YOUR FUTURE IS CARVED AT BRAIN CONSULTANTS

Brain Management Consultants (India) Pvt. Ltd. is strategically positioned to assist organizations in the sourcing and recruitment of quality talent globally. Brain Management Consultants (India) Pvt Ltd comprises of experienced recruitment consultants whose diverse expertise has empowered the performance of many reputed organizations.

OUR VISION

Is to empower the IT realm globally being One step Solution (OSS)'for all the IT Recruitment /Staffing

"Delivery is our MOTTO" "Performance is our Goal"

Redefining the modes in providing solutions in Human Resources related services by Assessing, Building, and strengthening, Technical & Managerial Competencies of your organization in the most effective time; through our consistent improvising process system.

OUR MISSION

"We recruit people not profile"

"Our mission is to help our clients to improve their, internal and external customer satisfaction and achieve growth and competitive advantage through systems and process improvement and capability building."

Brain Management Consultants (India) Pvt. Ltd. is strategically positioned to assist organizations in the sourcing and recruitment of quality talent globally. Brain Management Consultants comprises of experienced recruitment consultants whose diverse expertise has empowered the performance of many reputed organization's and strengthened the technical and managerial competencies In light of the constant change and developments occurring in the IT realm, the team members make a conscious effort in keeping up to date with technology issues, innovations and industry trends through constant reading, seminars, talks by industry experts, training and networking sessions.
Brain Management Consultants (India) Pvt. Ltd. a "Management Consulting Firm" has a competent in core IT and IT support recruitment across technology /domain platform. We are good in taking care of one-day drives, events, and large voluminous numbers in specified time duration.

Brain Management Consultants (India) Pvt. Ltd - An Employee organization. It was started on 8th August 2003. It is the fastest growing company in the consulting arena. We have foresighted to scale up to 300-500+ employees across locations by 2010, by diversifying our services besides our domain focus - PERMANENT STAFFING/RECRUITMENT ACROSS GLOBE. We are also into HR outsourcing & support outsourcing(frontdesk ,CSR,...) for our clients.

BRAIN CONSULTANTS Staff and Infrastructure

BRAIN CONSULTANTS Staff:
BRAIN CONSULTANTS Staff consist of Graduates, Professional graduates (MBA )also BE technical graduates. BRAIN CONSULTANTS recruits its staff based on educational background, individual capabilities in terms of deliverables, innovative, have knowledge of the market developments in terms of IT, ITES, BPO We also recruit based on Experience, Campus recruitment and Employee referral.

Total BRAIN CONSULTANTS Strength as on date - 152+ employees, comprising a core headhunting team too. Adding the mainstream we also have a strength of 50+ engineering Graduates working off hours as part timers.

BRAIN CONSULTANTS Infrastructure: BRAIN CONSULTANTS as one of the best ambience with 24x7 run time.

STANDARD BRAIN CONSULTANTS RECRUITMENT METHODOLOGY:
Recruitment in Brain Consultants is defined as - synchronizing the requirement of the client and the candidate.

Providing our client End to End recruitment solution keeping in view the Brain Management Consultant's QUOTES OF SUCCESS

"Brain Consultants = Quality"
"Delivery is our MOTTO"
"Performance is our GOAL"
"We recruit people not profile"
5 points in focus

1. **Delivery** - Every requirement to be addressed in short span (24hrs turn around Max)
2. **Accuracy** - Accuracy should be in prime towards the specifications of the requirements
3. **Quality** - Quality by default must be attained in every process
4. **Reliability** - Assured reliability of the resource.
5. **Stability** - Assured stability as to the time period of the resource.

**CLIENTELE**

We are very passionate towards our clients

Brain Management Consultants (India) Pvt. Ltd. has a firm competent base in IT, ITES, BPO & Support as well NON-IT. It has an impressive number of clients, To name a few ....

ANZ - Bangalore/Melbourne ;; Capgemini Consulting pvt.ltd – Bangalore / Mumbai / Kolkata; Deloitte – Mumbai / Hyderabad ; Dell – Bangalore / Hyderabad ; EDS/Mphasis – Chennai/Bangalore/Noida/Mumbai ; GENPACT- Hyderabad ; Huawei Technologies-Bangalore ;Hewlett Packard – Bangalore / Chennai / Delhi / Noida / Mumbai ; HONEYWELL International - Bangalore/Madurai/china ; IBM IGI / IBM IDC, IBM BPO Bangalore/Hyd/Pune/Kolkata ; INFINITE Computers – Bangalore / Kolkata ; ITC Infotech – Bangalore ; Juniper Networks – Bangalore ; NCR Corporation – Mumbai / Hyderabad ; Oracle Corporation – Bangalore / Delhi / Hyderabad; Bank of America-Hyderabad; J P Morgan-Mumbai/Bangalore; Thompson Financials- Bangalore/Hyderabad; ; Polaris – Chennai / Hyderabad ; Symphony Services – Bangalore / Pune ; Tata Consultancy Services –TCS – Bangalore ; Vmoksha – Bangalore ; Wipro Technologies- BPO/IDC / Wipro Infotech – Across locations ; Verizon – Chennai / Hyderabad, IMT-Dubai, Raqmiyat-Dubai; Accenture- Across; NESS Technologies; MAQ Software, Mumbai; NSE.IT Ltd –Mumbai, IMEC –Belgium ;Edge IPK –Bangalore ; Nexstep –Mumbai ;Siemens –Maharashtra ;Vitesse-Hyderabad ; AKAMAI –Bangalore.
OUR SERVICES

WE SERVICE AT YOUR DEMAND - PROVIDING END-TO-END RECRUITMENT SOLUTION

Our Search Services range across Sectors/Verticals/Domains/Industries

Executive Search/Permanent Staffing/ Temporary Staffing / Temporary to permanent Staffing/ HR Outsourcing/ Employee Leasing.

- "24hrs response time"

We are expert on application software, system software, telecom hardware and software, Embedded systems, Networking - support, testing and development technologies like ...

Information Technology

- Hardware design with chip level - board designing (PCB, BSP, Analog, Digital...)
- System Software (C, C++ on UNIX, Linux, DSP, Chip level designing)
- Client Server Technologies (VB, VC++, COM, DCOM with RDBMS like Oracle D2K, SQL)
- Open VMS
- HP- OpenView, Tivoli, Open Call
- Internet Technologies.
- Web Technologies (JAVA, J2EE, EJB, Struts.....).
- Cold Fusion, Vignette
- Telecom & Datacom (C on Unix with protocols like TCP/IP, ISDN, WAP, GPRS
- Networking (SNMP, TCP/IP, TCL/TK, SMS/EMS)
- Wireless, Switching, routing protocols (RFP, BGP, PPP, ...)
- Datacom (VOIP, MGCP, MPLS, 802 X, 802.11...)
- LAN, WAN Security, Firewall L2TP/PPP/GRE, MLTP, Ethernet, STP, RSTP, IPSEC
- Mobile Handset (GSM, GPRS, CDMA...)
- System Administration (on Various platforms and Domains like Solaris, AIX, MQseries)
- EMBEDDED Systems (RTOS, Device Drivers), Firmware
- Platforms like - Windows mobile, WinCE, OS internals ...
- VC++, MFC, COM, DCOM
- ERP/CRM/SAP - All modules (MM, PP, SD, Basis, portal, ABAP.....)
Quality - Assurance, Process, Testing, Porting with CMMI - levels, ISO

OSS, BSS

Storage Domain - SAN, NAS, SCSI, RAID, TAPE...

Main Frame and Proprietary Systems, IBM Mainframe, AS400, VAX/VMS.

COBOL CICS, IMS DB/DC

COOLGEN, Argus

Web Technologies (Java, J2ee, Websphere, Weblogic, OOAD.....)

VB, Filenet

Microsoft Technologies (.Net with ASP, C#, VB, ADO....)

Data warehousing (ETL, OLAP, Data stage)

Informatica, Business Objects, Business Intelligence

Banking (Core Banking, retail Banking...)

Oracle Applications (8i, 9i, 11i)

Oracle PL/SQL, Oracle 10G

Oracle DBA, SQL DBA, DB2 DBA, UDB DBA.....

Captive

Ingress reports, Progress reports, Crystal Reports, Abinitio

Oblix Net point

Configuration Management

Scripting languages, Shell/Perl....

Lotus Notes

Documentum

PLM/PDM, CAD CAM

SCM, ASIC/VLSI

Information Security

Teradata Architect

Micro strategy Admin

Informatics Admin

Ingress DBA

Low Level Firmware Expert

SOA Architects

DP2

Site minder

Tivoli

Cloud Computing

Genesys IVR

Gentran

SAP GRC Security
Senior Positions:

- QA manager
- OVMS manager
- Program manager
- Project Manager
- Test manager
- Delivery Head
- Individual Contributor
- Practice Head
- Accounts Manager
- Architect
- COO
- CEO
- MD
- Operations head
- CC centre head
- Technology Manager
- Engineering Manager
- Director
- Infrastructure Manager

- Across Designations

BPO/ITES/IT Management

- Quality.
- Professionals with knowledge of ISO 9000, SEICMM, SIX SIGMA
- Human Resource
- Sales & Marketing
- Insurance
- Finance and Business Analyst
- Support Functions
- Operations
- Infrastructure Managers
- Facilities and Admin executives/Managers
- Accounts/finance executives managers
- Technical and non-technical portfolios, front desk help desk, travel
- COO, VP, Directors /Tech Directors
- Delivery Head, BU Head
- Project/Programme/Technical managers
- Solution/Technical Architects
- Lab Heads e.g.: Ux lab/SAN lab
- TSR/CSR
- Instructional Design
- Graphic Design
- Content Management
- Content Writing
- Business Analyst
- Hospitality
- Logistics
- Presales
- Finance Analyst
- Accounts payable Invoicing
- Accounts receivable
- General Ledger
- Order Management

We are also into HR outsourcing & support outsourcing.

*There is nothing impossible; We could recruit anything under the sky.*

**Careers at BRAIN CONSULTANTS**

BRAIN CONSULTANTS is an employee organization - one could get a dream career in BRAIN CONSULTANTS

Fastest growth for the capable people.

**Mandatory Skills:**

- Excellent Communication Skills
- Basic Computer knowledge
- Graduates BE, MCA, MBA, BSc Computers, BCA
- Accounts person: CA,BBM, MCom
- System Admin with Hardware and networking knowledge MCSE,CCNA
- Possess capabilities of deliverables
- Competitive to the market scenarios
- Innovation and Initiation
- Right attitude and Confidence
- Flexible timings
Pre Recruitment Procedure for BRAIN CONSULTANTS:
1) Telephonic Round
2) Aptitude test (not mandate - One on One basis)
3) Technical Round
4) Managerial round
5) HR round

Post Recruitment Procedure for BRAIN CONSULTANTS:
1) Introduction of BRAIN CONSULTANTS
2) Induction and Training
3) He/She will be under probation period for 3 months.
4) Referral check

Relevant Documents required:
1. Documents right from 10th standard to graduation
2. Required number of photographs
3. Relieving Letter/Experience Certificate

**WHY BRAIN CONSULTANTS**

Our Strength:
Total BRAIN CONSULTANTS Strength as on date - 152+ employees, comprising a core headhunting team too. Adding the mainstream we also have a strength of 50+ engineering Graduates working off hours as part timers
Foresighted - to scale up to 300-500+ employees across locations

What is the Quality standard for our employees: profile of recruiters, background, and experience?
Educational background, individual capabilities in terms of deliverables, innovativeness, have knowledge of the market developments in terms of IT, ITES, BPO...., We recruit from campus - BE, MBA...Basic Graduates, Professional graduates MBA, BE technical graduates, Experienced professionals, possess capabilities of deliverables, competitive to the market scenarios... source - Campus recruit, employee referral, network, add... ...

How is their performance/success measured?
On their dedication, deliverables, value addition, innovation, consistency and sustenance, end result in totality, We have a quarterly performance evaluation and annual appraisal.
Our geographic representation i.e. Global, National, Regional, Local...

We can represent - Global, National, Regional, Local
Global in CA /Sanjose, Nationally - corporate in Bangalore, Hyderabad
Jublee hills, Mumbai - Seepz, Chennai - Arumbakam/ Guindy, Delhi - Noida/Gurgaon

How do we operate from an International point of view? (Process, Network...)
We do have a reach in US else other locations we network vigorously, wide range of network process... strategic network keeping in view the resource modes of network with innovative ideas...

Does our company have an industry specialty?
Delivery 24 hrs , Service at your demand...
Our core competency /Specialist in IT and ITES Recruitment across technology /domain platform. We are good in taking care of one day drives, events, and large voluminous numbers in specified time duration. Executive Search Services.

Which other business/industries are we currently covering within our business?
We cover Consumer Goods - FMCG / - FMCD, Garments and apparels, Banking, Automobiles, Hospitality and Manufacturing Industries too....

What are the profiles we recruit most regularly e.g. professional specialties, junior, experts, managers...?
We are constantly recruiting professionals, Executive profiles, management with respect to IT and ITES support ...
Across technologies, PM, SE, SSE, TL, PL, Service Delivery Heads, Program Managers, lab heads, Technology Directors, VP, Account Managers, technical specific managers like Voip Manager, SAN Managers, OSS/BSS Managers, j2ee Solution Architects, Tech Architects, Practice Heads- SAP/Apps11i/UX, and Seibel... Anything and every thing under the sky there is no word impossible.

EXPERT IN RECRUITING ACROSS TECHNOLOGIES/FUNCTIONALITIES.

Are we able to recruit international candidates?
We shall be able to recruit International candidates- our Experience (Client name cannot be disclosed)
1. **Sap Practice Head placed from MNC tier one Co. fm US Indian nationality acquired H1b status &green card holder also oracle apps& DBA professionals. Still handling ongoing reqs**

2. **Placed 12 candidates on request for H1b Status Indian nationalities from US.j2ee/Unix shell scripting/ mainframe, Siebel .... worked on a German project -the requirements - Indian nationalities residing in Europe and know German languages Mainframe, javaj2ee,.net,C++,Unix**

3. **Project Manager from Core Banking fm Singapore. Placed in Mumbai top MNC IT Giant......**

4. **On going enormous assignments handling.... Across BRAIN CONSULTANTS**

**How do we handle diversity when searching and selecting candidates?**
We have specialized professionals in specific technologies based on which our recruitment team is verticalised to Application team, Telecom/Embedded team ,ERP team, BPO Team, and the event team ,sourcing team and head hunters ...
Diversity is taken care off in ease... as there would be continuity in process therefore accommodation at any point of time would not be a constrain at all...

**What is our policy for recruiting candidates from current and recent clients?**
We will not volunteer to recruit any of the candidates from our current and recent clients. **We follow Ethics on high value.** No pouch policy.

**What are our value-added services if our client selects us as preferred Partner?**

- Most trusted committed and dedicated resources.
- We shall volunteer to inform any kind of mishaps/malpractice found which shall hamper the image or internal/external function of our client shall be brought to the notice of the concern dept or individual irrespectively. We are very passionate towards each one of our Clients.
- We shall not entertain any kind of irrelevancy cropping with respect to our clients.
- We also help our clients updating as to compensation evaluation try framing and providing the same in a module. We have done and executed for one of our TOP Clients) as a value addition on request.
- Also provide information on market competency with respect to technologies or hiring competencies...... E.g.: SAP req. which other companies are hiring SAP and what are the differences found as well the candidate optional mode....etc
- Analysis and Assessment projects for our clients...
With consistent delivery, we work for our clients very passionately

How would we handle volume variations, within a short time frame: from hiring freeze to high volume recruiting or vice versa? We internally have a team called Event team - the primary job is to handle volumes and drives /events across clients/technologies, basically weekend drives. Therefore there would be continuity in handling bulk projects with multiple clients and events in multiple locations as the team is well equipped and trained for the same; shall not face any kind of hassles. The variation in cliental requirements shall not hamper or differ in our consistent deliverables.

What are our sourcing / communications strategies?
Computers with 24hrs internet provision, Telephone Facilities every individual are provided with a phone with zero dialing, also direct lines; All the recruitment staffs are provided with mobile phones reachable 24x7, the office functions 24x7. All the locations have an excellent interactive exchange in communication .Board lines - 15 lines, 3hunting lines in corp Blr. Centralized route facilitation with BRAIN CONSULTANTS database. Head Hunting Team - direct lines with only out going calls facility with each individual a mobile and computer with E-ID facilitation. This facilitation prevails across location.

Description of our hunt strategies:

Given a skill

Map the Market across locations (keeping in view the requisite of the client) available resource in terms of which companies work on the technology specified and which companies are compactable to source in view of brand, package, work(kind of work /client/ development /maintenance job ...etc) and target the companies to raid /hunt ...

Target our internal database and check availabilities, also live candidates in process could be diverted, strategic networking with joined candidates/offered candidates/available candidates/ and also mail proposals entering yahoo groups (specified tech group).....

Core search of Brain Consultants Database (We have a huge database across technologies/functionalities) mail proposal mails ....

The strategy is applicable commonly... but on a specification as to the requirements the strategy shall differ but point no1 is applicable irrespectively...

Internal resource allocation in view of individual capability to extract maximum out put too shall make a difference.
24hrs is our turn around period for every requirement maximum, is our policy and commitment.

**How many candidates do we suggest to commit per assignment?**

The commitment purely is based on the demand or number of positions open or the assignment specification.

E.g.: No. of position required 10 - Keeping in view all the factors and loops - strategically 30 cvs sent 25 shortlist 10 offers 5 joined. This would ideally be the work out plan looking at the market and candidate's outlook commonly. But shall always strive for 100% conversion eventually doubling the resources and also conversion. **QUALITY AND ACCURACY WOULD BE IN FOCUS IN ALL THE EXECUTION OF THE ASSIGNMENTS.**

We shall commit 5 closures as per the above e.g. practically.

All applicants are pre-screened to determine the possible match for the positions. The pre-screened applicants who meet the overall recruitment criteria will be short-listed for preliminary interviews. The recruitment criteria shall be derived from the information provided by the client.

We will make every effort to screen, assess the skills and conduct reference checks on each candidate. Those applicants short-listed will be assessed for their communications skills, personality and suitability to the position offered.

We will then prepare a profile of each candidate called "**CANDIDATE INTERVIEW ASSESSMENT SHEET (CIAS)**" outlining essential facts about the candidates' background and basic information as to his passport/current and expected CTC, joining period, locational preference...

These profiles will be presented to the client for further short listing. Arrangements will then be made for the client to interview the candidates they wish to see as a result of reading the profiles.

**Post selection Process: We provide end-end soln.**

Once the candidate is selected by the client/offered.

1. Check his satisfactory level towards the offer; if any dissatisfaction shall try to solve with effective communication from either.
2. Continuous follow up with the candidate till he is on board with the client.
FEES: SERVICE FEE

Upon appointment of the successful candidate, the company (eg: HP) will pay Brain Management Consultants (India) Pvt. Ltd. a placement fee equivalent to the following structure:

SERVICE FEES

Service fees are on the sole discretion of the mutual agreement between the either respectively.

TERMS OF PAYMENT

Invoice shall be raised on appointment of the candidate and must be settled in accordance to the acceptance of the agreement by the either.

Assurance

Should a selected candidate voluntarily leave the job within the first month, Brain Consultants will endeavor to provide a suitable replacement candidate at no additional cost. This is subject to the client having settled our invoice according to the payment terms stated in the agreement mutually agreed upon.

It is pertinent that the client understands that Brain Consultants not offer a replacement for any selected candidate who has been terminated by the client within the first month.

VALIDITY OF TERMS

The above Terms of Business are valid in accordance to the mutual agreement from the either.

ACCEPTANCE OF TERMS

Brain Management Consultants (India) Pvt. Ltd. will commence this recruitment upon receipt of a duly signed copy of the Letter of Engagement by an authorized representative of your company. This will also
act as a written permission for BRAIN CONSULTANTS to reveal relevant non-confidential information about the client-company to our short listed candidates. However, in the event that the client-company accepts a candidate from Brain consultants for interview prior to sending the signed agreement to BRAIN CONSULTANTS, it will be deemed as full acceptance of BRAIN CONSULTANTS’ Terms of Business. In such an event, client will pay the standard service fee that has been agreed upon.

Relationship management

Once on board our Relationship Management team shall greet the individuals with an ecard. The core KRAs of this team would be Innovation is the core methodology to sustain the relationship with the either client and candidates and internal staff

1. Maintain the communication relationship with the candidates by mailing them birthday greetings, anniversary greetings, continuity in communication which in return shall generate references, networking...
2. Maintain communication with the clients tailoring various mode of operandy in sustenance.
3. Continuous relationship with joined candidates, would be joining candidates, respective HR, basically their core job would be to maintain relationship

CONTACT US -
- AVAILABILITY 24/7

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REGIONAL OFFICES:

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Pune/Mumbai:

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Brain Management Consultants, Hinjawadi/SEEPZ
The office functions on 24/7 basis. The clients can reach any time 24/7 for any kind of assessment

THANKING YOU,
For Brain Management Consultants (I) Pvt Ltd