The Right People for the Job at Scale.

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Contents

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Defining Intelligent Staffing

Intelligent

The ability to understand, learn, anticipate and think how to perform and achieve desired output or results diligently with agility and accuracy.

Staffing

A structured process of sourcing, selection and deployment of manpower resources to various jobs with suitable candidates.

Intelligent Staffing

Based on identified characteristics, performance attributes and values & behaviour of a job/ performer, diligently engage an agile and intelligent method to source, select and place a potential performer who will achieve the job/ performer goals linked to the organisation and process performance needs.

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Positions Fulfilled by Adorin Staffing

Traditionalist Staffing Positions

Services include job posting, sourcing, search, shortlisting, verification, and advisory services

- Technical
- Technical-human
- Human-strategic
- Strategic

Flexi and Temp Staffing Positions

Services include job posting, sourcing, selection, contracting, staffing success, customer service, analytics, third party, business continuity and advisory services

- Traditionalist alternate
- Short term
- Project related
- Gig
- Remote

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Services and Technology

Technology and Automation:

- Demand forecasting
- Applicant mobilization
- Vacancy fulfilment
- Order processing
- Customer service
- Manpower resources management
- Invoicing and payment
- Performance analysis

Services

Discovery of Potential Candidates

1. Workflow system for collaborative development of job specification, hiring method, engagement of selectors and related process management
2. An artificial intelligence based application for shortlisting of potential candidate

Staffing Success

1. Candidate recruitment and deployment
2. Services contract management as per SLAs
3. Compliance and related reporting
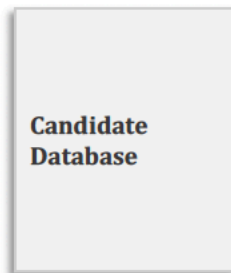4. Arrangement of third party services

Customer Service

1. Customer complaint and queryresolution
2. Replacement services
3. Contingency services
4. Business continuity management

Knowledge Management and Advisory Services

1. Performance analysis and reports
2. Labour policy updates and labour marketreports
3. Business HR advisory services

Database Mobilization
and Staffing Management

plicant System features
database management
editable resume draft
video recording
microsite
network set up
security
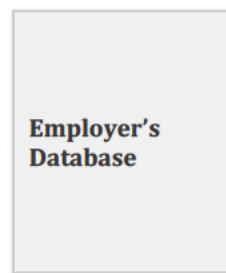testimonial file
consideration analysis

Candidate Database

candidates are shortlisted using an algorithm based matching engine as per recruiter's selection criteria

Employer's Database

Employer System features
• database management
• workflow system for selection setup
• matching engine for applicant shortlisting
• online/ onsite campus placement
• selection event management
• selection history log

Staffing Management

Candidate database mobilization
1. academic Institutions
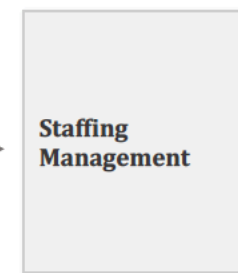2. job posting
3. social media campaign
4. marketing mix

Recruiter database mobilization
1. B-to-B account management
2. shortlisted candidate offering
3. media campaign and marketing blitz
4. Road shows

staffing system
• forecasting
• vacancy fulfilment
• resource deployment
• customer service
• customer administration
• customer success
• operation management
• performance management

Integrated Servives and Automation
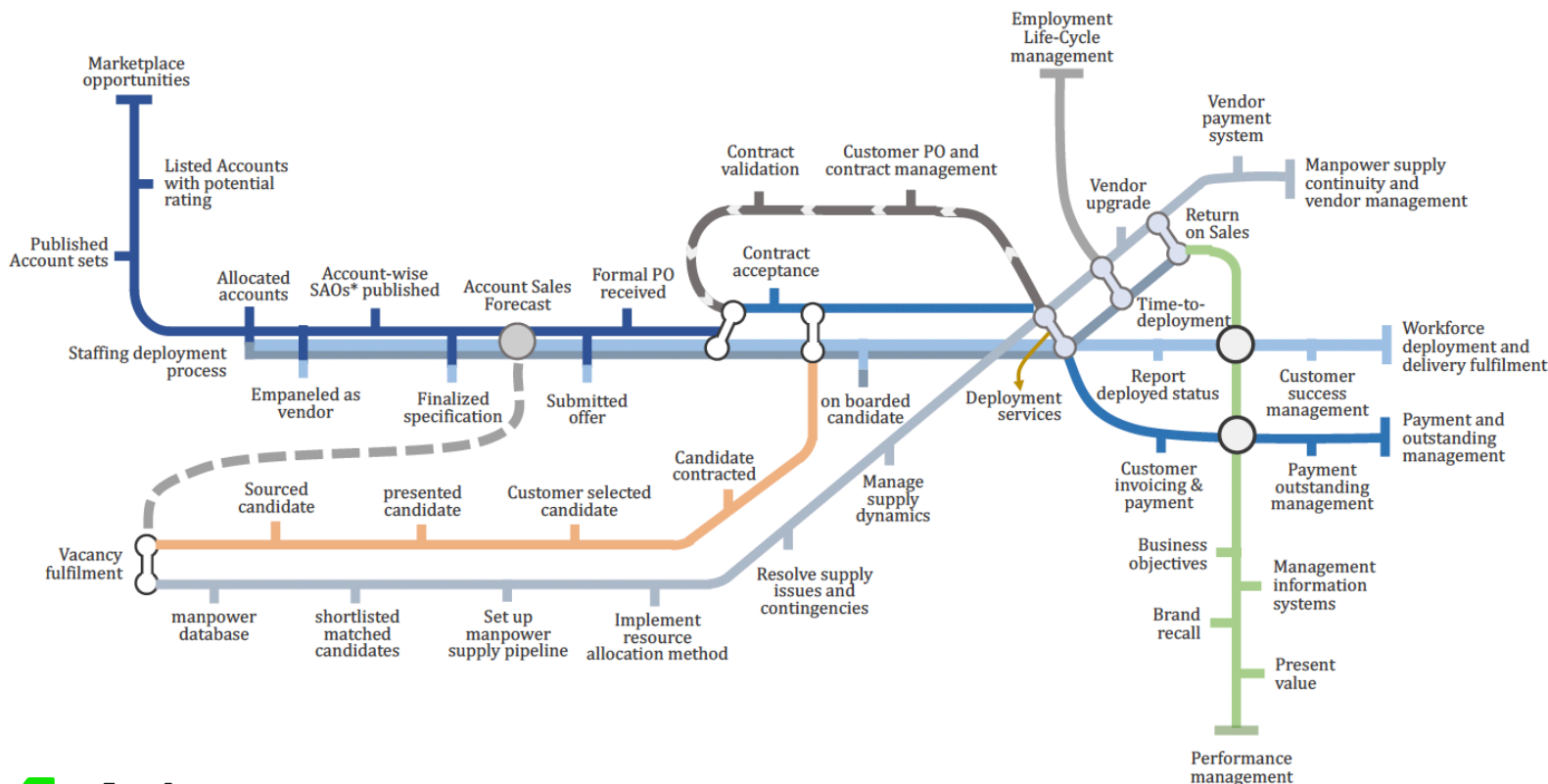
Business Value Drivers

Integrated hiring

Hiring process is client friendly, inputs and decisions of job / performer specifications developed using a recruitment workflow, algorithm based matching and shortlisting process

Touchpoint experience

Touch point communications and interactions are developed based on myriad business processes and reflect policies and methods which are easy to collaborate with, adding value and an association of repute

Intelligent intermediation.

Organisation functions and people are equipped to intelligently intermediate with procedural complexities, regulatory and company policy related compliances of client firms, and professionally facilitate challenging business situations

Adaptive organisation

Facilities developed to process and analyze market information and systematize new ideas for continual improvement, technology adoption, capability development and business model transformation to address customer's business dynamics and industry maturity.

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Business Value **Drivers**

Service accountability

time tagged close looped customer response, query and complaint resolution process across all incidents of business process failures, defects and escalations along with provision of replacement and contingency services

Facilitative operations

Client firm approved contract execution, deployment and management of staff, performance, complaints resolution, and replacement services

Success management

Collaborate with client firm's decision makers to share use cases, market analysis and best practices, develop future staffing needs, job/performer specification based on tasks and skills, compensation and benefits, process of sourcing, shortlisting and selection, terms of contract, hiring schedule, adoption and performance management responsibilities.

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Customer Experience
Across Delivery Touchpoints
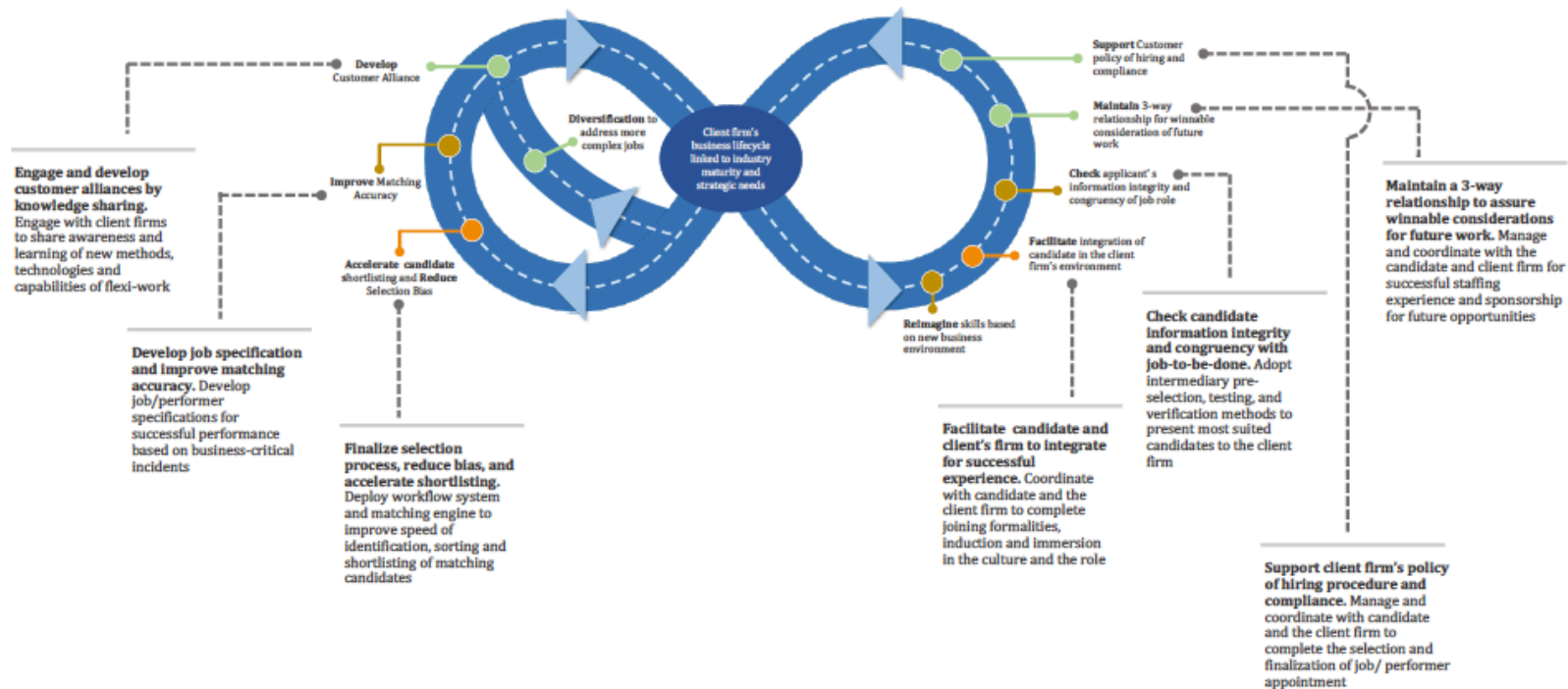
Market Value Differen-tiators

Workforce planning and staffing is a pivotal function of management and leadership.

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Our approach to staffing is to provide the market with tools, methods, systems and information to discover, select and deploy potential candidates with agility and high degree of matching success, so that the deployed resource can manage the job/ performer's responsibilities and duties as envisaged in the organisation and job design.

Service	Value Creation
Discovery of Talent	Combined use of artificial intelligence for applicant discovery and workflow system for developing job specification, organizing recruiters and selection method disruptively accelerates candidate identification and selection saving enormous hiring time and cost and improves matching success in a multidenominational environment of selection decision-making
Staffing Success	Integrated processes and automation streamlines business process management, reduces cost of quality and accelerates process performance

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Market Value **Differen-tiators**

More on services and value creation by Adorin staffing.

Service	Value Creation
Customer Service	Customer service is focused on achieving job/performer's fitment, stability of the resource and contingency management by integrating customer account management with service excellence processes and resource management processes, reducing significant query and complaint resolution cycle time and cost of talent acquisition
Knowledge Management and Advisory Services	Entity wise reporting by appropriate MIS and performance analysis, staffing industry report, policy analysis on labour market and advisory services forextraordinary staffing plan gives the client organisation an opportunity to review staffing success status, market practices and policy adoption.

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Our placement approach considers the people behind each role, people who have diverse stories and diverse needs, and we work to place them where they can shine.

Let's start a conversation.
Connect with us at: discover@adorin.in

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