

# Team Empowerment Services

Quick, targeted talent search from industry veterans who understand your business and resourcing needs



“ To meet your business goals, you need access to the right talent pool. We work with you to source the skills you need in your desired country and region. Our intimate understanding of the region and our access to skilled personnel ensure that you get not just the right skills but the right people to support your business needs.

# Bridging the skills gap

Access to skilled talent across business domains is a global challenge and Asia Pacific is no different. The competition for quality skills has made finding and recruiting the right people to ensure your business operates at peak performance difficult.

Organizations today are increasingly dependent on their technology infrastructure. As technology evolves, so the need for high-level IT skills increases.

Organizations have tried to counter this skills shortage by leveraging managed services and the cloud, but this has been offset by the need to optimize complex hybrid environments and protect themselves against cyberthreats.

For many organizations the challenge is wider than just finding people with the right skills, it's also essential that they're able to integrate quickly into your existing structures, making a cultural fit almost as important as their technical ability.

In this increasing complex environment, it's becoming challenging for even the most skilled internal talent management teams to stay abreast of the latest developments.

To ensure that they get the skills the organization needs, it's become critical to partner with an organization that understands the market for talent on a global, regional and local level and can align your business requirements with your budget.

“ Working with you to ensure you have access to the skills you need, when you need them, at a cost you can afford.

Global exposure as well as regional and country-specific expertise give us a deep understanding of your needs and your specific requirements.



# Our key services



## Contract staff augmentation

We enable you to meet your business goals by providing niche resources to boost your teams when they need it the most.



## Managed Resource Program

Our Managed Resource program combines the benefits of all our offerings as a flexible staffing solution. This includes staff augmentation, permanent placement, project and associated services, and managed services.

### Key MRP benefits

- Full screening for both technical expertise and team fit
- Project managers and team leaders involved in the screening process
- Comprehensive knowledge transfer in case of team members leaving or joining
- Ability to convert deployed resources to permanent placements for better knowledge retention and resource management
- Dedicated account team to ensure seamless management of resources
- Full vendor/partner management and accountability



# Services overview

We provide precise, efficient IT talent search services for select clients within the information technology, banking, financial services and insurance, telecommunications, manufacturing, and healthcare industries in Asia Pacific.

We work as an extended recruitment arm of your organization – as your partner, not just as a typical vendor.

We're consultative and not transactional – our delivery speaks for itself.



## Speed

We're quick and efficient.



## Accuracy

We enjoy exceptional conversion rates.



## Professionalism

We're transparent with Clients and Candidates.

# Recruitment methodology

To ensure optimal outcomes for our clients we follow a five-phase recruitment process:

## Briefing and validation

### Context and role details

- Client profile and value proposition
- Organization culture fit
- Team and reporting structure
- Skills, experience and qualifications
- Responsibilities, objectives and KPIs

### Benefits

- Generate accurate profiles
- Minimize interviewing time
- Maximize attraction and retention of quality talent

## Shortlisting

### Sourcing

- Headhunting
- Research and networking
- Social media
- Career fairs/internal database (regional)/referrals

### Benefits

- Engage both active and passive candidates
- Generate a shortlist of quality talent
- Gather market trends and intelligence

## Interviewing

### Methodology

- Ongoing communication and feedback
- Candidate and client briefing
- Initial technical assessment (if required)
- Candidate post-interview and client debriefing

### Benefits

- Effective candidate assessment
- Benchmarking against role criteria
- Clarity in decision making

## Selecting

### Checks

- Educational and professional qualifications
- Reference checks with ex-colleagues, supervisory and professional referees
- Psychometric and aptitude testing (if required)

### Benefits

- Confidence in hiring decision
- Useful information for management of candidate

## Onboarding

### The offer

- Optimized process to keep you within your budget
- Candidate experience – workflow modeling for optimized efficiency
- Client experience – transparency to avoid last minute challenges

### Benefits

- Employee benefit harmonization – for improved productivity and low attrition

# The NTT advantage



## Breadth of expertise

Our consultants are Subject Matter Experts with in-depth understanding of recruitment challenges on both sides of the desk.



## Regional familiarity

Our deep roots in Southeast Asia give us market and cultural familiarity, enabling us to identify candidates who are the best fit for your organization.



## Time and cost efficiency

We focus on select clients, understand the nuances of your requirements, and submit hand-picked, highly qualified candidates, delivering time and cost savings through precise, efficient talent search.

# Why NTT?



## Global expertise

As part of NTT Ltd., we benefit from the insights of a global organization with 44,000 employees across 6 continents.



## Deep industry exposure

With extensive expertise across key industries we have a unique insight into the challenges facing organizations in these sectors.



## Strong talent network

Over the years we've built up an exceptional base of skills, allowing us to speak to the broadest spectrum of skilled potential employees.



## Client exposure

We service large and multinational organizations, working within their structures to ensure a successful outcome.

