TechNET IT Recruitment

# TechNET Group

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- **5 Key Areas of Business**

- TechNET IT Recruitment- Specialist IT Recruitment

- TechNET Client Services- Client Specific team working on all Non IT and Professional Services

- TechNET Immersive- Cutting edge – Immersive, Gaming and VR

- TechNET Digital- Supporting Testing, Big Data, Data Analytics

- TechNET CXO- - Executive Search and Project based recruitment

Why Should you use TechNET IT

- Dedicated Account Management Team

- Clear and Transparent Auditing/Background Checks

- Technical Recruitment Team

- Local, National, International Recruitment Experience

- Experience of working with Global Brands

- Long term experience of working with Global Brands and end client contracts

- Adept at working in Niche skill sets and Bulk staffing
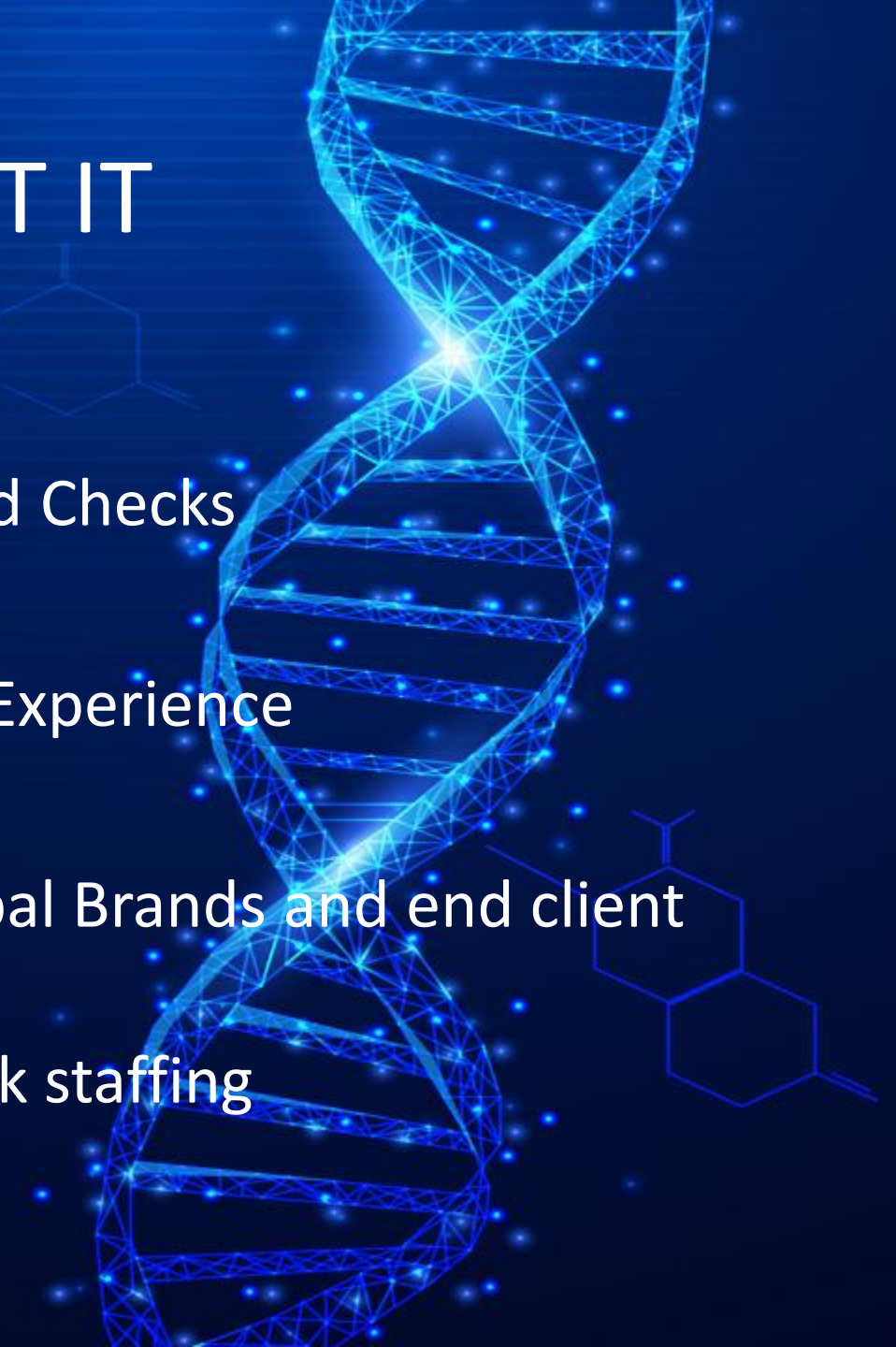
THE RECRUITING DIFFERENTIATOR
UNIQUE TALENT ACQUISITION MODEL

Technical Skill-based recruiting	24/7 sourcing capabilities	Deployment and Redeployment Programme	500000 active candidate resumes	1:3 candidate submitted to start ratio	
Team of 40+ recruiters	Local to global recruiting capabilities	Internal and External Training	95% requisition to resume submission	< 5% attrition	100% SLA compliance

CLIENT FOCUSED BUSINESS MODEL DRIVEN BY PERFORMANCE

Customized systems and processes to reduce cycle time and increase cost effectiveness and efficiency

Performance-based Pricing driven by SLAs

Client account mapping process to understand client culture, objectives, investments, locations and strategy

Dedicated teams aligned by client, Market place skill sets and service lines
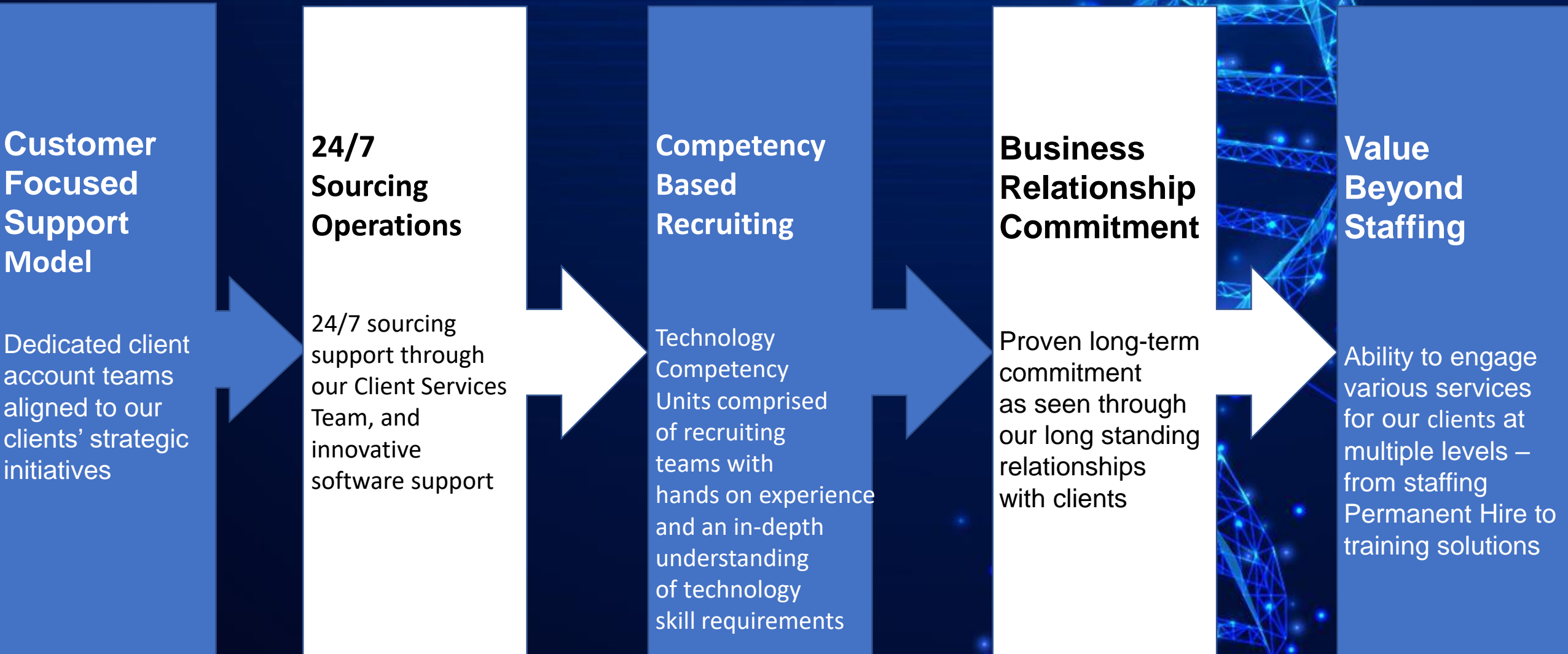
Well-defined escalation process via designated single point-of-contact

Account Management team to give oversight and governance for clients

Our Value Proposition

Customer Focused Support Model

Dedicated client account teams aligned to our clients' strategic initiatives

24/7 Sourcing Operations

24/7 sourcing support through our Client Services Team, and innovative software support

Competency Based Recruiting

Technology Competency Units comprised of recruiting teams with hands on experience and an in-depth understanding of technology skill requirements

Business Relationship Commitment

Proven long-term commitment as seen through our long standing relationships with clients

Value Beyond Staffing

Ability to engage various services for our clients at multiple levels – from staffing Permanent Hire to training solutions

Areas of Business TechNET Can supply:-

- Cross Geography recruitment-
  EMEA, APAC, Americas
- IT and NON IT Recruitment Services
- Contingent, Permanent, and SOW

Key Skills serviced- IT

Skill Group	Skills covered
Data	Data Architect, Data Engineering & Big Data, Business Intelligence Manager, Business Intelligence Developer / Analyst, Data Governance, Data Visualisation, Data Science, Quantitative Analyst, Deep Learning & AI, Natural Language Processing, Computer Vision
Development	Architect, Head of Development, Development Manager, Product Manager, Product Owner, Team Lead, Software Engineer, Developer, Open Source, Microsoft, Full Stack, Front End
Testing	Manual, Automated, Functional, Non fucntional QTP, Selennium, Webdriver, Winrunner, Loadrunner, Performance Testing, Mercury ITG, Mainframe
Cyber Security	Information Security Architect, Information Security Manager, Information Security Engineer, Information Security Analyst, Cyber Security Consultant, IT Security Auditor, Network Security Admin, Cryptographer, Cryptanalyst
Cloud & Infrastructure	Infrastructure Architect, Cloud Architect, Network Architect, Infrastructure Engineer, Systems Administrator, Service Desk Mgr, Service Desk Analyst, DevOps Engineer, Cloud Project Mgr, Cloud Engineer, Platform Engineer, Network Engineer, Application Support Analyst, Site Reliability Engineer
Project and Change	Transformation Director, Programme Director, Portfolio Director, Enterprise Architect, Project Manager, Business Analyst, Project Management Office, Change Manager
Leadership	Chief Executive Officer, Chief Information Officer, Chief Technology Officer, Chief Data Officer, Chief Information Security Officer, Chief Digital Officer
Digital	Design, Creative, UX / UI, SEO, PPC, Digital Marketing, ECommerce
Legacy	Content Management - Documentum, Livelink, Vignette, C, C++, Unix, VC++ , Embedded, CGI, Perl, Lotus Notes, PowerBuilder, Uniface, Remedy, Sourceforge, Clarity, PLM - Ematrix, Team Centre, Mainframe - Cobol, CICS, DB2, VSAM , JCL , IMS , IDMS , DB2 , PL1, Natural / Adabas, AS/400, Microfocus Cobol, Tivoli, Netcool
Other	Social, Media, Analytics and Cloud

Key Skills serviced- Non IT

Skill Group	Skills covered
Legal & Compliance	Legal Associate, Compliance officer, Company Secretary & Legal, etc.
Finance & Accounting	Fund Accounting, Finance Reporting, Account Payables, Account Analyst, Collections, Project Accounting, Management Reporting, Process Associate, Accounts Financial, Invoicing,
Human Resources	HR Executive, HR Director, HR Manager, HR Business Partner, HR Reporting, Payroll, L&D, Recruitment, Time keeping, etc.
Sales & Marketing	Channel Sales, Direct Sales, Business Development, FMCG, Building Material, Regional Sales, Market Research, etc.

PERMANENT PLACEMENT SERVICES

FOCUSED ON FINDING CANDIDATES WHO ARE THE BEST FIT

Talented professionals placed IN EMEA, EMEA and US

Expert Direct/ Permanent Hire recruiters with 10+ years' experience on average

Extensive database of candidates, recruiting tools and 24/7 sourcing support

Competency-based recruitment model for IT, engineering, technical and more

Capabilities to support bulk hiring that offers our clients cost savings

DELIVERY PROCESS

Sourcing

- 40 + recruiters
- Dedicated Client Services Team and Account Manager
- Updated database of 500k professionals globally
- Access to all leading platforms/Job Boards that are integrated into ATS
- Social Media sourcing
- Channel partners and Industry forums
- Referrals from employees and clients

Screening

- Integrated matching feature of tools used allow CV searching, matching, analytics and reporting
- Recruitment Screening bot
- Technical assessment
- Soft skills assessment
- BGV and Compliance checks
- Online tests
- Multiple Interview tools

Onboarding

Pre Onboarding

- Adherence to client compliance
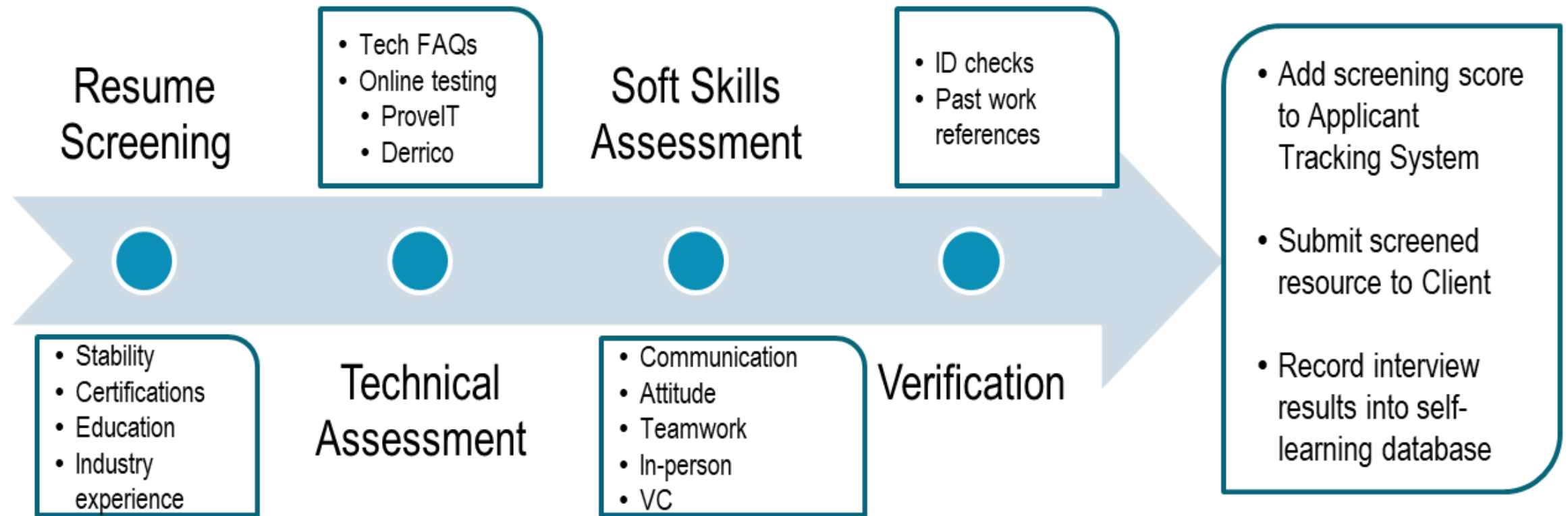- Client mandate checks
- Statutory Compliance

Post Onboarding

- TechNET Induction
- Employee Relations Support
- Client site walk through if needed
- Introduction to all systems and processes
- Required trainings schedule

Screening and Shortlisting Process

Stringent screening process ensures candidate quality

Resume Screening

- Tech FAQs
- Online testing
  - ProveIT
  - Derrico

Soft Skills Assessment

- ID checks
- Past work references

- Add screening score to Applicant Tracking System

- Submit screened resource to Client

- Stability
- Certifications
- Education
- Industry experience

Technical Assessment

- Communication
- Attitude
- Teamwork
- In-person
- VC

Verification

- Record interview results into self-learning database

Lead time for screening and shortlisting process is between 3 to 5 days

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