



STAFF RECRUITMENT PROPOSAL



EURASIA HR CONSULTANT

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Recruitment Proposal

Dear Sir/Madam,

I am here to introduce you about our company, **EURASIA HR CONSULTANT** is leading HR Consultancy based in Dubai, UAE, that has been managing all kind of staffing and recruitment services . I am positive that our team can find the best talent that could add value to your company growth and culture.

This Recruitment proposal outlines our company information, benefits, services offered, pricing and terms of our services. If you have any questions, please contact me directly by email or phone.

Thank You!

Your best regard's

Adeel Abid

Managing Director

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R P O

why companies need RPO Services (Recruitment Process

Outsourcing)

- RPO is a beneficial service in many ways. It decentralizes the work and task to be distributed further among different expertise helping the main company to retain its productivity and viability.
- RPO thus offers an expertise service of choosing the right personnel at the right place.
- RPO professionals not only find the people but interview, train and put them into the right places.
- In a way, RPO is a crucial task of finding the right talent for the right job.

INTRODUCTION

Greetings from EURASIA HR Consultant (Dubai). We at EURASIA HR Consultant firmly believe that qualified people are organization assets therefore we understand the importance of providing you the most talented people. We are dedicated team of professionals offering top level recruiting services to our valued clients. We supply unskilled, semi-skilled, skilled and professional from various countries around the globe. We have hundreds of satisfied clients in short-span of company establishment. And we believe that our revealed reputation is one of the key reasons that many organizations from Gulf region selected and that makes Greetings from EURASIA HR Consultant (Dubai) to become the fastest growing manpower recruitment agency. Since we have been stationed in Dubai for a long time we are in touch with our honorable clients and also quite aware of their requirements and issues that can arise with the workers. EURASIA HR Consultant solely focuses on the enhancement of client organizations by providing

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quality services on various aspects of their human resources and by letting the organization focus on its core issues.

OUR MISSION

“To gratify our clients, providing a proficient and certainly a reliable solution in the human resource domain within the least time rota empowering the present and impending work force”

OUR VISION

“With a close-knit organized team that consists of drive, dynamic and talented professional, our vision is to be one of the premier HR service provider”

OUR BELIEF

We believe, “Excellence is not a skill rather it is an attitude” We crave to be known for our attitude of not merely meeting deadline, but beating deadline while providing services to our esteemed client organizations. Our employees are our biggest strength who has built good relationship with our clients and have come up to their expectations. Team effort is our key to deliver quality in services.

OUR APPROCH

EURASIA HR Consultant offers the employers a potential competitive advantage in the market place as it provides organizations with the ability to rapidly acquire the best people, reduce operational costs and risks and gain access to our expertise to develop the HR strategies.

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“Our RPO service provides our clients with the power to rapidly acquire high performing staff, optimize their workforce, and reduce operational costs and risks, whilst accessing excellent technology and recruitment expertise. With global competition increasing, it is essential for high performing businesses to build a competitive organizational capability. Competition for the best talent and knowledge is increasing, not declining. For that reason, RPO is a vital component within the HR strategies of today’s leading companies.”

Our approach to RPO combines a comprehensive transformation of the recruitment function of an organization with a collaborative approach for delivering the service in order to ensure our clients to get the hassle free recruitment. We evaluate and modify the recruitment process to deliver quality outcomes based on industry type and not just follow the traditional superannuated recruitment method. We are committed to transfer skills and share best practices with our client organizations. Through a blend of customer tailored service offerings and a market leading staff, we bring value to our clients by improving corporate performance, increasing flexibility and achieving significant cost savings.

Benefits of Outsourcing recruitment process to

EURASIA HR Consultant

Human resource is a vital component of any businesses success. Unfortunately, too many businesses get caught up in the processes. Searching for suitable talent, sifting through CVs, responding to candidates, arranging interviews and checking references are all very necessary but time-consuming and costly exercises. Our RPO solutions reduce employers’ recruitment costs with a flexible-pay-for-performance model that deploys recruitment Euros more efficiently when undertaking volume recruitment projects. We provide customers with a dedicated on-site or offsite professional.

The benefits of using our RPO service:

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- Quick access to most qualified and skilled man power
- Reduced time to recruit staff & Reduced recruitment costs
- Removal of administrative burdens of recruitment
- Improved retention of staffs
- Mitigation of operational risks
- Accessing the best available technology
- Greater management buy-in to the recruitment process.

We take full responsibility for enhancing the output. RPO is however more than simply changing who is operating the recruitment function and it delivers significant benefit when compared to a traditional managed service, master vendor, or preferred or sole supplier relationships offered by many recruitment companies. EURASIA HR Consultant's RPO service involves a comprehensive reengineering of recruitment and resourcing within an organization.

Recruitment Outsourcing is not required For your Organization

Think again...

Recruitment is the main HR function that almost all companies are outsourcing to agencies. Though human resource is considered as an important aspect of an organization and said to be the greatest asset but

"Greatest asset is the greatest expense"

On the one hand it involves a great number of low value administrative activities. On the other, it is an increasingly complex function that requires specialist knowledge and expertise to capitalize on the vastly expanded sources of candidates. In order to cope with the current scenario most of the companies prefer to outsource their recruitment process to access their expertise and network and to get best talent without any hassle.

You may consider

- With an RPO agency, Companies need not have to plan their future manpower requirements much in advance.
- Companies will be free from salary negotiations, weeding the unsuitable resumes/ candidates.
- Companies can save lot of their resources and time.

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We reduce your stress

We reduce,

- Cold calls by up to 70%
- Time spent on CV vetting by up to 40%
- Time spent on interviews by up to 30%
- Reduce administration by up to 90%

Our Methodology

When any organization needs recruitment support, may it be for a selected element of recruitment function or requires a complete enterprise RPO solution, a strategic recruitment capabilities is what we offer to our clients which is needed to achieve business impact, applying a best practice engagement methodology that spans key areas of activity. *We adopt recruitment methodology to suit the need of our clients. Our candidates are presented on the basis of a match against Pre-determined competencies. We do not believe in a perfect candidate. As such, our candidates are presented realistically and truthfully against the competency model. The decision to hire or not by our client, is ultimately based on whether any deficiencies against. The required competencies represents an "area for development" or a "deal breaker".*

Our recruitment process has been depicted below

Our recruitment phases

PHASE-1: (Briefing)

Context & role detail Benefits-

- Client profile and value proposition
- Cultural fit
- Team Structure
- Skills, Experience and qualifications
- Responsibilities, objectives and KPIs

Benefits-

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- Minimize interviewing time
- Maximize attraction and retention of quality people

PHASE-2: (Producing the short list)

- Sourcing
- Targeted research
- Candidate referrals
- On-line & print advertising campaigns
- Extensive candidate network

Benefits-

- Engage both active and passive candidates
- Generate a short list of quality people

PHASE-3: (Interviewing)

- Methodology
- Preparation & planning
- Ongoing communication & feed back
- Candidate & client briefing
- First round interviewing
- Candidate & client re-briefing

Benefits-

- Effective candidate assessment
- Bench marking against role criteria
- Clarity in decision making

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PHASE-4: (Quality checking)

- Checks
- Educational & professional qualifications
- Verbal references
- Back ground checks
- Psychometric & aptitude testing

Benefits-

- Confidence in hiring decision
- Providing useful information for management of candidates

And finally we follow...

PHASE-5: (Managing the offer)

- The Offer
- Open communication with the candidate
- Open submission of the remuneration & requirements

Benefits-

- Removes emotions from negotiations
- Ensure mutually beneficial outcomes

Different industries need different approaches for recruitment and successful hiring of suitable candidates. Bearing this in mind, our industry specific consultants work with close co ordination with the clients in order to understand their specific requirements and to adopt individual strategies for individual industries. We cater our RPO services to all most all industries hence having a reputation of providing a flexible recruitment solution to our client organizations.

NOTE: *We add value to the recruitment function of our clients through our work process. In the event that either the prospective client or we believe that outsourcing all or an element of the recruitment function will not add value, there is no cost implication to the client. Further, we sign a confidentiality clause in which we undertake not to utilize any information to our client's detriment.*

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OUR EXPERTISE FIELD

- **Automobile and Auto components**
- **Banking and Finance**
- **Hospitality**
- **Sales and Marketing**
- **Information Technology**
- **Telecom**
- **Security service**
- **Pharmaceutical & Healthcare**
- **Real estate & Construction**

Our long term relationship approach

Each and every client is special to us. And we seek a long term relationship with our valued clients instead of considering them just another client. A Recruitment Process Outsourcing Agreement governs the entire arrangement between our clients and EURASIA HR Consultant. This contract would detail the responsibilities of both parties, the processes and procedures to be implemented, define the benchmarks against which the service will be measured, quality standards that will be achieved, reporting standards and timing, the fee structures and payment terms, remedies in the event of non-performance and any other issues that are relevant to the agreement. Whilst our objective will always be to exceed our client's expectations, it is critical to the long-term success of the arrangement that a joint culture is created and the parties behave in a manner that ensures the spirit of partnership is maintained.

Contact us

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