



CarvHR

Business Solutions

Content Employees. Competent Organizations.



carvhr.in



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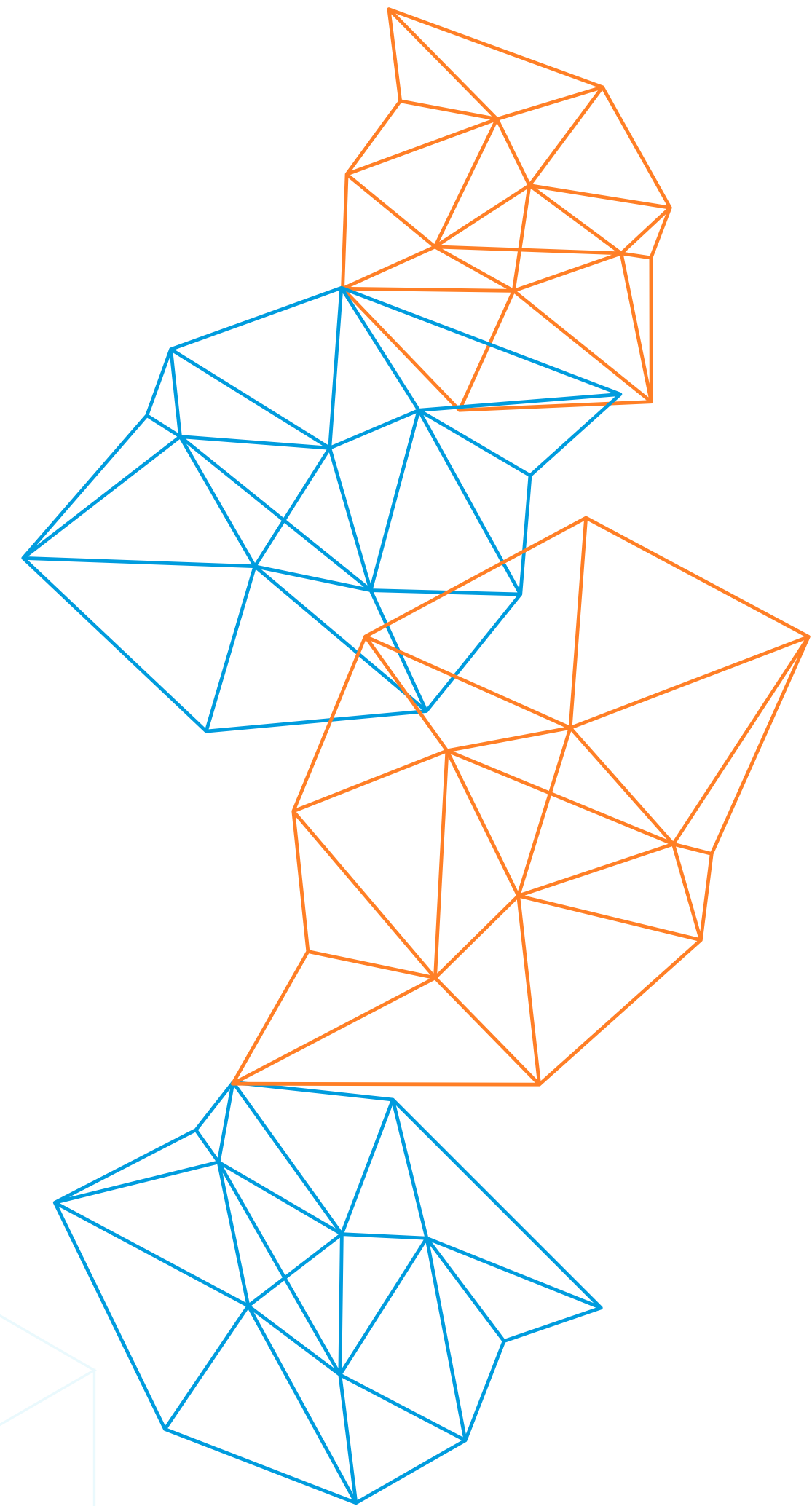
INTRODUCTION

“Right people at the right place doing the right thing makes life easy for everyone.”

CarvHR Business Solutions is a Human Resource consulting firm created with the purpose of **making the corporate world as productive and fulfilling as possible** - Productive for the organisations and Fulfilling for the employees. With the firm belief that the two go hand in hand, CarvHR serves this purpose by means of

- (1) **Recruitment**
- (2) **Soft Skills Training**
- (3) **Culture Transformation services - Policy Building**

With our unwaveringly ethical value system and our completely customer centric SOPs, we are instituted on the foundation of **Dynamism, Professionalism and an extremely Process Oriented approach**. Our vision for **quality of service** and its impact on the work life of several individuals is our driving force!

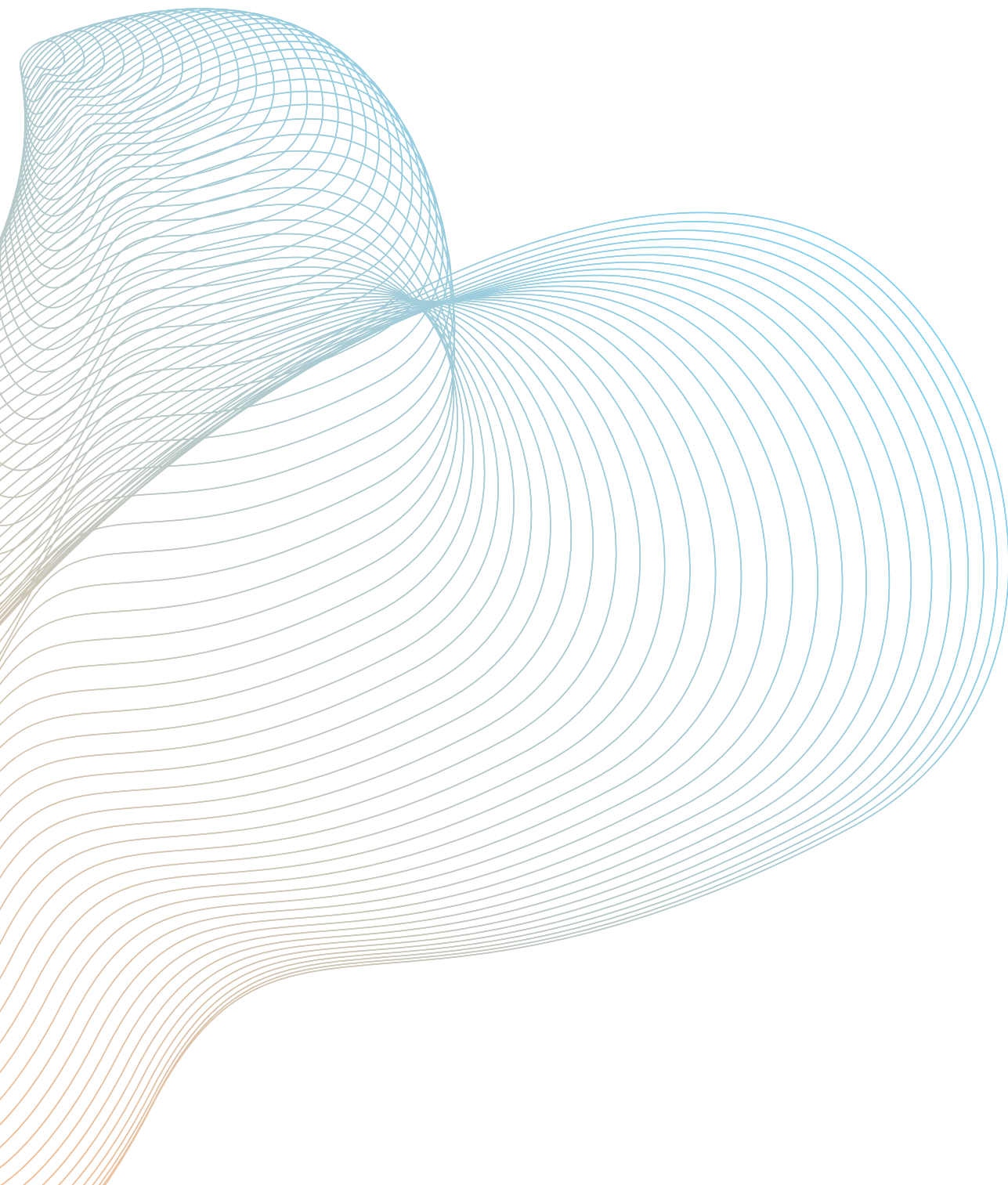


OUR PURPOSE

“Redefining quality of service to make organizations as productive and fulfilling as possible”

OUR DNA

(Operating Principles)



Process Orientation: We believe that being honest and diligent in following the required processes has a collateral effect of yielding the apt results. Reaching the perfect balance of **having the end goal in mind while focusing on the current process in hand**, is what we strive for. We firmly believe - it is the best way to ensure quality

Collaboration over competition: With obvious other players in the industry, we believe in **collective growth rather than cut throat competitions**. While not shying away from any challenges, we believe in a **broader vision of creative and potential collaborations** whenever possible. We are always on a lookout for ways in which we can create a win-win situation in an unfortunately win-loss market and industry.



Values over valuation: Deep roots are stronger than high branches. While economics drive business finances, **it's the values that carve the personality of the businessness**. We believe in our morals and ethics and we will stick to them no matter how fragile the times are. This provides us the platform to stand and build.

OUR DNA

(Operating Principles)



People First: Business is the most personal thing in the world. With this unpopular opinion, we believe in treating people with grace and humility and not a source of income. This helps us not just see through the mist of professionalism, but also understand the needs of our clients much more personally, which in turn helps us provide the quality of service we strive for.

Quality or nothing: We take pride in the effort we put to make life easy for our clients. We believe if we cannot provide an extraordinary quality of service there is no reason for us as a business to exist. We keep on striving to justify our existence by providing the best quality of service the client can get.



Predictable is always better: We want our clients to know exactly what to expect from us. This makes us easy to work with and difficult to part from. The only surprise the client should expect from us, is the surprise of unexpectedly good service.

SERVICES



Recruitment

Do you know about the problems that companies face during recruitment?
Well, we'll make sure you never do.

Soft Skills Training

Soft Skills provide the canvas on which you can paint the best picture through your hard technical skills

Cultural Transformation

Culture of a company is nothing short of the constitution of the company.
Our services help scale the overall working principles and culture of the company.

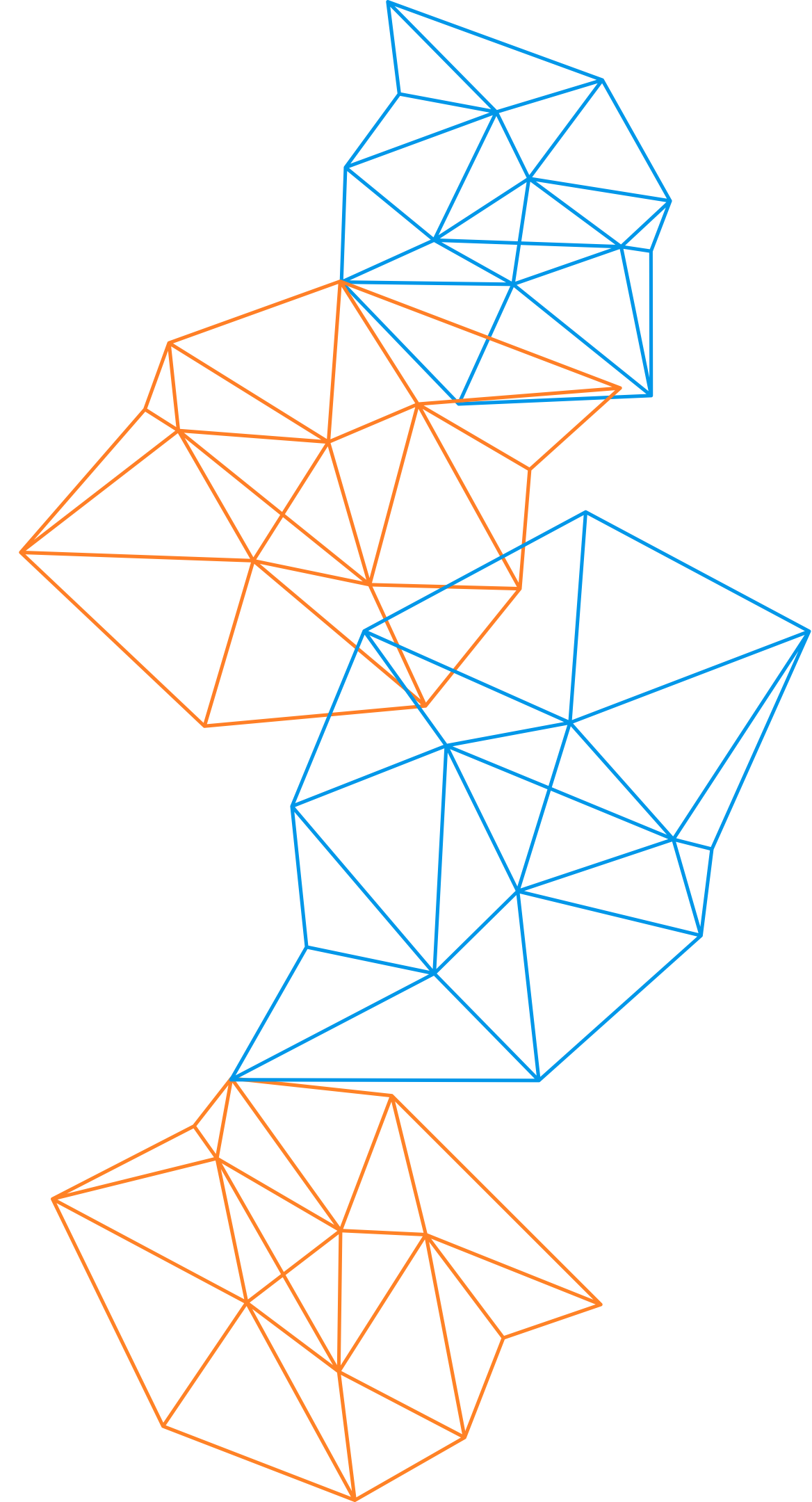
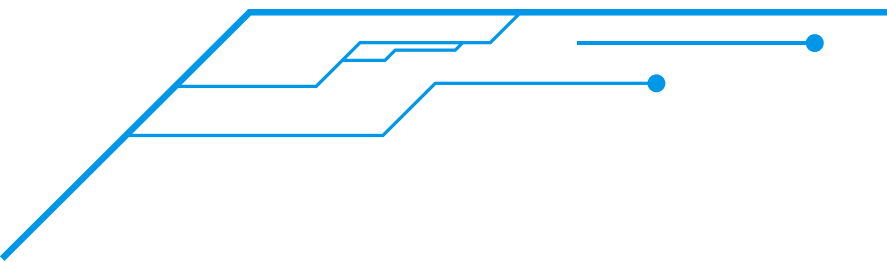
RECRUITMENT

Contingent Hiring

You pay us if (when) we deliver the right candidate to you for the position you need filled

Executive Search

We headhunt and rigorously search for the apt professional for your executive and leadership roles



HIRING PROCESS

1. Brief connect

Understanding and assessing your company's need for **your hiring requirements**

2. Talent Sourcing

Searching for the **best candidates for you in the given timeline** from our database, referrals, job portals and other resources

3. Shortlisting

Screening and shortlisting quality candidates and **connect with them for the initial interview**

4. Detailed Report

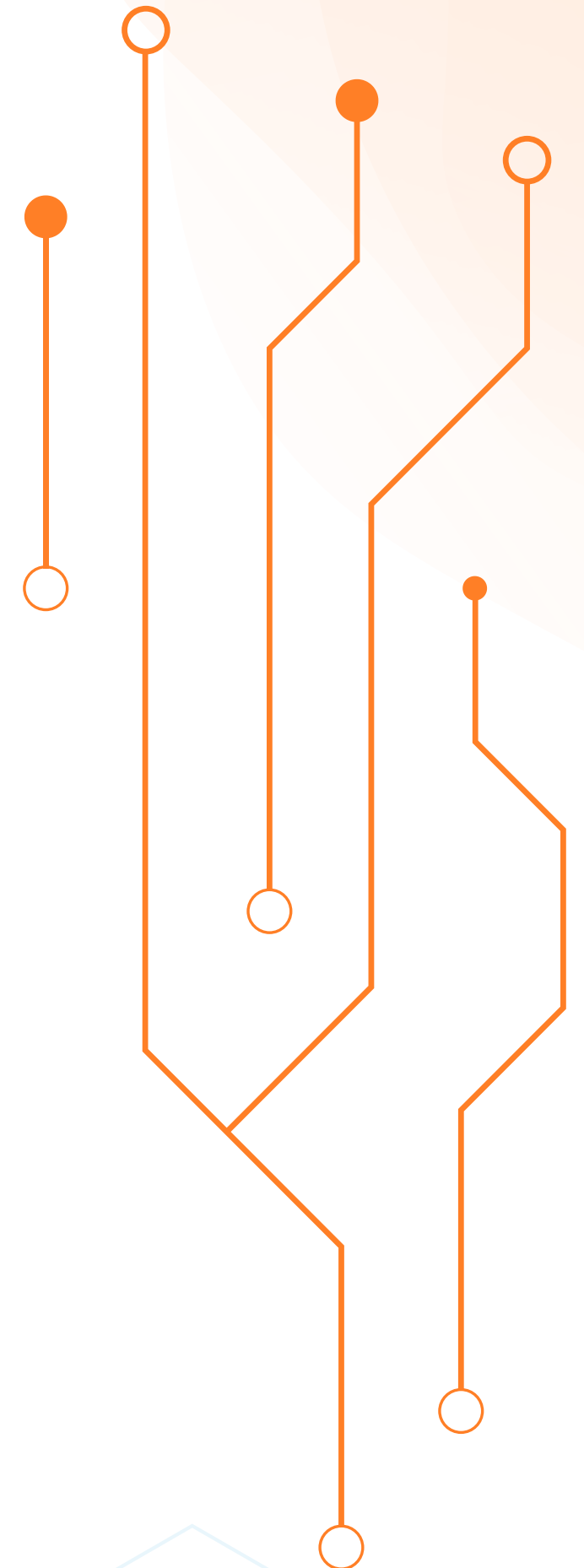
Sending you a detailed **report with behavioral, technical and experience summary** of the shortlisted candidates along with their CVs

5. Offer Acceptance

Coordinating the interview between you and the candidates and **assisting you till the offer gets accepted**

6. Background Check

Sending you a brief **background check report that we carry out along with the salary proofs** of the candidate you select to hire before you release an offer



SECTOR & INDUSTRY EXPERIENCE

- E-Commerce
- Healthcare
- Real Estate
- BPO / KPO
- Retail
- Architecture
- Sales & Marketing
- Manufacturing
- IT
- BFSI
- Human Resources
- Port Operation

SUCCESSFUL ASSIGNMENTS



Branding & Marketing

Sr. Manager - Performance Marketing: Retail Client based in Middle East

Sr. Manager Marketing: Retail Client based in Middle East

Digital Marketing Executive: E-commerce Client based out of India

Digital Marketing Executive : Architecture Client based out of USA

Graphic Designer: E-commerce Client based out of India

Content Writer: E-commerce Client based out of India

Graphic Designer: Building Materials Client based out of USA

Legal & Compliance

Legal Associate: Architecture Client based out of USA

Compliance Analyst - Banking Client based in Middle East

Analyst - Compliance Assurance: Banking Client based in Middle East

Card Fraud Investigator: Banking Client based in Middle East

Specialist - Fraud Investigation: Banking Client based in Middle East



SUCCESSFUL ASSIGNMENTS



Strategy

Head Project Management Office - Healthcare Client based in Middle East

Centre Director - Hospitality Client based in Middle East

General Manager - Nursing: Investment Management Client based in Middle East

Accounting & Finance

Director - FPNA: Healthcare Client based in Africa

Finance & Accounts: Architecture Client based out of USA



Research and Development

Quality Analyst : Chemical Manufacturing Client based out of India

Chemical Engineer : Chemical Manufacturing Client based out of India

SUCCESSFUL ASSIGNMENTS



Sales & Business Development

Sr. Sales Executive - Freight forwarding Client based in Middle East

Business Development Manager: F&B Client based in Middle East

Inside Sales Exec: Building Materials Client based out of USA

Pre-Sales Manager: IT Client based in Middle East

Business Development Executive - F & B Client based in Middle East

Technology & Process Development

Full Stack Developer: Building Materials Client based out of USA

PHP Developer: IT Services Client based out of USA

Product Analyst: IT Services Client based out of USA



SUCCESSFUL ASSIGNMENTS



Human Resources and Admin

HR Manager: Retail Client based in Middle East

Head - L & D: Healthcare Client based in Middle East

Sr Manager - L & D: Healthcare Retail Client based in Middle East

Lead Culture and OD - Healthcare Client based in India

Office Admin: Architecture Client based out of USA

HR Ops and Analyst: Retail Client based in Middle East

Receptionist: Architecture Client based out of USA

Operations

Floor Manager : Chemical Manufacturing Client based out of India

Mechanical Engineer : Chemical Manufacturing Client based out of India

Assistant Restaurant Manager - Hospitality* Client based in Middle East

Facility Engineer - Hospitality* Client based in Middle East

Project Coordinator: IT Services Client based out of USA



SOFT SKILLS TRAINING

With your employees trained in Soft Skills,

- Best performers can become good **managers** and **leaders** as well
- Workforce will prove to be more **productive**
- Employees in **Client Facing** roles, will have better tools to do their job
- Less **time** and **energy** will be wasted because of effective communication
- **Conflicts** will do less damage and will be resolved quickly
- Overall **quality** of your **workforce** will enhance
- **Company Culture** will stay intact as you scale

SOFT SKILLS TRAINING



List of trainings that we provide :

- 1. Effective communication (Verbal and written)**
- 2. Active Listening**
- 3. Presentation Skills and Public Speaking**
- 4. Negotiation Skills**
- 5. Conflict Resolution**
- 6. Team Work**
- 7. Leadership Skills**

CULTURAL TRANSFORMATION SERVICES

POLICY BUILDING

“Rules and Guidelines define the personality and direct the operations of the company”

Our team is experienced in created various policies and guidelines:

- IT Policy
- Sexual Harassment Policy
- Remote Working Policies and Guidelines
- Physical and Virtual Meeting Structures
- Communication Guidelines

CULTURAL TRANSFORMATION SERVICES

POLICY BUILDING

“Rules and Guidelines define the personality and direct the operations of the company”

Brief connect



Policy Discussion



Policy Building

We will
understand your
organization's
business, teams
and staffing
hierarchy

We will discuss
the nuts and
bolts, 'must
haves' and 'nice
to haves' of the
policy you need
built

We will build the
policy/guidelines
customised to
your business,
your team
structures and
your future scaling
predictions

FOUNDERS

With one eye on the long term vision and the other on current execution, the founders blend to make a perfect team. Their experience of working in different industries and with companies based out of India, USA, Middle East and North Africa gives them the exposure and credibility required to cater to needs of various clients.



Akshat Vyas

Co-Founder

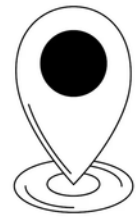


Yash Pandya

Co-Founder



FIND US



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