



EliteRecruitments:

Recruitment & Employment Confederation (REC) has reported that recruiters led to more than 1 million permanent and temporary placements in 2017/2018. REC has further predicted that in 2019/2020 more than half of all open vacancies will be filled by recruitment agencies.

You may have known that, at a basic level, the idea of a recruitment agency is to assist job seekers to find new opportunities while helping organizations get the most suitable person for their open positions. Unfortunately, very few of us know all the other goodness that comes along with a recruitment agency.

Here are some advantages you can expect as a company

- Makes the hiring process easier and a lot quicker
- Gain access to market competitiveness insights
- Let you focus on other aspects of HR like resource planning & welfare
- Gain insights about people - organization fit
- Leverage established relations with a large pool of candidates
- Improve conversion ratio through specialized skill assessment
- Follow up till the candidate onboard so saves time, resource and energy

Here are some benefits for a job seeker.

- It saves a lot of your time in searching for different positions
- Share their excellent knowledge of the job market
- You get access to regular updates & support which is not feasible for HR personnel at hiring organization
- Can advise on the suitable openings for you
- Gain insights about people - organization fit
- Can help in career guidance

EliteRecruitments is committed to bringing exactly these above-mentioned advantages to the table.

Committed to bringing opportunity & talent together, EliteRecruitments is nominated amongst the top 20 BFSI recruitment companies by Silicon India. For a company to start with no connections and rise up to work with so many major players in the industry in just five years is



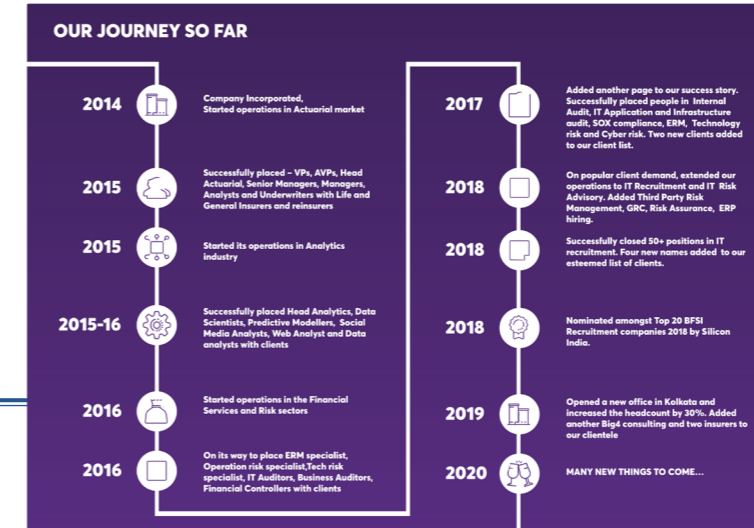
Shagun Gupta | (Founder & CEO)

an achievement. Known for their extensive networks, strong industry knowledge and specialization in both temporary and permanent staffing solutions, the agency aims at creating a tailored, transparent recruitment experience, encouraging honest feedback and continuous improvement in services.

Here's a quick glimpse of the conversation we had with the Founder that will provide some exclusive insights

WHAT SYSTEMS DO YOU USE WHEN SCOUTING FOR TALENT?

Our biggest strength is keeping ourselves updated on the latest industry trends and actually learning about the skills we are hiring for. Unlike most of the recruitment agencies, we don't just look for relevant keywords in the resume, we try to understand the combination of technical &



behavioural skills that are needed for the position. That is part of the reason why our CV screening ratio is very high.

We have a dedicated team of consultants, holding rich experience and expertise in their respective industry verticals. They enable us to deliver the best talent to our clients. Our experts constantly interact with the candidates, supporting our clients right from listing and to the final positioning of candidates for mid to senior-level positions, across various fields of our expertise. From identifying prospective candidates to selling the company's vision and securing the new hire at the right salary level, we're experts at making sure our clients recruit the right people.

HOW STRONG & RELIABLE IS THE AGENCY'S TALENT POOL?

Over the years, we have built up an extensive candidate network and each consultant also has a personal network of contacts from which to gauge interest and solicit referrals. Part of the reason for our strong network is that we establish personal relationships with people. We listen and remember what they tell us, give the right advice and keep our commitments. As a result, when people are looking for a new role they prefer to approach us over our competition in the market.

IN THIS AGE OF TECHNOLOGICAL BOOM, HOW DO YOU KEEP YOURSELF UPDATED WITH THE LATEST MARKET TRENDS?

The technology boom has come now but we have been on it since our inception. We have been extensively using social media for recruitment and were using a much simpler CRM system earlier which now due to the increased demand we have replaced with Recruitech.

Technology, for sure, is the lifeline for a recruitment agency. We keep ourselves updated about the industry through job portals, social media networks and have worked closely with an agency to build a tool called Recruitech that helps streamline our process and automate regular tasks. This helps us to keep an audit trail of past interactions and also focus our time on more thoughtful interactions. Over the years, we have been successful in building up an extensive candidate network.

WHAT INDUSTRIES DOES THE AGENCY SPECIALIZE IN?

We specialize in Actuarial, Analytics & AI, Financial Services, Risk Management, Insurance Services, IT and Management Consulting. We started in 2014 with specialization in Actuaries. Over the past 6 years, we have been working on building expertise in the other verticals in a phased manner. We do not enter a new vertical until we are prepared with knowledge and strategies to bring value to our clients.

WHAT ADVANTAGES DO ORGANIZATIONS GET IN WORKING WITH YOU?

We are professional and make realistic commitments and then work hard to ensure that they are met. We use previous feedback from both the hiring organization and the professionals to find the best fit between an organization and a potential candidate. We work as an extension of the HR team of the organization and provide reliable support on market trends & competitor insights when needed.

FROM A JOB SEEKERS' POINT OF VIEW, HOW DO YOU MANAGE THE PROCESS?

Our consultants are there at every step throughout the journey of searching for the dream job until the candidate gets one. We present the opportunities that are the best fit for them, arrange & help prepare for the interview, offer career advice, provide regular updates and overall hand-hold the candidate during the process as needed.

HOW DO YOU DEFINE SUCCESS WITH CLIENTS?

A true testament to this is the fact that we receive 90% of our business from referrals and satisfied repeat clients. We do zero marketing and limited outreaches. We truly consider that we are an extension of our clients' reputation and image and work meticulously to honor our commitments every step of the way. Our clients appreciate our pattern of going out of our way to help them at their time of need & crisis.

EVEN WITH THE MOST RIGOROUS AND THOROUGH SCREENINGS, TESTS AND INTERVIEWS, SOMETIMES A CANDIDATE JUST ISN'T THE RIGHT FIT. WHAT IF THE PLACEMENT DOESN'T WORK OUT?

While a good consultancy will issue a refund or help find a replacement, we actually take a step forward and work out the reason the placement didn't work out in addition to finding the right replacement. We have never compromised on quality in order to secure a commission. Our focus is always on finding the right people for our clients with a view to establishing successful long-term relationships