

DVR SOFTEK

*FINDING TALENTED RESOURCES?
WE MAKE IT SIMPLE & FAST FOR YOU*



Recruitment Process Outsourcing
The lifeblood for many businesses

Global technology services firm, poised for expansion

- Founded in Year 2004
- Operates out of 2 global locations across North America, and Asia
 - Corporate headquarters in New Jersey, USA
 - Offshore development center in Bangalore, India
- Stable operations with a diverse client base.
 - Consistent growth rate at CAGR of 200% over past three years
 - Diverse client base across the Manufacturing, Retail, Healthcare, Consumer goods, Book Publishing, Hi-tech and Automobile verticals
- Top quality SAP, Business Objects, COGNOS, Informatica, Data Stage, Oracle, Java, PEGA, Vb. net, SAS, AS/400 and Main Frames professionals trained and experienced across functions

Why DVR Softek?



- Will provide career-minded information technology (IT) professionals on Contract / Permanent assignments.
- Extensive Knowledge of industry domain and technology expertise.
- We ensure that all contractors are responsive, committed and dedicated to your business requirements.
- Make sure candidates fit your needs, expectations, and company culture and an environment focused on merit.
- Identify and deliver the right talent for your company on time, every time.
- Energetic, optimistic, and focused professionals.
- 24-48 hour turnaround of qualified candidates for submissions / technical interviews.
- Offers reduced recruiting costs, highly qualified and rigorously screened professionals, for quicker fulfillment of staffing needs.
- Regularly trained on latest technologies and provided with best benefits package that aid in job transition.
- Most of our clients have done repeat business with us.
- Our services are offered at very competitive billing rates, rates that are guaranteed not to change during the life of your assignment.
- You are guaranteed that our contractors will stay for the entire assignment.

What is RPO?

Recruitment Process Outsourcing is quite simply using the expertise of recruitment professionals to manage the internal recruitment in your business.

Recruitment is a complex procedure that requires thought and planning

- Company staff needs analysis
- Recruitment and budget planning
- Assistance with recruitment process development
- Conducting recruitment drives
- Employee induction
- Talent Management program

What's in RPO for me?

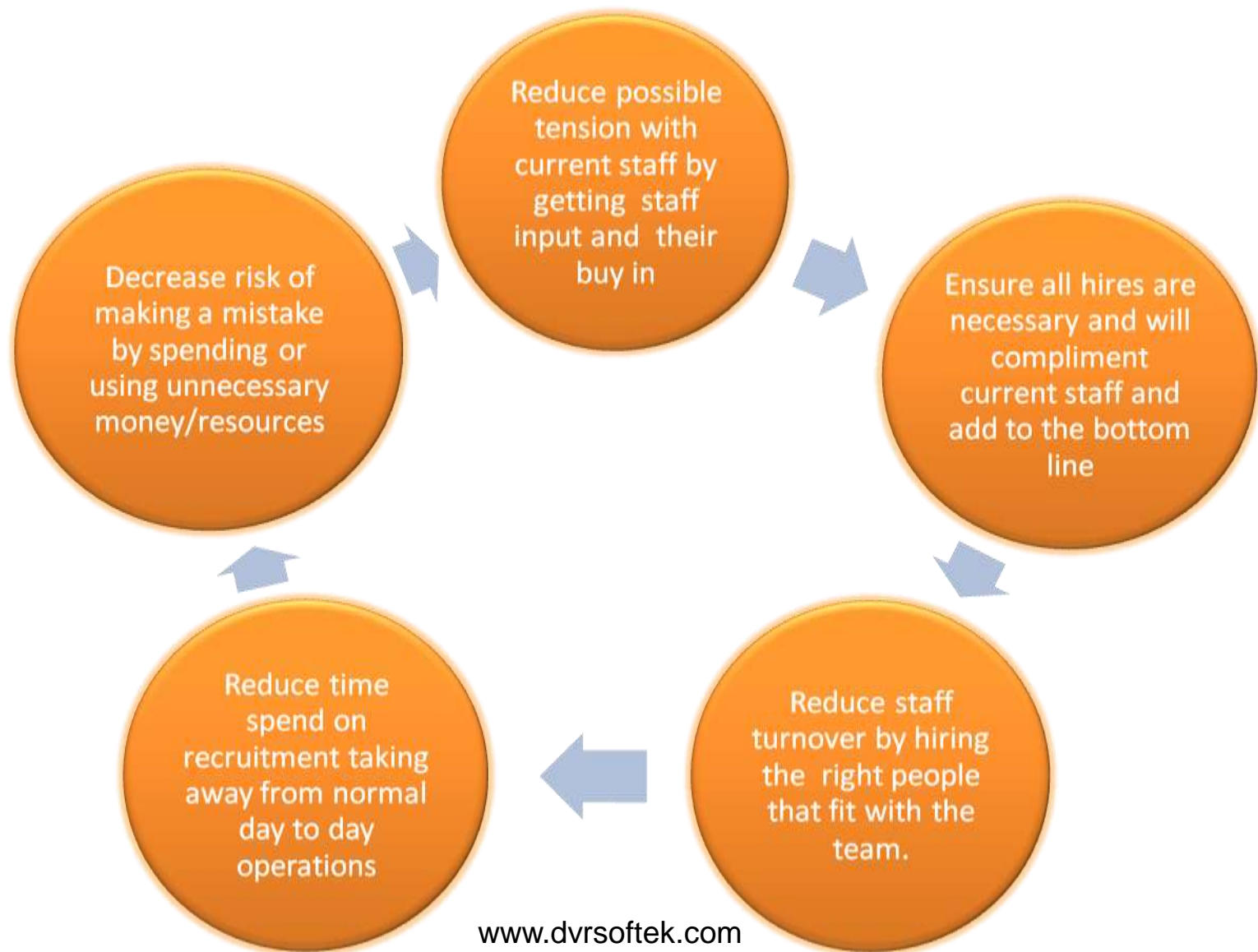
- Time. Enabling key personnel to get on with growing the business.
- Gain access to a team of professionals for a fraction of the cost.
- Have a consultant who can assist you with end to end recruitment planning and role out.
- Reduce the total fixed and variable costs associated with recruiting.
- Scale recruiting capacity up or down on-demand.
- Institute a consistent and predictable recruit-to-hire process.
- Increase candidate quality.
- Reduce time where roles are vacant.
- Increase hiring manager satisfaction and have required staff in place so the business does not suffer.
- Assist with marketing and enhance employment branding.
- Reduce turnover and impact on business & other staff members.



- Discover the current and future talent needs for the company.
- Budget planning & analysis.
- Identifying recruiting timeframes.
- Media strategy – best route to identifying talent.
- USPs and how to market yourself to attract the right calibre candidates.
- Identify the possible hidden costs of recruitment process.
- Cost of induction, training and staff integration.

Recruitment takes a well thought out plan and the assistance of experienced professionals

Benefits of Proper Recruitment Planning



How to manage the relationship with your RPO provider?



- Ensure you are clear on what your recruitment goals are.
- Work with your RPO provider to conduct analysis of your current recruitment process and see where processes need to be changed or created.
- Ensure you communicate with your RPO provider as you would your internal staff. Company changes effect them too.
- Create a measurable set of KPI's that are achievable and are understood fully by your RPO provider.
- Ensure your RPO provider is aware of all the applicable policies that will effect recruitment. Ensure the RPO's processes are aligned with the organisation's.
- Ensure regular meetings with your RPO to discuss progress and any required process changes.
- Give honest feedback to both positive and any possible negative feedback. Awareness of issues will lead to improvements.

Offshore Infrastructure

Global Delivery Centers currently operational in Bangalore, India.

- Facilities can accommodate up to 50 workstations
- Few offshore projects currently in execution
- 24x7 high speed T1 internet connectivity in place
- Adhering to industry standards for network and physical security
- World class training set up in place

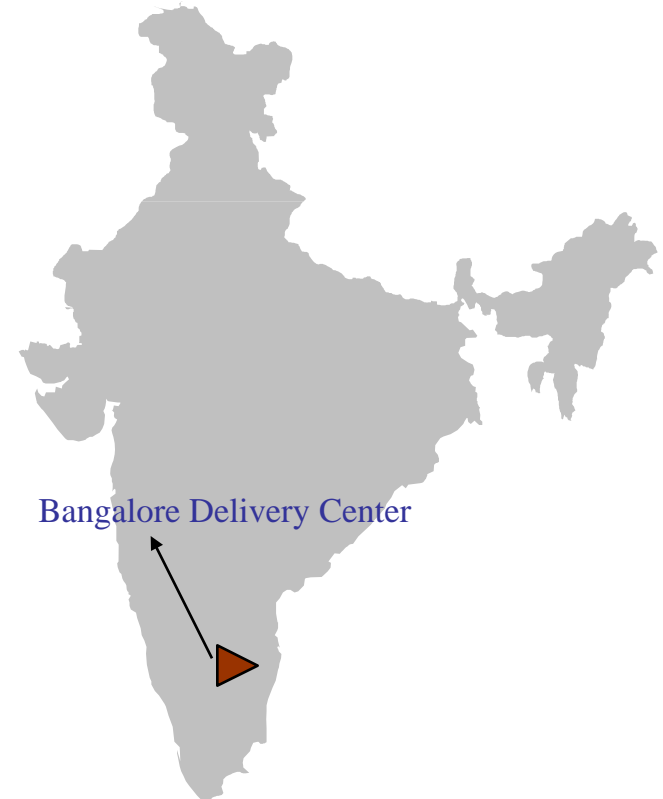
Top of the line hardware and software in place, including

- SAP, AS/400 , UNIX and Windows NT Servers

Highly mobile workforce supported by a dedicated visa department

Access to key resources through an established recruitment engine

- Strategic “bench” in place
- Quick turnarounds for staffing on projects
- Located near **IBM, DELL, SAP Labs, Accenture and iGate Global, India**



Our Clients:

Automobile Spares



Hi-Tech



Retail / Consumer Goods



Manugractinguring



Education / Book Publishing



Consumer Goods



AS/400 System Administration

- Providing 24x7 services for client's onsite / Offshore System Administration Support for their North American operation

System Functionality

- Performing Media Management task in BRMS.
- System Performance monitoring and tuning.
- Troubleshooting of system resource and upon user request.
- Monitoring periodically for system messages and jobs utilization.
- Creation and Managing of all objects in system..
- Robot Job Scheduler

Environment / Tools

- AS/400
- IBM Websphere, J2EE, DB2 Triggers
- DB2
- Essbase, Alphablox

Achievements

- Project cost reduced by 27% due to efficient project management and Offshore development
- 25% reduction in project development time
- Coding, Enhancements, Optimization, Unit Testing and part of Integration Testing was successfully done from our Offshore delivery center in India

Summary

Plan your recruitment drive carefully.

If you do not have the expertise the wisest and cheapest solution is to hire a recruitment professional.

Analyse and track costs both hidden and fixed.

Create a clear strategy to attract and recruit the right staff.

Never hire the wrong candidate no matter what.

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