



www.blueoceaninternational.in

Experts in **DOMESTIC HIRING - MID, SENIOR, LEADERSHIP/CXO**

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Company Introduction

Blue Ocean International Consulting LLP is a vibrant, rapidly growing boutique firm in Talent Hiring domain. We are committed to helping organizations to increase their productivity through better use of their human resources and to enable companies to achieve real competitive advantages. Our skills and expertise cover a wide range of activities and initiatives.

We provide hiring and consulting services in both sectors- DOMESTIC AND INTERNATIONAL. In Domestic Sector, we provide hiring services to clients across India in industries like Pharma, Lifesciences, Healthcare, Devices and Diagnostics (Manufacturing and Sales), Chemicals, Food Catering, Entertainment, Iron and Steel, Insurance, Banking & Finance, IT, ITES(BPO/KPO), FMCG, FMCD, Textiles, Retail, Manufacturing, Logistics, NGO and others.

We work across these sectors, employing a simple yet effective approach for each assignment of any client. By developing long-term strategic partnerships with Private and Public sector organizations, we are well placed to offer "best of breed" solutions to our clients, whilst maintaining focus on the needs of our candidates.

We are guided under leadership of Maj. Sandeep Batra, who has retired from INDIAN ARMY and is a seasoned Corporate professional with more than 20 years of HR domain experience in Indian companies and MNCs in IT/software sector, FMCD and Retail sector.

Maj. Sandeep Batra had completed post graduation in HR from SIMS, Pune. After having a strong foundation years in KPO/ software development environment, he worked as Group Manager HR in Bharti Airtel, followed by stint as DGM HR and GM HR in Usha International, then as Vice president HR in renowned Japanese MNC Fujifilm India.

Last worked as Head HR in designation of President HR in Ceasefire Industries Ltd. In his career, had successfully handled independent assignments in Strategic and Operational HR and has a strong expertise in Talent Acquisition OD interventions, Performance and Productivity Management,



Employee Engagement, Employee Relations, Reward & Recognition, Succession Planning.

Our philosophy is what sets us apart. We do not intend to compete with our competitors. Creating Blue Ocean of uncontested market space, through our superior quality and services along with low costs is what we believe in. We believe that competing in overcrowded market space of HR domain is no way to sustain high performance. The real opportunity lies in creating blue oceans of uncontested market space as a result of our superior quality and services along with low costs. This will make the competition and competitor's existence irrelevant. We would like to create new consumer value, thus launching a new level of performance altogether.

We believe in developing new demands and new markets for our services. Through our quality focussed approach in already cluttered market space, we would like to offer our services with a newer perspective to our clients.

We aspire to be **AMONGST THE BEST** in our types and filled with fresh energy levels and high passion to excel and reach to next level. We are being driven by young team of HR industry veterans and team of international job agents.

At Blue Ocean International, we focus on quality, consistency, consulting objectively, thus allowing us to build trust and long term relationship with our clients. We work towards building 3Ps with our clients.

- a)PERFORMANCE
- b)PARTNERSHIP
- c)PRIDE

We aim to align ourselves with clients' internal culture, understand the industry dynamics and fully engage in suggesting right talent to domestic and international partners .



Our Mission

With excellence in service as our guiding principle, we strive to be highly responsive, sensitive and adaptive to the needs of our stakeholders. We believe in positive professional work ethos which is evolved as a result of existence of competencies like Service delivery, Responsiveness, Integrity, Enthusiasm and Teamwork.

Our Vision

We aim to become preferred partner as a result of our efforts, philosophy and approach.

Our Commitment And Ethics

We are always committed to ethical business practices. We, at all time & in all conditions maintain confidentiality of information we are provided with, by our clients.

Domestic Hiring

We extend 5 types of services to our domestic clients-

- a) LEADERSHIP / CXO HIRING
- b) PERMANENT STAFFING
- c) TEMPORARY/CONTRACTUAL STAFFING
- d) RECRUITMENT PROCESS OUTSOURCING
- e) ARMED FORCES SEARCH

a) Leadership / CXO hiring

Leadership /CXO hiring is done through EXCLUSIVE EXECUTIVE SEARCH

- Our Exclusive Executive Search Practice is primarily focused on hiring Board and C level leadership through HEADHUNTING PROCESS and on retainer ship terms with our clients. We conduct executive recruitment at the C level, Board Director, and head levels.
- Our executive search consultants are highly experienced professionals who serve established organisations as well as early-stage companies going through a rapid growth phase. We work closely with the Board of Directors, CHROs, CEOs, and other high-level decision-makers to understand their needs for the best leadership talent at the top management levels which will



- facilitate smooth execution of business strategies. Our goal is to deliver value to each client we serve and to help you attract top talent and to build adaptive, diverse people organizations that are prepared to fulfil strategic business objectives. We seek to understand each client's strategic goals, the specific leadership roles and competencies needed to meet those goals, and the culture that new executives need to embody.
- Our executive recruiting consultants possess the expertise and contacts to best support our search. We draw on our high-level professional networks, industry knowledge and internal research resources to identify the right people. To stay on the cutting edge of talent strategy, we constantly track key trends in the global market for talent, and continually innovate our services and approach.
- Executive Search ensures a quality outcome by targeting and contacting every potential candidate, not just those seeking new roles, resulting in candidates of higher caliber. We represent you professionally to candidates; the whole process ensuring confidentiality, time bound efficiency and cost effectiveness. It also ensures pre-qualification of candidates which will leave the line manager to focus on recruitment decisions. A strong emphasis on quick turnaround timelines and a highly process driven and customized Search Practice which relies heavily on knowledge management and industry research paradigms, ensures that the results are swift, sure and outstanding, as is witnessed through our client portfolio and success record. Given the highly intensive research led operations to our executive search model and a personalized candidate contact approach, we have demonstrated consistent results across Multinational, Transnational, start-up, complex and even unique or novel talent requirement demands, specific to each client organization.

KIND OF HIRINGS WE DO UNDER LEADERSHIP HIRING / CXO HIRING

- Hiring of Board Members and CXO level leaders.
- Hiring of other heads with remuneration above Rs 60 lakhs per annum

When the challenge is not to hire just any qualified person but the most qualified and appropriate person, WE RESORT TO HEAD HUNTING

SELECTION PROCESS

Our selection process is based on a structured and systematic approach, which is proactive, detailed and target oriented.

The process includes the following steps:



DEVELOP AN UNDERSTANDING OF THE ORGANIZATION

- To better facilitate the process, we will meet with key stakeholders important to the search to understand the organization's history, culture and operating structure.

DEVELOP THE POSITION SPECIFICATION

- The position specification document will be prepared based on our discussions. This serves as critical piece of information, which is shared with serious candidates for the position. It describes the key success factors and priorities of the position, as well as candidate specifications including competencies, experience, background and personal traits.
- The position specification will be reviewed with the client and serve as a guide in determining whom we will contact during the course of the search.
- The final position description will be presented for formal approval.

IDENTIFY SUITABLE CANDIDATES

Upon approval of the Position Specification by the client, we will begin to search for candidates by:

- Targeted Search
- Database Review
- Internally Generated Candidates

EVALUATION AND SHORTLIST

- Based on our discussions, we will draw up an initial list of shortlisted candidates. This will be done after a detailed evaluation of the candidates in terms of their skill sets, experience and their interest in the mandate. In addition to personal interviews, we may use independent 3rd party Psychometric assessment tools at an extra fee.
- For the most promising of these candidates, we will prepare a detailed résumé and evaluation summary, to facilitate the interview process.

INTERVIEWS

We will arrange interviews between the short listed candidates with your representatives. On receiving feedback, from the candidates and yourself on the meetings, we will



work with you to draw up the final shortlist.

REFERENCE CHECKS OF SUCCESSFUL CANDIDATES

- We will conduct detailed references on the final candidate(s) you wish to hire, before the offer is formally extended, should you so require.
- You have the option of requesting a background check on candidates at an extra fee. This would be organized through an independent 3rd party agency.

OFFER NEGOTIATION

If required, BOI provides assistance to prepare a competitive employment offer based on client compensation strategy and market realities. On behalf of the client, we can present the offer and explain it to the selected candidate. Throughout this final stage of the search process, BOI represents the client.

FOLLOW-UP

- BOI remains in touch with the hired candidate between 60 and 90 days after he/ she has started on the assignment.
- In order to meet the hiring requirement of experienced senior level staff from India, we carry out international hiring for our international clients. Each organization can get success only if it has qualified and skilled talent. We carry out mid, senior and leadership hiring for our international clients in many countries along with Executive and CXO level search and provide them right talent at senior level.

b) Permanent Staffing

We provide permanent staffing solutions for hiring of junior, mid and senior positions ranging from Rs 5 lakhs per annum to Rs 60 lakhs per annum. In fact this hiring accounts for more than 40% of hirings done in a month. As a policy, WE DO NOT CARRY OUT FRESHER / FRONT LEVEL HIRINGS.

INDUSTRY SEGMENT

We recognise that each industry has its own nuances in terms of management style, hiring practices and compensation norms. In order to provide clients with specialised recruiting solutions, BOI has developed expertise in the following 20 industry



segments: Pharma, Lifesciences, Healthcare, Devices and Diagnostics (Manufacturing and Sales), Chemicals, Education, Food Catering, Entertainment, Iron and Steel, Insurance, Banking & Finance, IT, ITES(BPO/KPO), FMCG, FMCD, Textiles, Retail, Manufacturing, Logistics, NGO.

PROFILES' RANGE

With our expertise, we can easily partner with organisations of all sizes and deliver best-fit talent across industries. With an active database of over 3 million candidates and specialist knowledge of key business verticals, we will deliver the best talent in the shortest time possible.

For Domestic Hiring, we specialise in roles across industries, within the following functional disciplines:

- Analytics
- Banking and Financial Services
- Consultancy, Strategy and Change
- Engineering and Manufacturing
- Finance and Accounting
- Medical, Healthcare & Life Sciences
- Human Resources
- Information Technology
- Legal
- Marketing
- Procurement & Supply Chain
- Retail
- Sales
- Production, Planning, Manufacturing

c) Temporary / Contractual Staffing

Across the country during COVID 19 outbreak, organisations prefer to keep them light on manpower headcount and instead hire on contractual and temporary terms. This is called as TEMP STAFFING in this industry. This is also as a result of increased government regulations and volatile market demands. When things are uncertain, companies do not want to hire permanent



employees on a full-time basis. They want the flexibility of an agile, on-demand workforce who is equipped to run business operations on guidelines.

BOI provides reliable temporary staffing solutions that offer the ability to build staff strength without absorbing them full time, assist overloaded employees during critical times, and keep projects moving.

We are one of the leading employee leasing services in India, offering a full service, cost-effective temp staffing solutions to organisations that may not have the necessary infrastructure or inclination to perform these labour-intensive tasks. When you hire us as your temporary staffing agency, we would work just like your company's own HR Department, minus the hassles and tediousness that you'd otherwise have to deal with.

Highlights of our temporary staffing services-

- Temporary employees who will stay on our rolls
- Standard contractual procedures that we will handle
- Payroll and personnel administration
- Statutory compliance, remittance of statutory payments, and other related administration
- Employee registration under ESIC & EPF schemes

WE RECRUIT FOR YOUR NEEDS

We have a proven, time-tested recruitment process which allows us to recruit just the right candidates for your company. We have professional networks all over the country which give us access to a huge base of candidates. We vigorously screen, shortlist, and evaluate potential candidates to give you the choicest picks.

DECREASE YOUR COSTS

Our temporary staffing services will allow your company to staff up or down depending on the needs of your current business cycle. Temporary staffing allows you to bring down your costs on hiring, training, and providing benefits to new employees, along with the administrative costs of the human resources department. It also lets you give a respite to your permanent staff who may be overloaded during busy periods.

REDUCE ADMINISTRATIVE BURDEN

There are umpteen laws that organisations have to comply with in India - minimum wages, gratuity, ESIC, PF etc. just to name a



few. We take over the burden of all administrative tasks by acting as the central point for all temporary staffing requirements including labour law compliance and other legal issues. We have a team of legal and compliance officers to ensure that your business will be in 100% compliance with all the statutory regulations in the market.

d) Recruitment Process Outsourcing (RPO)

Our RPO solutions are designed to enable you to fully outsource your Talent Acquisition function to us.

Understanding your talent requirements, BOI designs a unique hiring model, customised to your business and technology infrastructure for a seamless integration. Over time you gain the benefits of our expertise in hiring the right talent for your job functions. These talents are sourced from a multi-channel- long-term - sustainable and scalable model backed by the best technological tools and an engaged talent community.

BOI has been delivering customized end to end RPO and Resource Augmentation solutions to large Multinational and Indian corporates for the past 4 years in India. BOI has evolved as a trusted RPO partner to its clients to attract the best available talent.

What is expected in RPO-

- Seasoned account managers from BOI work with CLIENT
- The process is either on-site or off-site
- Achievement of large scale staffing goals within time-frame
- Focused and integrated approach with flexibility, effective strategy, business expertise and powerful search capabilities
- BOI works with the Client's HR Team to optimize their current process

e) Armed Forces Search

We take pride in providing a separate service for placement of armed forces candidates to various industries.

There has been an increasing demand of candidates from Armed Forces (Army, Navy, Airforce) due to their good training, high experience levels in operations, administration, logistics, medical and healthcare.



As a tribute to armed forces, special attention is given to provide various clients in Healthcare, Pharmaceutical, Logistics and other industry segments to place candidates from level of a Non Commissioned Officer of Armed Forces to Junior Commissioned Officer to Officers upto rank of General in Security, Administration, Operations, Surgeons role profile.

Few of the positions closed through these candidates are CEO (Private Hospital), Medical Director(Chain of Hospitals), Nursing Matrons, Nursing Assistants for Healthcare at Home Services, Project Head for Veterinary Hospital, CEO for Logistics Company and many more.

Why do clients choose us?

Over a period of time, accumulated expertise, experience and knowledge in many sectors has enabled us to create a perfect hiring base which acts as support and platform to our domestic and overseas clients. We have been working for more than 128 domestic companies and 60 overseas companies as on date. We intend to partner with you so that we can provide an expert solution to your domestic and overseas talent hiring problems. With our expertise, we can easily partner with organisations of all sizes and deliver best-fit talent across industries. With an active database of over 3 million candidates and specialist knowledge of key business verticals, we will deliver the best talent in the shortest time possible.

In Domestic Sector, we provide hiring consulting to our domestic partners in various profiles within the following functional disciplines:

- Sales
- Analytics
- Banking and Financial Services
- Consultancy, Strategy and Change
- Engineering and Manufacturing
- Finance and Accounting
- Medical, Healthcare & Life Sciences
- Human Resources
- Information Technology
- Data Science
- Legal
- Marketing
- Procurement & Supply Chain
- Retail
- Production, Planning, Manufacturing



INDUSTRIES WE CATER TO

We have developed expertise in the following 20 industry segments:

- Pharma
- Lifesciences
- Healthcare
- Devices and Diagnostics (Manufacturing and Sales)
- Chemicals
- Education
- Food Catering
- Entertainment
- Iron and Steel
- Insurance
- Banking & Finance
- IT
- ITES(BPO/KPO)
- FMCG
- FMCD
- Textiles
- Retail
- Manufacturing
- Logistics
- NGO
- Agriculture

Profiles Closed

Since our inception, we have been working relentlessly to satisfy our clients and we have excelled in our job. WE TAKE PRIDE IN CLOSING VACANCIES WITH HIT RATIO OF 94%. Just to give you an idea of our reach and competency levels, here is a list of type of profiles closed by us in junior, mid, senior and leadership levels in last few years for industries like Pharma, Medical Devices, Healthcare, Hospitals, Chemical, Education, Food Catering, Entertainment, Insurance, Banking, IT, FMCG and Agriculture.

These positions mentioned do not represent the the number of positions closed but represent types of profiles closed by BOI in last few years. These category of profiles are closed through exclusive or nonexclusive search, depending on the client terms.



TYPE OF PROFILES CLOSED

LEADERSHIP

CHIEF EXECUTIVE OFFICER
 CHIEF FINANCIAL OFFICER
 CHIEF VETERINARY
 OFFICER CHIEF OPERATING
 OFFICER BUSINESS HEAD
 CPO HEAD
 CREATIVE HEAD
 HEAD ARCHITECT
 HEAD
 COMPLIANCE
 HEAD CORPORATE COMMUNICATION
 HEAD ENGINEERING
 HEAD FACILITY
 HEAD FRAUD CONTROL
 HEAD HR
 HEAD
 MATRON HEAD
 QA HEAD R&D
 HEAD SUPPLY CHAIN
 MEDICAL DIRECTOR

JUNIOR/MID

AVP APPLICATION DEVELOPMENT
 AVP RISK AUDIT
 CHIEF MANAGER TAXATION
 FINANCIAL CONTROLLER
 FACTORY HEAD
 GM ADVANCES
 GM INVESTOR RELATIONS
 GM PRODUCTION
 DGM ACCOUNTS
 RADIOLOGIST
 REGIONAL SALES MANAGER
 SR-MEDICINE
 SR-SURGERY
 UROLOGIST
 ZONAL HEAD HR

SENIOR

AFFILIATE MARKETING MANAGER
 APPLICATION SPECIALIST
 ARCHITECT
 AREA SALES MANAGER
 AZURE ARCHITECT
 BRANCH MANAGER
 BRAND MANAGER
 CORPORATE CHEF
 CROSS PLATFORM DEVELOPER
 DATA SCIENTIST
 FULL STACK DEVELOPER
 GRAPHIC DESIGNER
 JAVA DEVELOPER
 L3
 ENGINEER
 LECTURER
 MANAGER PHARMACOVIGILANCE
 MANAGER RECOVERY
 MANAGER SAFETY
 HR BUSINESS PARTNER
 PATHOLOGIST
 PHP DEVELOPER
 PRINCIPAL ENGINEER
 QA CHEMIST
 SALES BSA DEVELOPER
 SALESFORCE DEVELOPER
 SAP HANA DEVELOPER
 TIBCO DEVELOPER
 UI DESIGNER
 UTILITY MANAGER
 VMWARE
 ENGINEER WEB



**Thanking you and assuring you our best cooperation.
Looking forward for your positive response to start a new beginning in
our business relationship.**

