



**MILLAT INTERNATIONAL**



***Your Recruitment Partner...***

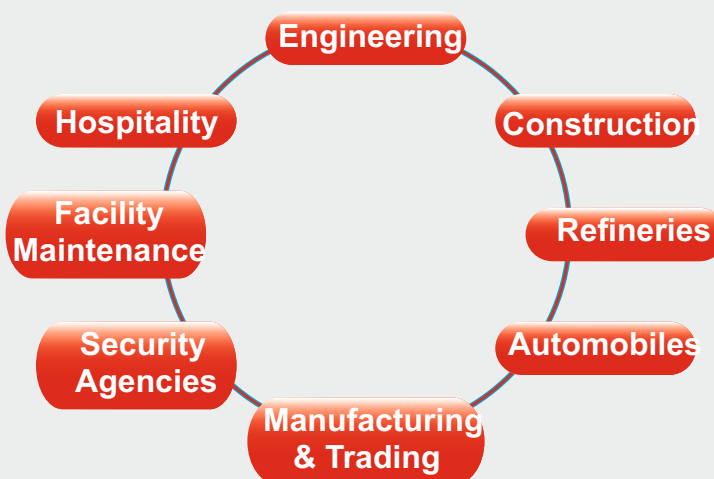


## About Us...

Millat International is one among the leading and fastest growing recruitment consultant services based in India. It started with a vision of contributing to the nation by way of providing right employment opportunities to candidates abroad. Millat International has adopted the human-to-human business model; with this we approach our clients and candidates to personally understand their requirements. Our representatives later match-up the requirement through a systematic process in our database.

## WHY WE ?

Millat International representatives walk with employers and employees in every step of the recruitment process until its completion. With this approach we have been successful in exceeding both the expectations of employers and employees. We are now a name with repute in India. In short period of time we will be expanding our operations in other countries...



With Profound understanding of middle-east market, we have set our vision to serve the above given industries in all GCC Countries mentioned below: Kuwait, UAE, Saudi Arabia, Qatar, Bahrain and Sultanate of Oman.

*visit us : [www.millatinternational.com](http://www.millatinternational.com)*



## *Our Vision & Mission*

*Our vision is to touch lives by providing right employment opportunities and develop them in prolific career for right candidates, and to be every employer's first and foremost choice to fulfill their staff requirements at all levels.*

*With team of focused professionals holding technical and business expertise; we deal with our clients and goals to achieve greater heights in the line-of-business we are in.*

*We aspire to increase our footprint ahead of the countries we are focusing on and to become a global organization. Our mission is to create an efficient and responsive platform for employers and employees.*



## *Our Selection Process*

- *Millat International service delivery team meets the client to understand their requirement.*
  - *It includes site visit to work place in case of technical categories.*
  - *Formulate JD as a team and bench mark critical pre-requisites.*
- *Search existing database, use electronic media to gather candidates matching with requirements.*
- *Pre-screening of candidates by our recruitment staff.*
- *Submit short-listed candidate profile to client's recruitment panel.*
- *Review meeting with client to identify the short-listed candidates.*
- *Media advertisement if sufficient candidates are not available.*
- *Arrange for telephonic / video calling / personal interviews. Conduct trade / aptitude / subject test according to client requirement. This is done locally and - or overseas.*
- *Collect all the required documents of candidates and submit in organized form to client for VISA processing.*
- *Receive VISAs, air ticket, contract and all other required legal documents from client.*
- *Carry out immigration process and help candidates to do medical test.*
- *Ensure candidate's travel on pre - decided dates.*



## *Sign off process*

*In accordance with statutory requirements following documents are required to get the requirement drive started to meet your project time lines.*

- *Power of attorney from the employer in the name of Millat International i.e. authorizing us to advertise, recruit and deploy the required personnel.*
- *Demand letter for number of personnel required, salary + benefits, duration of contract, employment terms and conditions etc.*
- *Contract agreement between employer and employee (who is to be recruited by Millat International)*
- *Copy of company's commercial registration (C.R. Copy) and original Slips.*







## Millat International as turnaround specialist

Here are 12 ways in which our Turnaround consultant will substantively contribute in the early stages of a turnaround:

- Provide insight on assembling the 'turnaround team'; ensure representation from HR and high-performing employees.
- Help senior leadership determine the business' existing core assets, including talent and processes that define the brand and provide competitive advantage; determine future core assets, including processes, capability and talent essential for mid and long-term success.
- Develop and equip management with a robust communication and change management plan, including strategic objectives, identified mediums, change-agent roles, messaging and collateral schedules, measures of uptake etc.
- Explore areas for saving cash, including eliminating nonessential meetings, programs and events.
- Review talent information to ensure meaningful headcount reductions; push for targeted cuts to eliminate weaker performers and those in non-core areas.
- Develop a plan and a validated process to identify, select and retain high performing and critical talent.
- Design, develop and present key-employee retention plans/packages to lock in critical talent.
- Ensure that survivors' workloads are monitored and their efforts don't go unappreciated; identify useful short-term reward and recognition strategies.
- Engage employees to ensure workforce capacity (sales, service, productivity); articulate and reinforce the company's new employee experience brand .
- Assist in the redesign of organizational structures impacting roles, responsibilities, spans of control and reporting relationships.
- Coach senior leadership and management on tactics for effective 'turnaround leadership' (e.g., developing/maintaining trust; clarifying and reinforcing the change vision; establishing a sense of urgency; celebrating short-term wins; setting a challenging pace; maintaining focus and minimizing competing distractions; rewarding change agents).
- Ensure that the broader HR community is well-versed in the talking points of the turnaround. Turnaround consultant will work closely with senior leadership as a strong HR partner to promote the most effective development of the organization's human-capital resources moving forward.



## *Our Services*

*Here is the list of wide range of services that we offer to our esteemed clients; whom we have been serving over years with the best of our resources in the market :*

- Recruitment*
- VISA Processing*
- Documents Attestation*
- Translation Services*
- Travel Insurance*
- Tour Packages*
- Emigration Clearance*
- Haj & Umrah*

*and many more...*



## *Our Presence*

*Having our own offices in Mumbai, Cochin & Hyderabad along with a strong network of recruitment agencies at strategic locations across India – we have been able to organize the resources from diverse backgrounds.*

*We have a very close and long standing partnerships with local recruitment agencies all across India.*

*Under Public / Private Partnerships we are associates with technical Institutes (ITI's), Engineering Colleges & Universities; to directly train and recruit skilled technical staff having expertise in specific areas of work..*

### **MUMBAI OFFICE**

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