



# Paridhy<sup>✓</sup> Staffing & Consulting LLP

HR Solutions for Knowledge Economy

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

**We are a full-service specialty staffing firm** providing permanent staffing services for the knowledge economy. We have come a long way since 2004, the year of our inception and have evolved into a rich and vibrant organization. We have excelled in meeting and exceeding our clients' expectations, every time. We manage full life-cycle staffing for your recruitment or expansion programs; we are a thoroughly professional, mature and dependable organization, with a great track record... We take the time to understand your needs, your processes, and your organization's culture to find the right fit – every time. Our knowledge and experience in completing staffing assignments, with diversity, enables us to source, identify and deploy the "best fit" candidates, significantly saving time and costs to our clients. We credit our success entirely to our clients, who firmly believe, that the quality of their human resources, is the only true differentiator to their success.

**Why Paridhy?** We pay great attention to the role and responsibilities, whether in technology, operations or support functions, marketing or sales, HR or administration, finance or accounts. We believe that roles vary with products or services offered, domains to be targeted, sold direct, or indirect, delivered thru a distribution channel or over the net. You may have technical support roles, presales or post sales, client facing or indirect, we provide the best-fit candidates, once we are sure of your exact need.

**Our ability lies in delivering the right resources, just in time,** with a quick turnaround to Clients' business and staffing needs. Our Staffing Services partnership with our Clients extends to anticipating and planning workforce needs, reflecting peak cycles and workflows. This may scale up into multi-site and even global servicing, entirely depending upon the client's business needs.

**We do not overwhelm you with too many candidates.** Our goal is to save you time, using our comprehensive processes, we make sure that we deliver you **just enough** number of candidates, who are **suitable, reliable, and right skilled**... Our processes for recruiting are rich and discreet.

**We begin** with an understanding of the subtle nuances of your **job description**, we use this to pre-qualify candidates, after an expert resume review and "in depth" personal interview, covering skills assessment, employment history validation. This helps us match hard skills in a way that will drive your long-term business success, to maximize your overall gains.

**Our proven ability to locate, and seamlessly integrate** the best available talent has earned us a solid reputation for excellence, reliability, and unmatched client service.

## Our Industry focus

- Software & e-Commerce
- Banking, Finance & NBFCs
- Digital Marketing,
- Heavy Engineering,
- Automotive components
- FMCG
- Electronics
- Power & energy

## Services

### a. Executive Search

We have dedicated teams of professionals whose focus lie entirely on executive search and leadership hiring assignments. This team focuses primarily on search and selection of middle and senior management, leadership & functional level searches up to CEO / CXO level, based on the specific needs of each client.



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## b. RPO (Recruitment process outsourcing)

**Recruitment process outsourcing (RPO)** is a form of business process outsourcing (BPO) where an employer outsources or transfers full or part of its recruitment activities to an external service provider, like us. We act as your company's internal recruitment function for a portion or all of its jobs. We manage the entire recruiting/hiring process till the joining of new hire. An RPO can improve your company's speed to hire, increase the quality of the candidate pool, provide verifiable metrics, reduce cost significantly and minimize business discontinuity.

**How this works**, we dedicate a certain number of recruiters, for your recruitment, in return of a fixed monthly fee. This team exclusively works on your positions. We offer services with flexibility. e.g., you may only require us to find / identify suitable candidates and schedule them for interview. Or you may even ask us to take them for final selection to joining / on-boarding. We charge you a per-recruiter, fixed base fee every month, which is very cost effective if you have volume hiring. We will be happy to submit a proposal based on your specific hiring needs, to demonstrate the cost benefits, an RPO may offer to you over traditional in house recruitment or even executive hiring.

### Delivery methodology

We, at Paridhy seek to evolve a holistic approach to deliver client specific staffing solutions. We have an eye for detail when it comes to understanding the uniqueness of a position and devise the appropriate recruitment strategy. This includes trying out fresh ideas, out-of-the-box thinking and flexibility to meet the exact requirement of the client. We take pride in being viewed, as a human resources and business services organization, as we strive for excellence in providing the finest resource.

We have a **Current, Large & validated Database** available in-house, to fulfill client requirements for all functional areas & levels in an organization. Drawing on a vast pool of resources we ensure that our clients have access to **best of breed professionals** from the relevant skills / functional areas, delivered to aggressive timelines. When mandated, we also offer our services with a Service Level Agreement & **replacement warranties**.

We also offer **specific assignments based large-scale recruitment** through our time and budget - bound approach, which combines database selection, advertised selection and referencing based search, and effectively fulfills the client requirement, besides being able to discreetly advertise for these positions. Sometimes, **advertised Selection** is an appropriate choice to reach the widest possible candidate base from a variety of backgrounds and skill sets, in a short period of time.

### Leadership

Our founder and CEO **Aseem Arora**, is an MBA from IMT Ghaziabad, 1984 batch. He has rich and diverse industry experience, with leadership roles in sales & marketing, Human Resources, and strategic management. He has co-founded many technology ventures in India and USA taking them to great success. He has recently co-founded another venture in e-learning [www.quampus.com](http://www.quampus.com), with a few veterans IIT/IIM Alumnus. Aseem is also a mentor and coach to senior management. At Paridhy, he is supported by a team of senior professionals, principal consultants, sourcing leaders, senior associates and other support staff.

### Our Value proposition

- **Ability to deliver** "best fit" professionals to your organization, quickly and efficiently
- **Industry Expertise** in diverse Industry verticals
- **Quality with consistency** help you quickly scale up your company's delivery capability.
- **Helping you scale up** by helping you accomplish ambitious hiring timelines.
- **Helps us bond with your success** by cutting your hiring time and costs.