

Proposal For Services Addwiser Corporate Services

Contact: Prince Paul George (New Business Acquisition)
Phones: +911146511888, +91117042715916,
Email: g.paul@addwiser.biz, connect@addwiser.biz,
Website: www.addwiser.biz (beta)
Address: K39, 3rd Floor, Lajpat Nagar 2, Delhi-24

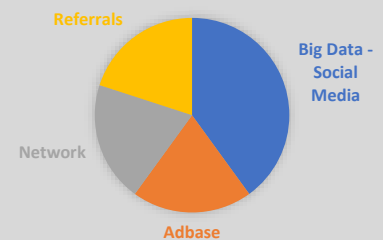
About Us

The war for talent, spiralling unabated since the noughties, has made career selection, recruiting and retaining candidates extremely competitive, if not intensifying and defining. Recruitment is our forte, where competitive talent is a bulwark against corporate mediocrity, we at Addwiser Corporate Services (**Established in the year 2000**) believe in collaboration and engagement, helping our clients build teams from ground up. The same holds true for our contented candidates, whom we have ever so meticulously and conscientiously, assisted in optimising their career graph. **Keeping up the good work**, the mantra which we zealously embrace, is a testament to our grit and temerity. We having been **serving clients across domain, hierarchy and function**. Hiring for countries across globe (Indian Subcontinent, Singapore, Dubai, Germany, UK, US). In the past several years we have grown from a **team of two to 15** in count with **two offices in India (Delhi & Kerala)**.

Methodology - Why Addwiser ?

Recruiting is a people business, and we are masters in understanding people. Today everything we do is increasingly leaving a **digital trace** (or data), combining **social media** and **big data** creates a wonderland of possibilities. This, sprinkled with the good old **“human judgment”** – relentless brainstorming, research, referral system, reliable networking, market intelligence and **an extensive inhouse database – Adbase - a de facto powerhouse of professionals** hired, approached, assessed across the spectrum - gives Addwiser a strategic edge to transform and optimise your hiring process with lesser drop outs, lesser TAT.

Solutions driven from start to finish, our proprietary tool **Hireup** has been helping our clients for the **past two decades** to address key business needs and identify the world-class talent needed to execute on their strategy.



360 Degree Approach | Hiring – Process, Tools, Clients | Strategy & Technique

We research, seek out. We scout for the best. We whet. We present. And, we follow through. In short we help you beat your hiring blues. Our credibility and industry knowledge gives us an edge to detect such well-rounded executives, through an evaluation process aligned with our clients'. Once **identified** candidates are assessed with speed, dexterity and confidentiality, to ensure that skills, fitment and long term compatibility reigns.

Not to ignore, **our experience and inhouse database** provides an invaluable *repertoire of candidates* both active and passive. Multitude of our clients trust in us because “we deliver”. After identifying and evaluating candidates, the finest ones are put forth with consultant assessments. Addwiser believes in **thorough and accurate due-diligence**. Negotiations can be challenging, but our skilled team maintains open communications with you and the candidates, **facilitating the negotiation process** to its successful completion. After an acceptance, we **partner with the candidate for a smooth transition to your company**, follow ups right from resignation, till onboarding. A trustworthy, and personal **Point of Contact** ensures that the entire process is seamless and undaunting

*“360 Degree Approach
coupled with 3D
Methodology delivers”*

We use a **3D methodology** of search which enables us to target **360 Degrees** using appropriate tools and process, salient features of our service are enlisted below:

- **Adbase:** Our internal database (Adbase) is a result of more than decade and a half of our rich experience containing close to a million active and passive profiles
- **Web Methods, Social Media: Passive candidates are a tour de force**, who can be ignored only at one's peril. A highly visible and active presence in the world of social media; including LinkedIn, Facebook, and Twitter, helps us in engaging dialogues with such bright, accomplished professionals .
- We have a strong online presence, we use web tools like **Twitter** (Close to 1000 quality followers for our group, Plus many individual followers), **LinkedIn Page and Groups** (20000 plus followers), **Facebook Page, Stack Overflow**, Github etc to target active as well as passive candidates
- **Networking & Market Intelligence:** We own an ever reliable reference network coupled with experienced market research team ready to deliver when it comes to **sourcing passive profiles**, providing dependable market knowledge and trends. Expert usage of **x-raying, strings** search further fortifies our techniques
- **Communication & Research:** Listening to our clients, to understand their hiring objectives, to discern, beyond what the job entails, helps us become a seamless, complimentary partner to you. **Our deep delving research into your organisation, your competitors and the marketplace ensures** that we understand the hiring needs and requirements, to identify the most suitable talent.
- Regular **Client Connect Programs** (Personal Meets, Conference Calls, Feedback Calls etc) requires us to maintain a steady, symbiotic communication with client and also enables continued understanding of the business process, changes and hiring strategies.
- **Braincenter Approach: Brainstorming** done by the project team on the requisition to arrive at the right hiring strategy and solution - from **target companies, to matching the KRAs of the potential candidates**, all aspects of the search are thoroughly discussed to arrive at the effective, tailor made solution for our clients. This approach further fine tunes and helps us to focus on the right candidates, especially the passive one. At Addwiser, we do not discount any ideas, every opinion is heard and it helps!
- **Clients: Microsoft, Thermofisher Scientific, TE Connectivity, EZops, Mahle, Sapiens, Stryker, KPIT, QAD Etc.** Clients trusts us to deliver quality, everytime, on time! We have been instrumental in handling difficult projects and assignments – from hiring the core team, managing recruitment events in Tier 2, 3 cities to head hunting and scouting for unique technology stacks. Few of our success stories:

Thermofisher Scientific, India

(Lifesciences & Biotechnology): Past year we have closed several challenging senior level assignments like, **Director – Focus Accounts, GM – Government Relations, GM – Sales (Equipment)**, these requisition required us to research deeply, draw a list of close to 50 target companies across India, we used our networks and social media (LinkedIn, to connect with numerous professionals with the right skill set, engaging with them through regular, discreet messaging and communication we also formed a strong professional relationships, then backups were created and we eventually closed these requisitions in record time of 4-5 months **without a single backouts!**

TE Connectivity, India

New client for us, also the domain (Aerospace, Defence) too was new to us, despite that **within 2-3 weeks of our induction** into the vendor team we were able to close 3 critical roles. Tools used were referrals, twitter, linkedin and our internal database (Adbase)



Swift Closure

Microsoft, India

We have been a consistent **preferred vendor for Microsoft, for the past 15 years**, and have worked on plethora of requisitions across hierarchy, business units, technology stack and divisions. Addwiser has worked with the Microsoft team in more than **100 recruitment event** PAN-India. We have worked with BUs: IGST, MGD, GSMO. Closed positions like Director, Business Analyst, Application Development Mgr, Support Engineering Manager etc.

Appreciation Received

Star vendor - Keane India, Preferred Valued Partner (15 Years) – Microsoft, Valued Partner – Arvato, ThermoFisher etc.

Synopsis of Work

Some Roles/ Positions closed: CTO, MD, Finance Controller, Heads (HR, Sales, Marketing, Finance, IT, Engineering/ Business Unit/ Practise/ PSO), VP, Director, GM, AVP Sr. Mgr & Mgr, Project & Program Mgrs, Support Engineers, Inside Sales, Support Escalation Engineers, Technical Advisor, Project & Team Leaders, Engineers (Sr.), Channel Manager, Business Analysts, Consultant (Sr.), Project/ Program Manager, Pursuit Leader, Staffing Manager, EA, Architect, Developer, Engineer (Sr), TL, GL, Executive/ Recruiter, Scientist, Evangelist, Specialist, CA, Staffing Consultant (Sr.), Sr. Consultant, Consultant, Application Development Manager, Technical Account Manager, Developer Audience Marketing Manager, Account Technology Specialist, Licensing Sales Specialist, Executive Assistant, ISV Developer Evangelist, Solution Sales Specialist, Solution Specialist EPM/IW, Major Account Manager, Business Development Manager

Functions & Domain : IT, ITES, HR, Sales & Marketing, BD, Finance (Managerial level, heads), Administrative, Production, Manufacturing, R&D, Scientist, Business Accounts, Safety. IT/ITES, Telecom, BFSI, Automobile, Healthcare, Pharmaceutical, Retail, FMCG, Aero-Defense-Marine, Logistics.

Some of the technologies we have worked: BI, Java, Microsoft Stack (Skype for Business/ Microsoft Teams, Windows, Dot net, C++, C#, Hyper-V, Azure, D365, Microsoft CRM, Microsoft NAV, Dynamics Ax, Exchange, Exchange Online, SharePoint, SharePoint Online, MOSS, Biztalk, SQL Server, Networking, IIS, SCCM/ SCOM), E2E Java, FullStack, Oracle Stack, Applications, Machine Learning, AI, Embedded Platforms, ERPs, CRMs, SAP, QAD MFG Pro, IT-ITES, E-commerce/ Internet, (OS: AWS, Linux, iOS, Windows, Hybrid Cloud), VLSI, MS BI/Credit cards, Insurance, Healthcare, Energy, Microsoft Technologies, , Cloud computing, Complex Software Architectures, Mobile Applications, BPM, CRM, Analytics, Web Application, Big Data, Hadoop, MapReduce, Pig, Machine Learning NodeJs,, OOAD, Software prototyping. Highly available, scalable, large scale, high performing systems. MongoDB, HBase, Hive, Storm, Kafka, Spark, Elastic Search, Kinesis and Hue, VMware, Cloud Computing (IaaS, PaaS, SaaS), Oracle EBS, Progress/ 4GL, Ramco ERP, JD Edwards, Salesforce. Full MS Stack, Developer Support – Dotnet/ IIS/ Biztalk Dev or Admin, Sharepoint Dev/ Admin, Azure, Active Directory, SQL, Exchange, Exchange online, ERP – CRM/ Axapta, UC – Skype/ Skype for Business/ MSTeams, SCCM/SCOM, Partner Consultant GPS - Azure IaaS, Partner Consultant GPS Azure PaaS, Partner Consultant GPS O365 Exchange, Partner Consultant GPS O365 Lync, Partner Consultant GPS O365 SharePoint, Hyperion, Informatica, Terradata

Events: Handled 140+ recruitment events across India.

Appreciation: Star vendor - Keane India, Valued Partner (15 Years) – Microsoft, Valued Partner – Arvato, ThermoFisher etc.

