

ASCENT➤
your recruitment partner

www.hr-ascent.com

Vision

ASCENT to perform as its client's extended HR team and always ranked their most dependable HR service provider.

Mission

ASCENT strives to provide most apt human resources to its clients' and to empower job seekers in their career progression.

Corporate Identity

Our priority is People, Relationships and Business.

Established in 2006, **ASCENT** is your recruitment and executive search partner with 10+ years' experience in the job market. Our reputation, discretion and consistent track record of successful placements have helped us build strong and trusted relationships with a client list that comprises global corporations, SMEs, regional establishments and government institutions.

We have continued to expand and strengthen our position as a partner of choice through our focus on total satisfaction of clients and candidates, leading to mutually satisfying outcomes.

ASCENT Advantage

Rapid access to best candidates

By working with **ASCENT**, you will gain access to a vast pool of available candidates due to our long-standing prominence in the market, regular media presence, and a fully searchable database of over 50,000 quality candidates.

A generalist recruiter, we also tend to attract the widest range of talent available. This greatly increases your chances of finding the outstanding candidate your company wants and needs

A time-efficient, cost-effective solution

An unfilled vacancy is a problem that can unbalance an entire department or company. We save you valuable time by focussed candidate search, pre-screening them and arranging interviews on your behalf. We will always work with you to get a comprehensive job brief, in order to ensure a smooth and successful recruitment process.

A large and experienced recruitment team

Our greatest strength is the people who work with us. We carefully train and support our staff to ensure that you enjoy a high standard of attention and service. **ASCENT** is large enough to offer full-spectrum recruitment service, yet flexible enough to provide a bespoke service to our clients.

Local experience; local expertise

ASCENT has been at the forefront of the recruitment industry in the region since 2006. You benefit from an unmatched level of local knowledge, professional networks and cultural awareness.

A Focus on Quality

At **ASCENT** we practice 6 tools (DMAIC approach) for continuous improvement and ability to deliver most cost effective quality HR services to our clients.

The security of a 3 month guarantee

Our service comes with a 3 month guarantee on all placements.

Services

Contingency Search

A customized contingent search employs a combination of direct recruiting, referrals and advertising on a local and regional level. A success-based search, our service focuses on mid-to-senior level positions and the search fee is billed only upon candidate placement.

Retained Search

A retained search is preferable in cases where a company has a senior executive level position that requires a candidate who will hold key leadership responsibilities and whose services drive the overall organizational success. Given the strategic importance of this position, there is often a degree of urgency and confidentiality which accompanies this type of search.

Our retained search services focus on senior executive level positions on an exclusive basis. The fee structure would be determined by the specifics of the search.

Turnkey Project Search

Our search services cover turnkey project recruitment solutions to address regional expansions, launch of a new division, assisting start-up enterprises or enterprises relocating their operations to the region. The search specifics and delivery timelines would shape the fee structure.

Recruitment Outsourcing

This includes a team of dedicated head hunters from **ASCENT** to assume responsibility for our client's in-house recruitment function as an outsourced HR extended team. This is done by managing the entire recruitment/hiring process, from job profiling all the way through to hiring the selected incumbents.

HR Policy and Process Manual

This includes **ASCENT** developing comprehensive HR guidelines for the client organisation with regard to standards of excellence, terms of employment; employee development and employee services. This may also include Employee Handbook.

HR Process Audit

This includes an in depth analysis of the HR function by reviewing current HR practices, policies, and procedures, and may include benchmarking against organizations of similar size and/or industry.

The audit report is a comprehensive description of HR activities that includes recommendations for effective practices and improving practices that are less effective.

Practice Focus

Our recruitment expertise can help you to find the right candidate, save you time and money, besides scaling up productivity as successful companies are driven by the power of talented professionals.

Our practice focus across industries and functions as listed below and long presence across PAN India has raised our competence to a level that enables us to identify the right talent, keeping in mind core skills, experience, cultural dynamics and linguistic capabilities.

Our mandate includes roles ranging across all levels of organisational hierarchy.

Practice Focus.. Contd.

Presently, we are offering recruitment solutions to these industry sectors...

- **Agriculture**
- **Automobiles & Auto Components**
- **Aviation**
- **Banking, Financial Services & Insurance – BFSI**
- **Biotechnology**
- **Consumer Durable and FMCG**
- **Education**
- **Engineering**
- **Food Processing**
- **Healthcare**
- **Infrastructure**
- **IT and ITeS**
- **Media and Entertainment**
- **NOT-FOR-PROFIT Organizations (NGO)**
- **Oil and Gas**
- **Pharmaceutical**
- **Power**
- **Real Estate**
- **Research and Development**
- **Retail and E-Commerce**
- **Services**
- **Steel & Mining**
- **Telecommunications**
- **Textiles**
- **Tourism & Hospitality**

... and counting

Methodology

Every search assignment is unique for us.

Our experienced consultants have long successful careers in the recruitment industry/industries they represent and bring an invaluable depth of experience & insight and use their knowledge, skills, discretion and judgment to ensure the optimum shortlist for every position.

Our Headhunting process consists of an exhaustive, well-tested and proven methodology as follows:

Contractual Agreement : Before any engagement, a Contractual Agreement will take place between both parties, stipulating the applicable conditions whenever a client decides to hire any candidates presented by **ASCENT**.

Defining the candidate : Client's distinctive needs, role analysis, and an in-depth understanding of the corporate culture helps us to define the nature of the ideal candidate, the required skills set, behavioural attributes and experience, further underscored by location, geography and the nature of the business.

Strategy of recruitment: When you work with **ASCENT**, you will be allocated a dedicated recruitment consultant who acts as an account manager and makes every effort to fully understand your organisation and requirements. Maintaining one point of contact ensures ease and consistency. The consultant will keep you informed throughout the recruitment process and will offer advice and suggestions as required.

Screening of candidates: A series of face-face interviews enables us to rigorously assess the talent, experience, suitability and fit. We then act on the company's mandate and educate the candidate about the company, the position and its responsibilities, and the scope it affords for personal advancement.

Client/Candidate Interviewing: We prepare the client and candidate for productive interviews and complete reference checks for the leading candidates of merit. We also build goodwill with those candidates that are out of the final loop.

Securing the best candidate: We facilitate the last interview process with the final candidate and work with the client on a closing strategy, which we execute to secure the best candidate.

Offer negotiation: Our experienced head hunters are fully capable of managing the final negotiation process by presenting the offer to the selected candidate, in case our clients wish us to do so and facilitate acceptance of the offer to conclude recruitment.

Integration: Once selected, we work closely with both the client and the candidate to ensure they are integrated quickly & effectively into the organization.

Our Commitment & Ethics

At **ASCENT**, we practice and always committed to ethical business practices.

- We put our best efforts to assess candidates' keenness towards the given opportunity & his overall fitment into the organization for stability.
- We, at all time & in all conditions maintain confidentiality of information we are provided with, by our clients for this purpose.
- We work closely with your HR team to thoroughly understand the purpose of any given mandate and accordingly focus to provide most suited candidate.
- We never ever offer any sort of candidature to the employees of our clients.
- We take utmost care to fill up all handled mandates with the best possible talent available.

OUR ESTEEMED CLIENTS...



... and counting

THANK YOU !

This calls for our team to possess sensitivity, rigor and demands a high degree of positioning and persuasion skills. At **ASCENT**, client will always have the advantage of dealing with the best suited consultant, committed to provide the highest level of service.

We are glad to share our corporate insight & methodology with you and look forward to work with you and feel good by delighting you with our best services always.

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