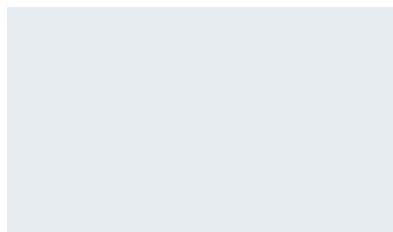




**KLARIANT**



[www.klariant.com](http://www.klariant.com)







**Welcome to  
Klariant Business Solutions Pvt. Ltd**

We are a client centric global Human capital services company helping organizations develop competitive workforce advantages with our people-centric approach and action. As a trusted partner, we have provided enterprises with total human capital services to continuously align goals, develop and optimize human resources, improve collaboration and increase visibility in organizational performance.

We provide value to our customers by innovation, accomplishment, trust and long-term relationship through our unique service portfolio and expertise. We are a group of highly qualified and globally experienced people and absorb all problems and convert them into meaningful solutions, to meet your business requirements.

## VISION/MISSION

- Our vision is to be the most preferred human resources service provider organisation to our valuable customers.
- We are collaborative partners with our customers, building a future world of smarter, TALENTED HUMAN CAPITAL BUSINESS HOUSE.

## BUSINESS PLEDGE

- Respect to internal and external customers ,clients and partners.
- Work for the profitability of our Client and maintain close coordination.
- Take up each assignment of our client as a “Business Mission’ for Klariant.
- Execute value added expertise through short listing to selection.
- Adhere high confidentiality, strict norms of the client work and code of ethics.



## KEY COMPETENCIES AND STRENGTHS WHICH HAVE KEPT KLARIANT AHEAD AND MOST PREFERRED SERVICE PARTNER IN THE INDUSTRY

- An Excellent team of highly qualified and experienced team of professionals to handle the staffing and research process.
- Excellent mentoring and counseling program with prospective 'Best Bets' of the industry.
- High Professional and Ethical Standards.
- Excellent Headhunting Capabilities.
- Mission is to be the most preferred Recruitment Firm with each of Our Customer.
- Wide Domain/Industry Knowledge.
- Extra efforts we make on researching/ gaining in-depth knowledge on all Our Clients & their requirements. their business, competitors, culture, technical terms involved etc before working on the requirement.
- Retained Outside Technical and Management Experts /Consultants from various Industries to help our HR Recruiters understand and close the most difficult positions.
- Experienced and Well trained Team of Recruiters & Head hunters.
- Quality is part of our life.
- Huge Database.
- State of the art Infrastructure.
- Unique and advanced Techniques/ Procedures for Executive Recruitment.
- Quick turnaround process, consultative approach to the search process and a strong business understanding and conceptual skills that enable a connect with the Senior Executives.
- Highest level of confidentiality maintained at all levels.
- Solid history and legacy within the staffing industry.
- Strong financial stability.
- Exemplary reputation for integrity.

## TEMPORARY STAFFING

We are providing staffing solutions across industry sectors and diverse functional areas. We focus on people, processes and technology to enhance business productivity by enabling our clients to outsource their staffing requirements and allowing them to focus on operating and growing their core businesses. We intend to expand the breadth of human resource services in order to be a one-stop provider of human resources services from temporary staffing to payroll processing, recruitment, compliance and training services. We also intend to strengthen our operations by hiring operations staff to support the growth in new verticals and service offerings.

### **Benefits for the companies hiring employees on temporary basis:**

1. The most tempting factor for the companies to opt for the temporary staffing is the reduction of cost and increased ROI.
2. As the cost of hiring the temporary staff are shown as the consultancy charges, the companies can limit their payroll.
3. With temporary staffing, the companies are provided with a new employee as soon as one leaves the job.
4. Most of the temps hired by the companies are experienced in their respective field and hence, are focused on successfully executing the job within a specific time limit.

## OUR CULTURE IS BASED ON 5 FUNDAMENTALS THAT GUIDE US

<b>CUSTOMER</b>	Continuing to create long-term, win-win customer partnerships.
<b>SPEED</b>	Moving quickly, decisively and with high energy, accepting reasonable risks as we go.
<b>ETHICS</b>	Maintaining our commitment to being the most ethical company in the business.
<b>TALENT</b>	Attracting and developing a diverse, world-class work force and strategically aligning our teams.
<b>OWNERSHIP</b>	Taking responsibility for — and sharing in the success of our decisions and actions.

## PROCESS WE PRACTICE

- Candidate Attraction Strategies
- Tailored Screening Processes
- Interviewing
- Competency based interviewing
- Skills testing and training
- Referencing and verification
- Negotiations and finalizing
- Ongoing follow up services

## INDUSTRY VERTICALS THAT KLARIANT HAS STRONG DELIVERY EXPERIENCE

- **Information Technology**  
(Java, MS Technologies Development & Support, Presales, Android App Development, IOS App Development, VLSI-Verilog, Mobility, Bluetooth Technologies, Testing, Database Development, SAP, Open Source Technologies (PHP-HTML5, Magento) Networking Engineers, System Engineers, Quality Assurance, DTV Development and Architecture, OpenGL, Technical Support)
- **Life Science and Health care, Biotechnologies**
- **Retail and Sales**
- **Financial Services, Accounting and Consulting**
- **Media Advertisement and Communication**
- **Power and Energy**
- **Automobile**
- **Infrastructure**
- **Heavy Engineering, Manufacturing and Logistic**



## RECRUITMENT PROCESS:

- Understand Business requirement from the Client
- Research of Competitive companies and target group (Mapping Exercise)
- Ensure the sourcing strategy adhere the Employment Law /Client Compliance
- Preliminary Interview
- Sale employment opportunities to the prospective candidates
- Shortlist Generation
- Informal Reference verification and update to the clients
- Client Interviews
- Negotiate aspiration and counseling with the candidate
- Formal Reference Check, through independent source or through Market intelligence
- Closure
- Negotiate and offer
- Follow-up and progress
- Ensure joining as per the schedule
- Interface and handhold relocation
- Collect feedback from the candidate as well as from the client
- Complete the assignment, evaluate learning from the assignment, and incorporate the same for the next assignment





**KLARIANT**

**KLARIANT BUSINESS SOLUTIONS PVT. LTD.**

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