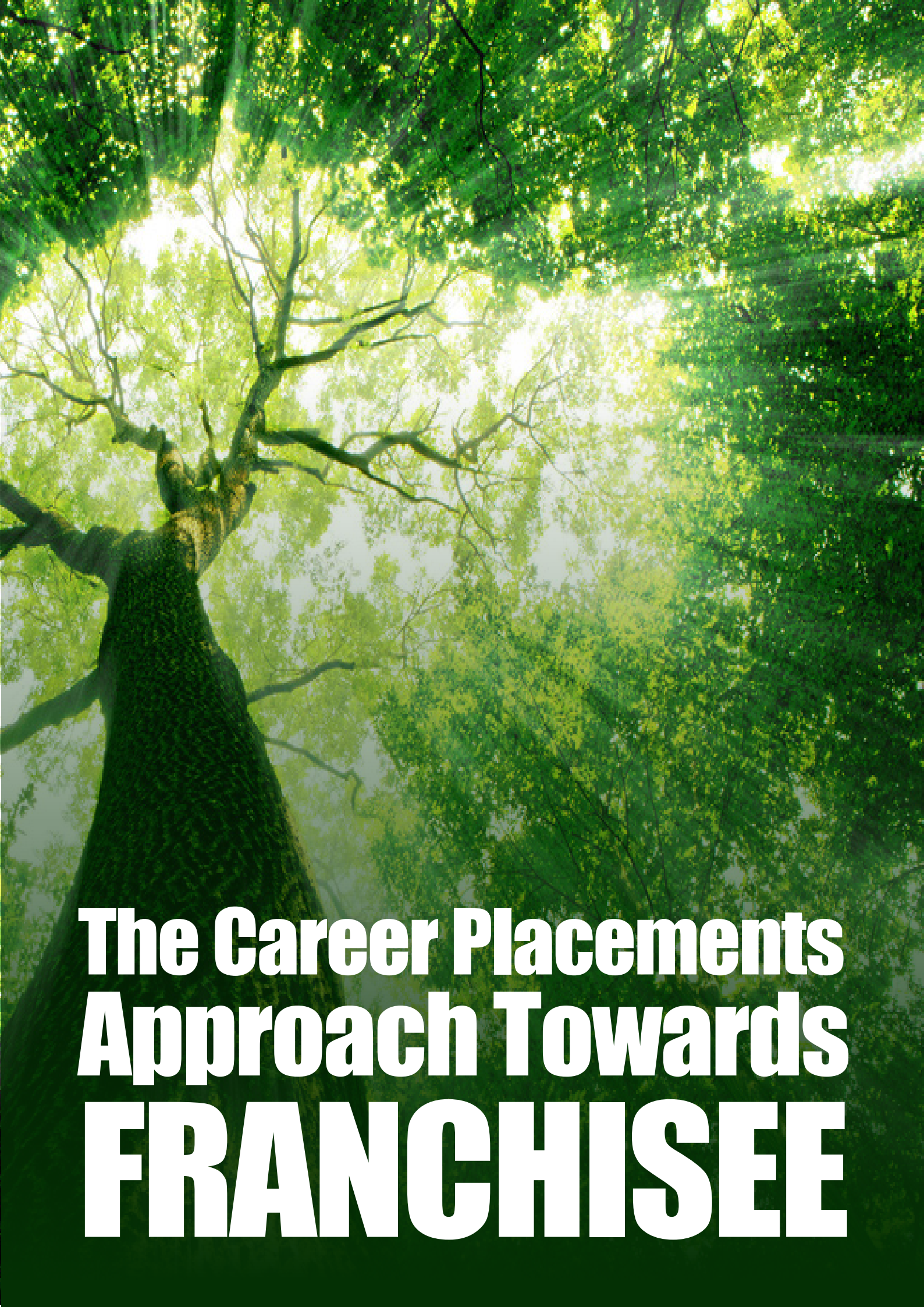
Self esteem



Soft skills  
development



World class systems  
and trainings



**The Career Placements  
Approach Towards  
FRANCHISEE**



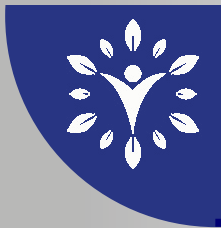
Unless you don't  
make money  
co does not make money

---



Win win methodology

---



God fearing dead  
honest approach

---



Transparent method  
of working

---



Morally responsible  
for your profits

---



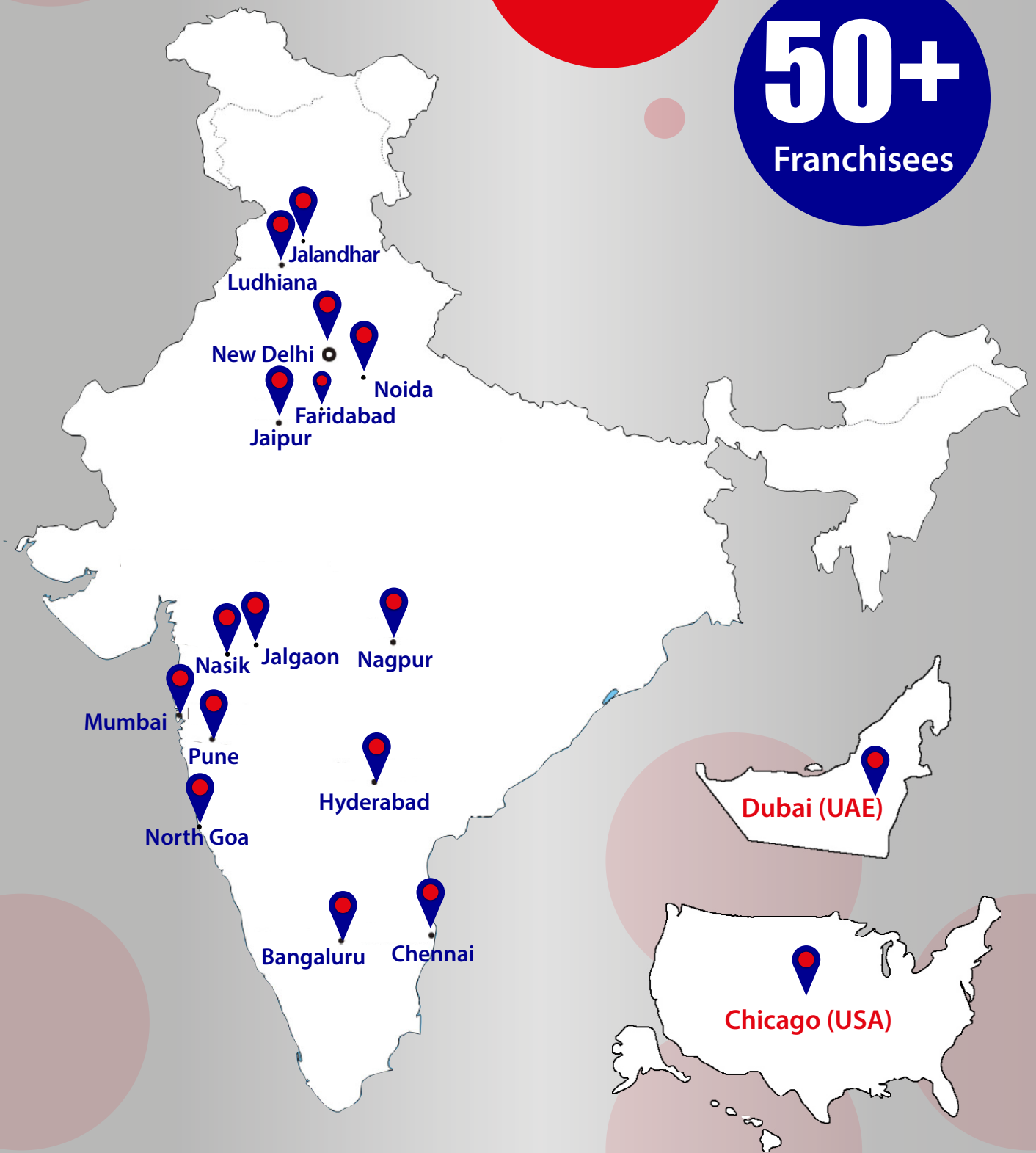
**Our  
Presence**

**15**

Cities

**50+**

Franchisees





“ Being a professional recruiter  
I have been blessed with a balanced  
life where I could look after both my  
professional and personal responsibilities. ”

**Ruhi Mirchandani**  
(Founder-Director)



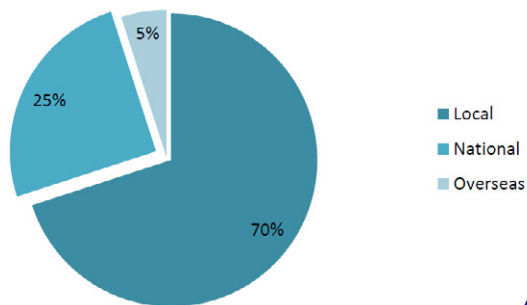
“ The Indian recruitment industry is  
estimated to be \$9 billion and growing.  
Service industry contributes to  
57% of the GDP. ”

**Ravi Mirchandani**  
(Founder-Director)

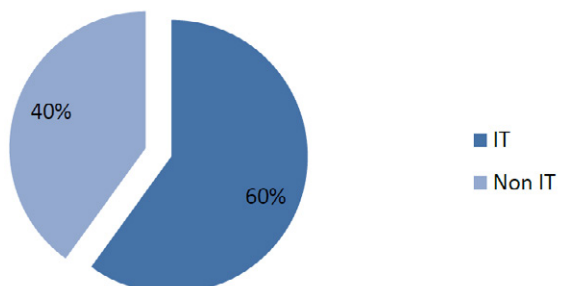
## Partial Clients List



Client Geography Breakup



Client Breakup Industry Wise







# **Synopsis**



Showcase Career Placements



Scrutinize Applications



Screening & Selection



Setting Up & Training



Starting & Supervising



Supplying & Supporting



Sharing Profits & Succeeding

# Social Causes We Promote



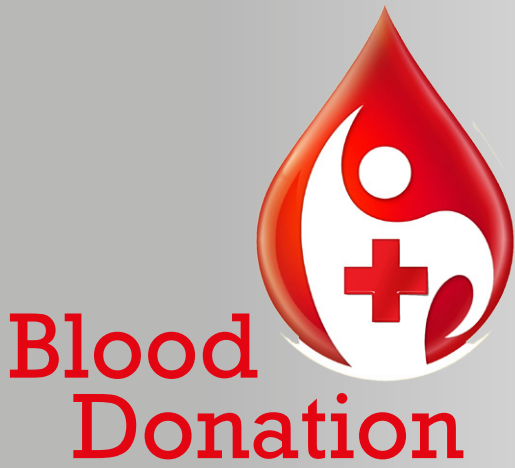
**People Love to have  
a MOTHER,  
a WIFE  
and of course  
a GIRLFRIEND  
too...  
Then why not  
a DAUGHTER???**  
**Strange but True!!!**



**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.*

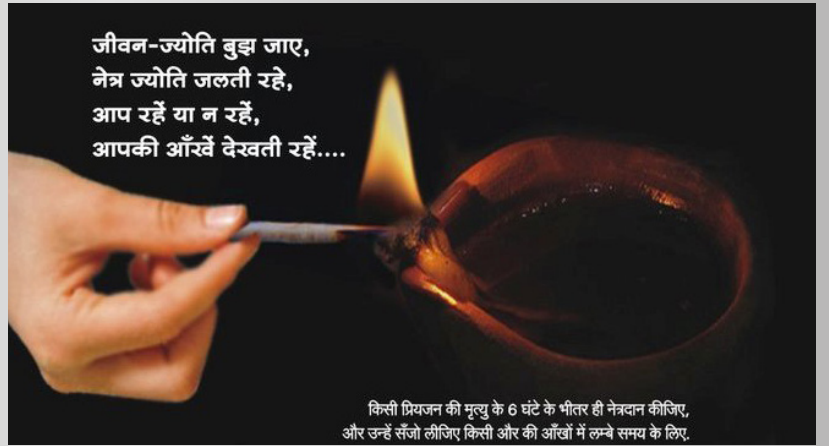
**GIVE BLOOD. SAVE LIVES.**





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.



For  
**FAQ's**  
Click Here



# Career Placements

Guiding Global Careers Since 1995



**Mirchandanis Career Placements India Pvt. Ltd.**

Bungalow No. 407,  
Amar Srushti,  
S.No. 216/217/279,  
Behind Govt. Fishery,  
Hadapsar,  
Solapur Road,  
Pune-411028

**Call: Mr. Dariel 9892880860**  
**Email: [dariel@careerplacementsindia.com](mailto:dariel@careerplacementsindia.com)**  
**URL: [www.careerplacementsindia.com](http://www.careerplacementsindia.com)**

Please click  
to get  
a 360° view  
of our  
Head Office