



Licence No. OPs & HRD/3358/KAR/2013

COMPANY PROFILE

MASS RECRUITMENT, HEAD HUNTING, EXECUTIVE
SEARCH & OVERSEAS EMPLOYMENT PROMOTER

We Say What We Mean & We Do What We Say

Company Introduction

DMK Consultancy International is committed to helping organisations 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 HR activities and initiatives. The programmes we design are developed to meet specific organisational needs. We work across all industry sectors, employing a simple yet effective approach to each project. By developing long-term strategic partnerships with Private and Public sector organisations, we are well placed to offer "*best of breed*" solutions to our clients, whilst maintaining focus on the needs of our candidates.

One of the key goals for the **DMK** team is to establish a Human Resources infrastructure that supports employers, owners and managers in their current business and the future growth requirements. **DMK** works in partnership with business owners and managers to build a value adding workforce by implementing a practical performance management system that effectively tracks the performance of individual employees.

Vision

Our Vision is to be the definitive HR Consultancy and Recruitment Solutions partner for all our clients.

Mission

To provide the insight knowledge of Human Resource thereby the reason and desire to always use the best Human Resources practices.

Our Values

We give our commitment to a service that at all times:

- ✓ Develops and empower individuals, teams and organisations.
- ✓ Provides on-going support and advice.
- ✓ Develops programmes, processes and systems that "fit" organisations and meet their needs.
- ✓ Provides an emphasis on practical skill development based on proven management theory.
- ✓ Is committed to professionalism and excellence.
- ✓ Provides clients with value for each Dollar invested

Our Unique Services

- ✓ We recruit and retain the highest calibre of experienced employees with proven ability of providing customer service excellence at all times.
- ✓ They will create stringent recruitment strategies bespoke to your business need, which will outline a cost effective method of recruiting new talent into your organisation along with timescales involved.
- ✓ As a standard element of the recruitment process, each candidate is assessed through a competency-based interview and objectively presented with full interview reports.
- ✓ We invest time to ensure that we understand your business; its organisational make-up, culture, strategic direction, performance goals and competitive position.
- ✓ Professional Standards - we conduct our business following strict ethical standards, maintaining complete confidentiality for candidates and clients alike.

DMK Expertise Functions

- ✓ Executive Search & Head Hunting Services
- ✓ Mass Recruitment (Bulk Recruitment)
- ✓ Overseas Manpower Employment
- ✓ Outsourcing Employment / Payroll Management
- ✓ Human Resource Development
- ✓ Career Counseling
- ✓ Salary Surveys

DMK Recruitment suite

It is a common challenge in today's tough economic climate that companies demand more from their Human Resource arm, but they want to invest less and less. In today's market every organisation will have experienced different issues around resource strategies.

DMK specialises in the effective manpower supply of temporary and permanent staff. With each assignment we undertake to become fully conversant with the needs of the organisation, based on either specific position requirements or particular person specifications identified.

We are confident that we can provide the skills, methodology and experience necessary to meet requirements. Our interviewing and reference checking techniques along with our objective assessment provide us with the basis for minimising many of the risks inherent in selection.

Our Human Resource recruitment process includes:

- ✓ Advertising (*Electronic, Print Media, Networking*)
- ✓ Screening of CVs
- ✓ Short listing of CVs
- ✓ Trade Tests/ Interviews of Short listed candidates
- ✓ Final Selection of Candidates
- ✓ Placement Formalities

Few of our specialized areas that we can help you in recruitment needs are:

1. Top Executives and Management Executives
2. Engineers (*Hardware, Telecom and Networking*)
3. Engineers (*Civil, Mechanical, Electrical, Chemical etc*)
4. Marketing and Sales Professionals (*VAN Salesmen*)
5. Technical Staff (*HVAC, HSE, Refrigeration, Electrical etc*)
6. Supply Chain, Procurement, and Factory Professional
7. Information Technology Professionals (*Software Engineers, Designers, Specialized IT Consultants, SAP Consultants and Technicians, Oracle Experts*)
8. Telemarketing, Administrative and Customer Support Professionals
9. Office Secretaries and Executive Secretaries and
10. All Kind of Labors (*Shelter, Carpenter, Masons, Panel Beater*)

Our Source of Recruitment

We have access to a wide stream of sourcing methodologies to assist us in meeting your business need:

- ✓ Direct Mailing
- ✓ Assessment Centres
- ✓ Executive Search & Selection
- ✓ Access to Specialised Internet Portals
- ✓ Contingency Database Search
- ✓ Strong Candidate Network
- ✓ Local & National Advertising Campaigns in Specialist Publications

Industry experience

Here is a snapshot of some of the industries we specialise in, which includes start up's and SME's organisations.

- ✓ FMCG (Pakistan, Gulf Countries)
- ✓ Construction (Gulf Countries)
- ✓ Information Technology (Pakistan, Gulf Countries)
- ✓ Telecoms (Pakistan, Gulf Countries)
- ✓ Call Centers (United States and United Kingdom)
- ✓ Manufacturing and Engineering (Pakistan, Gulf Countries)
- ✓ Mechanical and Electronics Companies (Pakistan, Gulf Countries)
- ✓ Global Port Operators (Gulf Countries)

** Clients details are mentioned separately*

Clientele

DMK Consultancy International is suitably qualified to assist you in this important assignment. Our professional staffs have been extensively engaged in similar assignments for local and multinational companies. Our rich client list, presented below, gives us confidence to demonstrate our ability to recruit the vacancies in almost every industry of Pakistan and GCC Countries and around the world.

INTERNATIONAL CLIENTS:

Clients Company Name	Clients Company Logo	Clients Industry / Services Offered	Country
24 7 Home Rescue		Home Boiler Services / Back Office Support, Web Chat and Sales Executives	UK / Pakistan
Al-Ghurair Aluminium		Construction Manpower Visa Processing Services	GCC Countries / KSA/ UAE
Al-kobraish Construction/ Contracting		Construction & Contracting Company/ Mechanical Manager	KSA
Al-Marai Dairy Products		FMCG / Head Hunting, Manpower Services	KSA, UAE, Qatar
AL Murabaa Investments		Manpower Services, Visa Processing	KSA
Al-Safi Dairy Company		FMCG / Labour, Manpower Services	KSA
Emitec Technologies		Information Technology / Human Resource Professionals	UAE
Habib Exchange Co. LLC		Manpower Services, Visa Processing	UAE
National Agricultural Development Company (NADEC)		FMCG / Finance, Warehouse, Site Manager	KSA, UAE

Clients Company Name	Clients Company Logo	Clients Industry / Services Offered	Country
National Company for Business Solutions		Telecom / Telecom Engineers, Marketing, Visa Processing	KSA
National Marine Dredging Company		Manpower Recruitment	UAE
Norconsult Telematics		IT and Telecom / Consultants and Principal Developers	KSA
ParagonEDS Consulting		IT Consulting / HR, IT and Supply Chain Professionals	KSA, Qatar, UAE
PepsiCo International		FMCG / Head Hunting, Manpower Services	UAE / KSA

LOCAL CLIENTS (WITHIN PAKISTAN)

Clients Company Name	Clients Company Logo	Clients Industry / Services Offered	Country
Abdul Hafeez Group (AHG)		Distribution Company / Senior Management Professionals	Pakistan
Aman Foundation		NGO / Executive Search and Mass Recruitment	Pakistan
BOC Pakistan Limited		Oil and Gas Engineering / Supply Chain, Procurement, Plant Professionals	Pakistan
CIS Private Limited		Software House / .Net and VB 6.0 Developers	Pakistan
Creative Chaos		Software House / Java Consultants & .Net Consultants	Pakistan
DKT Pakistan		NGO / Executive Search	Pakistan

Clients Company Name	Clients Company Logo	Clients Industry / Services Offered	Country
Dot Specialists		Software House / .Net Experts and Consultants	Pakistan
Engro Power Generation		Power Generation / Mechanical, Electrical Manager	Pakistan
Exide Pakistan Limited		Electrical Manufacturing/ Production, Engineers, Marketing	Pakistan
Jaffer Brothers Pvt. Ltd		Information Technology / Oracle Professional	Pakistan
Kalsoft Private Limited		Software House / Microsoft Technology Consultants	Pakistan
Landi Renzo Private Limited		Auto parts Manufacturer / SAP & Production Profesional	Pakistan
Limton Group of Companies		Software House / VB Developer, Software House	Pakistan
Marie Stopes Society International		NGO / Marketing, Sales, Finance, Grant, Compliance	Pakistan
National Fullerton Asset Management Limited		Asset Management, Financial Services / Fund Managers, Marketing Professionals	Pakistan
Ovrlods Pvt. Ltd		Software House/ Executive Search	Pakistan
Pakistan Dairy Products		FMCG / Executive Search	Pakistan
Post Amazers Private Limited		Production House, Media / Operations Staff, Core Sales Team	Pakistan / UAE

Clients Company Name	Clients Company Logo	Clients Industry / Services Offered	Country
Procter and Gamble Pakistan Private Limited		FMCG / IT, Customer Services and Procurement Professionals	Pakistan
Tapal Energy Pvt. Ltd		Power Generation / Executive Search	Pakistan
TradeKey Private Limited		B2B Web Portal/ Technology Professionals, PHP Experts, Consultants	Pakistan / KSA
TRG Pakistan Limited		Information Technology / Call Centre and HR Professionals	Pakistan
TenPearls International		Information Technology / Java Developers	Pakistan
Universal Logistics Services (Pvt.) Ltd		Logistics / Credit Control Professionals, Couriers, Secretarial and Admin Staff	Pakistan
UnziSoft Pvt. Ltd		Software House / .Net Experts	Pakistan
Wavetec Private Limited		Information Technology / Technology Experts (.Net)	Pakistan

Contact Us:

To give you a better insight into our industry experience and specific areas of expertise in Human Resources Recruitment Services, please contact us using any form of communication as shown below. Our Consultant will be in touch with you within 24 hours.

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