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Recruiting top executives can be tricky. You need specialists who can manage large projects and at the same time own the P&L. You need leaders who are as much at ease with quality management as they are with diversity and inclusion. You need a CFO who is not only a seasoned professional but also a great fit for your culture; this is essential to drive the Board agenda for the future. KRISHNA ENTERPRISE understands your context, uses its experienced team to assess the fitment, and engages the candidate meaningfully till onboarding and beyond with its 30-60-90 day contact plan.

Permanent recruitment



You need talent at different levels in your organization to execute the strategy and translate the plans into reality. You need candidates whose resumes not only match the job description (JD), but go deeper than that. KRISHNA ENTERPRISE's team is trained to understand the unique context that defines each JD; we go beyond the resume of a candidate to understand his or her CCA (context, competencies and aspirations). KRISHNA ENTERPRISE brings you candidates whose CCA match your JD and context in the best possible manner.

Recruitment process outsourcing (RPO)



When you recruit in large volumes to ramp up a routine or Greenfield project, you need a smart strategy and rigorous execution. You need a large team; building that in-house is expensive and not in strategic alignment with your long-term business priorities. KRISHNA ENTERPRISE sets up a team and the processes to make sure that your needs are delivered reliably - from end-to-end recruiting to an à la carte of processes. KPI-based outcomes are tracked and managed to meet the requirements.

Our permanent recruitment search process

1. Consultation with the client company

Our consultant will either visit or call the client company for a detailed discussion on the search criteria and current efforts to fill the role. If not already in place Terms and Conditions will be confirmed at this point.

2. Screening and preparation of a candidate list

Based on the information from the consultation, the consultant will prepare a list of candidates to be screened by Krishna Enterprise using our abundant database, online resources and Krishna Enterprise's wide reaching networks. Our consultants consider not only technical requirements but motivation and cultural fit.

3. Candidate interview by consultant

The consultant will meet with the candidates listed to discuss the role directly with them considering experience, skill set, language proficiency, interest in the position available, and their "fit" with the client company. Only candidates who meet the criteria and express an interest in your company will be submitted.

4. Arrangement of candidate interviews

The consultant will recommend screened candidates to the client company and serve as a direct liaison in arranging for candidate interviews by the company.

5. Feedback on interviews, signing of contract and negotiation of terms and conditions

Throughout the interview process, the consultant will provide feedback to both the client company and the candidates. Should the company make an employment offer to a candidate, the consultant will negotiate on the candidate's behalf such terms and conditions as annual compensation, working conditions, and start date.

6. Hiring

Once the client company and the candidate come to an agreement on the terms and conditions, the hiring decision is finalized and an employment contract is signed. Krishna Enterprise fee will generally be invoiced at this time. Should the successful candidate leave the company for personal reasons within a certain period after hiring, a replacement and or refund will be provided as per our signed Terms and Conditions.

7. Aftercare services

Krishna Enterprise are professional advisors who provide the best recruitment solutions to client companies. Their work does not end with the introduction of talent to client companies but continues into providing aftercare services. Following each placement, our consultants maintain regular contact with both client and candidate to ensure that the two are able to maintain a good relationship that allows for a satisfying and successful work experience over a long period.