Corporate Presentation

ARNOLD
CONSULTING
Partnering to Succeed

www.arnoldconsultants.com

ARNOLD CONSULTING
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- Arnold Consulting Pvt Ltd was established in the year 2012.
- Ranked among Top 15 Socially Engaged Staffing Agencies in Asia Pacific region by LinkedIn *(from a pool of 60,000 staffing firms)*.
- Extensive experience of recruiting for Technology Services Firms, ISVs and Captive R&D Centers in US, India, Middle East, UK and Australia.
- Leadership team has held pivotal positions in IT majors across the globe and has experience in various technical domains.
- Consistent track record of placing high performing talent.
- Featured in LinkedIn on sourcing purpose driven talent .
- Building a culture of intrapreneurship to grow exponentially .

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LinkedIn: Follower highlights

Top 5 countries

Information Technology and Services	5,360
Computer Software	3,264
Financial Services	1,849
Internet	1,370
Telecommunications	973

Top 5 regions

Bengaluru Area, India	14,347
Hyderabad Area, India	2,002
New Delhi Area, India	1,961
Mumbai Area, India	1,896
Chennai Area, India	1,713

Top 5 seniority levels

Senior	11,896
Entry	9,919
Manager	2,041
Director	1,061
VP	575

Top 5 industries

India	29416
United States	786
Australia	159
Germany	119
United Kingdom	97

Top 5 job functions

Engineering	5,577
Information Technology	3,841
Human Resources	3,154
Operations	1,905
Quality Assurance	1,634

Top 5 company sizes

10,001+ employees	13,890
1,001 to 5,000 employees	4,461
51 to 200 employees	3,120
11 to 50 employees	2,473
201 to 500 employees	2,266

Our Purpose

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Mission: *To challenge, nurture and empower people (employees, clients, candidates) to excel in their pursuit of growth in all areas of life business (personal, professional and/ Business). We believe in playing a significant role in building families, communities & our nation by operating in the space of Talent management.*

About us

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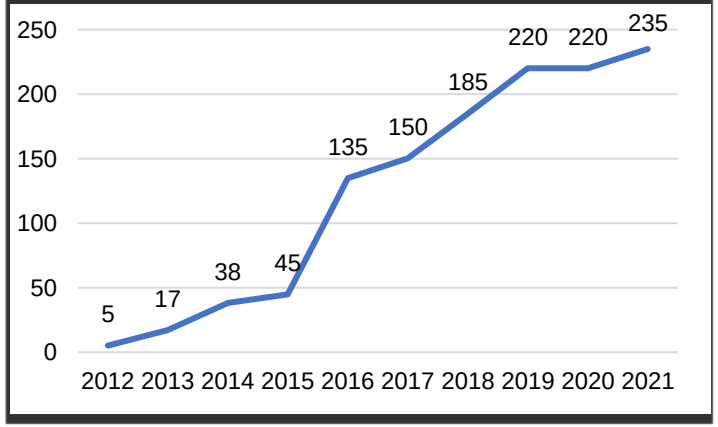
May 2012

Employee Growth



Bengaluru (2012)

Dubai (2014)

Australia (2015)

United Kingdom (2017)

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How are we Unique?

Expertise

Cumulative rich experience of more than 75+ years in the staffing industry across various sectors.

Virtual Pool

Leverage our “ready- to-deploy” resources from our Proprietary virtual talent pool. This comprises of 2000+ skilled and top ranked profiles across 40+ skill set.

Hiring Council

Key team members from Arnold and the client will plan, execute and monitor the progress

Process

Sourcing through unique Talent Acquisition strategies like hackathons, quizzes, opinion polls
Hi-Touch candidate nurturing program

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Service Offerings

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Staff Augmentation

Build-Operate-Transfer	• Support clients to build end-to-end staffing processes & later transfer control to them
Fixed Cost Contract Model	• Provision of service with well-defined deliverables locked-in at a fixed price
Contracts Process Outsourcing	• Effective management of specific recruitment services
Master Services Provider	• Exclusive single vendor services to reduce administration overheads
Rebadging	• Management & transfer of employees from other partner organizations to our payroll
IT Managed Services	• Manage specific business functions to help improve operational efficiency
Academy Model	• Campus to corporate program providing ready to deploy qualified resources

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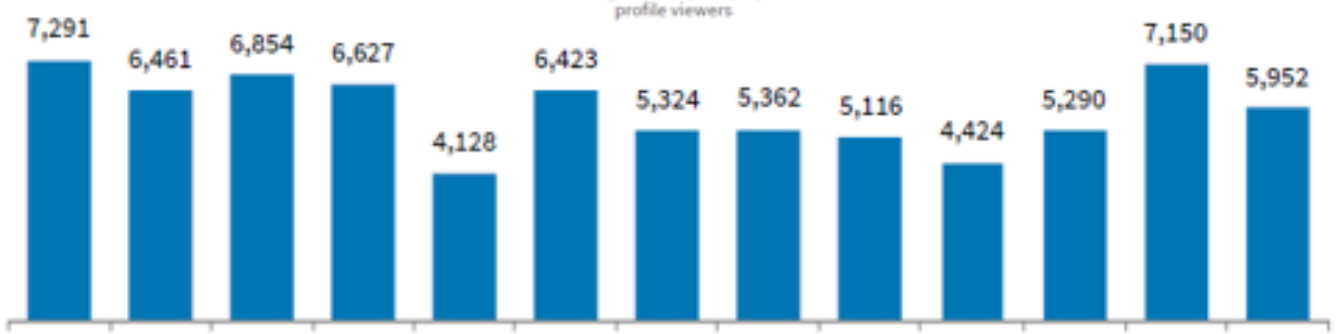
Talent Pool

How are we building our talent pool?

LinkedIn

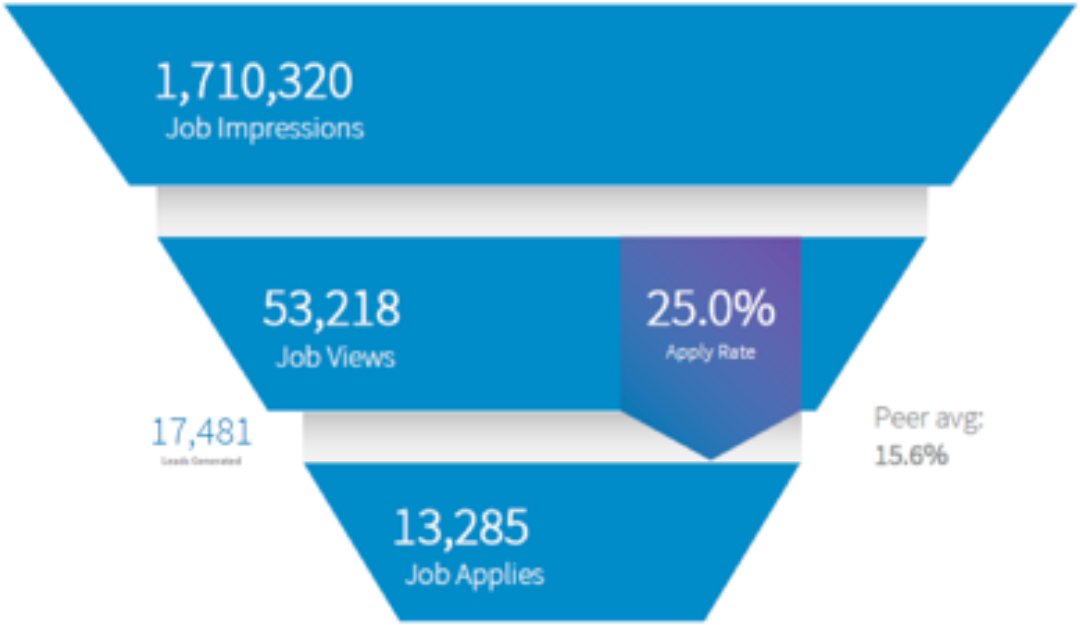
5,877

Average monthly employee profile viewers



Monthly Employee Profile Viewers for the Previous year

Lead generation from our Virtual Pool



Strategy to increase the talent pool

- Social Media Recruitment
- External Recruiting | Job Fairs, Campus
- Talent Sourcing Firms
- Talent Pipelining

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40,000+ followers on LinkedIn

Ranked among the **TOP 15** from over **60,000** staffing firms in the Asia Pacific region

Extensive **Experience** of recruiting for Technology Services Firms, ISVs and Captive R&D Centres

Expertise: Cumulative rich experience of more than **75+ years** in the staffing industry across various sectors.

Virtual Pool: Leverage our "ready- to-deploy" resources from our Proprietary virtual talent pool. This comprises of 2000+ skilled and top ranked profiles across 40+ skill set.

Process: Sourcing through unique Talent Acquisition strategies like **hackathons**, quizzes, opinion polls

Hi-Touch candidate nurturing program

Offices in India, Australia, UK and UAE

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Resource Mobilization

Forecast

- **No. of positions** – as specified by the client
- **Time frame:** to be decide by the client.
- **Hiring Council:** Key team members from the client and Arnold will plan, execute and monitor the progress.

Candidate Search

- Direct hiring
- Requirement to be published on all leading job portals – LinkedIn, Naukri, TIMES JOBS.
- Talent search through Target Companies and Startups.

Alternate Search Approach

- Leverage referral network
- Job posting and sharing of posts in LinkedIn.
- Specific search launched on Social Networking sites – LinkedIn / Facebook / Twitter
- Requirements to be published on IT journals
- Arnold's active Virtual Pool (2 lakh plus pre-screened CV's)
- Conduct Quiz, Hackathon etc.

Interviews

- Prescreening for Leadership and behavioral traits
- Weekly scheduled Recruitment drives
- Multiple candidates interviewed during the event (ensures less waiting time to the candidate)
- Arnold recommends clients to complete interviews within two days to ensure higher closure rates
- Aim to have the "open – to - offer" cycle time between 20-30 days
- Progress Review to be done every 3 days

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Resource Mobilization

Employment Deal	Compensation	Post Offer Connect
• Best candidates are passive job seekers • Showcasing growth prospects with the client to promising talent • Seek to hire for skills, potential & performance • Salary to be commensurate with experience, skills, potential & performance	• Arnold will advice the client on industry best practices • Premium Skill Bonus (PSB) to be assigned to all niche requirements • PSB to be offered as recurring benefit • Joining bonus / retention to be used with discretion	Arnold recommends the following to ensure high levels of engagement with potential hires: • Hi-Touch Program • Onsite visit to client office • Phone calls • Breakfast / Lunch meeting with the hiring manager • Assigning buddies from delivery team to connect with candidates regularly • Ensure on-boarding time to be between 30 – 45 days

Predictability Scorecard:

Arnold evaluates a candidate on 10 different parameters and highlights the probability of a candidate joining the client . Proactive retention strategies is recommended for highly skilled talent with low probability of joining.

Predictability scorecard enhances the offer-to-join ratio.

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Clients

Over 60 Clients Worldwide across diverse industries

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Testimonials-A partial list

Hettich

Arnold Consulting has consistently met the needs of our organization and often exceeds our expectations with the people they provide. They have proven the ability to learn our management style and teams overall skill set needs. Although forming teams can be challenging, Arnold Consulting reduces a lot of the stress with finding talented professionals. For the past 1.5 years they truly have partnered with our organization. I can confidently rely on Arnold to match our organization's needs as we have grown and evolved. **Alok Kumar Sahu, Head – HR, Hettich Competence Services Pvt Ltd.**

Walmart

"I have worked with Arnold Consulting for a year now. Since then they have proved to be a most reliable and effective business partner. They are professional and efficient in their approach. They have supplied us with a variety of personnel needs. We continue to use Arnold because of the exceptional quality of employees they send us." **Gurucharan, Director – HR, Walmart Labs, Bangalore**

TOSHIBA

"I thoroughly enjoy dealing with Arnold Recruitment's Temp team as they offer a truly professional service that always deliver us with the right person that will fit our business." **Vincent Xavier, Board Member, Toshiba Software (I) Pvt Ltd**

L&T

We have been very pleased with the recruiting efforts of Arnold Consulting. They have played an important role in the growth of our company and have taken the time to understand the business and culture of L&T InfoTech. Arnold Consulting knowledge and experience has helped us successfully recruit top talent year after year. **Padmakar Shet, Recruitment Head, L&T InfoTech**

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Contact us

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