

**FIND THE TEAM THAT SHAPES YOUR COMPANY'S FUTURE**





# THE TALENT WAR IS MORE DYNAMIC THAN EVER

“How do I find an AI expert who’s also a good manager?” “Can I use my data to source better talent?” “How do I also tap into candidates in tier 2 & 3 cities?” Today’s firms grapple with unique talent questions. Here are the top challenges they face. And why you may need a recruiting transformation.

- **Accuracy:** Low employability and an inadequate fit between company intent and candidate capability reduce hiring accuracy.
- **Efficiency:** If accuracy is indeed possible, then firms struggle to create accuracy at scale in a way that manages costs and timelines.
- **Spread:** Firms are expanding and need candidates in tier 2 and 3 cities as well, a challenge many recruiters are not prepared for.
- **Human factor:** Amidst all this complexity, it gets hard to give candidates a good experience, failing which they can renege.
- **Agility:** Audience needs are ever-evolving. Recruiters locked into outdated systems can only go so far.

In this environment, firms need a recruiting engine that’s systematic and dynamic, scalable and sensitive.





# SO WHAT IS OUR SOLUTION? HR INSPIRED BY SCIENCE

CIEL enables clients to attract talent that can shape their firm's future. We deliver this through our 'HR inspired by science' model. It involves a combination of science, scale and sensitivity to enable clients to attract the right talent at the right time and cost, anywhere in India. In this way, we help clients cut through the complexity and stay ahead of the curve.



23,000+  
Temp roles hired



1,20,000+  
people placed



100+ CXO hires  
annually



Widest on-ground  
reach with 78+  
offices in India



500+ strategic  
roles filled



2900+  
clients



2,00,000+ Managers  
Assessed Annually

\*As on Jan 2023

## WHAT WE HAVE ACHIEVED

CIEL means 'sky' in French. Our vision is to reach the peak of excellence and emerge as the most progressive and respected HR player in the markets we work in.



CIEL is  
**ISO 9001:2015 Certified**  
company



# HOW DOES OUR PROPOSITION COME TO LIFE?

## SCALABLE

We have the largest footprint,  
and its growing (50 cities)\*

As on Jan 2023

Our spread helps us hand-pick ideal  
candidates from each city

We use technology to scale without  
affecting quality, time and cost  
Technology helps us control projects  
effectively and in real-time

## SCIENTIFIC

Our deep experience gives you  
access to sector insights

Our AI innovation finds best-fit  
resumes and automates prelim  
conversations

Our cloud-based systems make  
it easier to track applicants

Our customized software  
manages employee life cycles  
end-to-end and run assessment  
tests and delivers learning  
programmes

## HR INSPIRED BY SCIENCE

## SENSITIVE

Our 50-city footprint means a human  
connect with temp employees  
everywhere

Aligning expectations of employers and  
candidates

Seamless candidate experience for a  
better employer brand

Our CIEL EDGE program constantly  
builds our people capabilities

# WHAT SERVICES DO WE OFFER CLIENTS?

## Services at a glance

### Recruiting

Executive Search

Permanent Recruiting

Recruitment Process Outsourcing

### Staffing

General Staffing

Professional Staffing

NAPS

## Recruiting

### Executive Search

Recruiting top executives can be tricky. You need leaders who are as much at ease with quality management as they are with diversity and inclusion. You need a CFO who is not only a seasoned professional but also a great fit for your culture; this is essential to drive the Board agenda for the future. CIEL understands your context, uses its experienced team to assess the fitment, and engages the candidate meaningfully till onboarding and beyond with its 30-60-90 day contact plan.

[100+ annual CXO hires](#) | [Balance of capability and cultural fit](#) | [Tech-enabled search and servicing](#) | [Wide reach](#)

### Permanent Recruitment

You need talent at different levels in your organisation to execute the strategy and translate the plans into reality. You need candidates whose resumes not only match the job description (JD), but go deeper than that. CIEL's team is trained to understand the unique context that defines each JD; we go beyond the resume of a candidate to understand his or her CCA (context, competencies and aspirations). CIEL brings you candidates whose CCA match your JD and context in the best possible manner.

[3000+ hires in a year](#) | [CCA match](#) | [Sector focus](#) | [Analytics driven matching algorithm](#) | [Wide reach](#)

### Recruitment Process Outsourcing (RPO)

When you recruit in large volumes to ramp up a routine or greenfield project, you need a smart strategy and rigorous execution. You need a large team; building that in-house is expensive and not in strategic alignment with your long-term business priorities. CIEL sets up a team and the processes to make sure that your needs are delivered reliably - from end-to-end recruiting to an à la carte of processes. KPI-based outcomes are tracked and managed to meet the requirements.

[10+ RPOs at any point in time active round the year](#) | [KPI focus execution](#) | [Tech-inspired efficiency drive](#) | [Wide reach](#)





## Staffing

As companies grow, they need to expand their workforce in sales, production, service and business support. At the same time, they need flexibility in their headcount so that they are able to match the peaks and troughs of their demand cycle. They cannot always tap into the talent pool in tier 2 and 3 cities. If they can, they do not have the on-ground presence to engage candidates and scale up the process. Our spread and technology ensure our staffing solutions help your business gain momentum.

### General Staffing

CIEL provides Flex staff with varied skill-sets on its payroll across multiple locations for Engineering, Sales, Customer Service, Admin, Secretarial, Office Support etc. We call them our Deputies. They work at our client organizations for a specified period of time across functions and levels. We manage their end-to-end employee life cycle with an option to be hired on the client payroll, offering complete flexibility. Our tech-enabled transparent processes create competitive efficiencies in deputy engagement and significantly reduce employee Query Resolution Time.

### Professional Staffing / IT Contracting

Companies look for specialists for a fixed period to address specific project needs. Sometimes, they need highly skilled professionals to work on fixed term contracts with the option of hiring them on their permanent payroll at a later date. CIEL's recruiting power, backed by reliable systems and processes, attracts highly skilled people on our payrolls and deploys them for fixed periods to client locations.

## NAPS

National Apprenticeship Promotion Scheme (NAPS) is a scheme launched by the Government of India to provide financial support to establishments undertaking Apprenticeship training. CIEL takes care of the client's end-to-end arrangements for the NAPS program, from the mobilisation of apprentices to final assessment and certification.



Jombay is a “made in India, made for the world” tech platform help companies identify and build great managers and leaders. Built by a team of Business Psychologists, Engineers and Product Entrepreneurs, more than 200,000 managers and leaders from 500+ marquee organisations undergo Jombay’s Assessments & Development programmes every year. This platform unifies talent practices, from talent acquisition and talent management to learning.



## ASSESSMENT AND DEVELOPMENT

JOMBAY





# HRMS PLATFORM



HFactor offers enterprise software to automate and simplify HR processes, and comes with decades of hands-on experience. Integrum provides a unified HR platform that transforms organisations and make them future-proof

CIEL Technologies was incorporated in 2021 with the objective of helping companies set up teams of highly skilled professionals and get the relevant and desired output from them.

Right from setting up a new office space and the associated infrastructure to building the right team and establishing a business process, CIEL Technologies has been offering Managed Services Programmes (MSPs) for companies in Engineering, IT, Infrastructure, Consumer Products and Financial Services sectors. The programme is driven by agreed service levels (SLAs) and governed using key performance indicators (KPIs) agreed for the programme.

# MANAGED SERVICES PROGRAMMES





Started in 2015 by the Founders of Ma Foi, CIEL has grown to be one of India's leading companies integrating the domains of skilling and employment. CIEL Skills and Careers has a deep understanding of individual and collective gaps in employability and is on a mission to connect employers and the talent pool of skilled folks in different parts of the country through its app, CielJobs as well as the physical infrastructure of 78+ offices. CIEL Skills and Careers engages with various Government agencies as well as the CSR wings of corporates to mobilise students, train them 'Job Ready' and place them in meaningful jobs

## SKILL DEVELOPMENT



## SKILL TECH PLATFORM



CIELJobs, India's first SkillTech platform, strives to guide the candidates to the right job where their aspirations meet the employers' expectations. CIEL's extensive geo-presence via 78 offices spread across 50 locations opens up numerous job opportunities across India. It has multiple skill cohorts to help tens of thousands of fresh talent across every nook and corner of the country. It is a platform for candidates from all over the country to connect, learn, get opportunities to upskill and find the right job in their preferred cities.



# WHY CIEL?



We are the fastest growing HR services company, armed with many unique differentiators:

- **Deep sector expertise:** Manufacturing, Engineering, Energy, Infrastructure, IT & Outsourcing, Financial Services, Consumer Products, E-commerce, Pharma and Services sectors.
- **Seasoned team:** 37 Senior Managers, with an average of 16+ years of experience in the HR Services industry.
- **Geographic spread:** Physical presence in 50\* locations in India (and growing) give us depth of coverage in each talent market.
- **Technology:** We have successfully deployed technology in all HR aspects - sourcing, communication, workflow management, and controls. Our in-house tech arm innovates to keep pace with the client's dynamic needs.
- **Human factor:** Our spread and investments in capability building programs help us approach recruitment with sensitivity and swiftness.
- **Strong lineage:** Founders of Ma Foi power CIEL with their strategic acumen and depth acquired over decades of experience in pioneering HR Services in India.
- **Associate Companies:** We are flanked by associate companies, thus giving you the opportunity to fulfil all your HR needs from one shop

## Our Associate Companies:

- Ma Foi Strategy offers consulting services in the entire spectrum of HR, Growth, Payroll and Compliance areas



CIEL has been a Great Place To Work-Certified™ company for 4 straight years, by the Great Place To Work® Institute.

\* As on Jan 2023

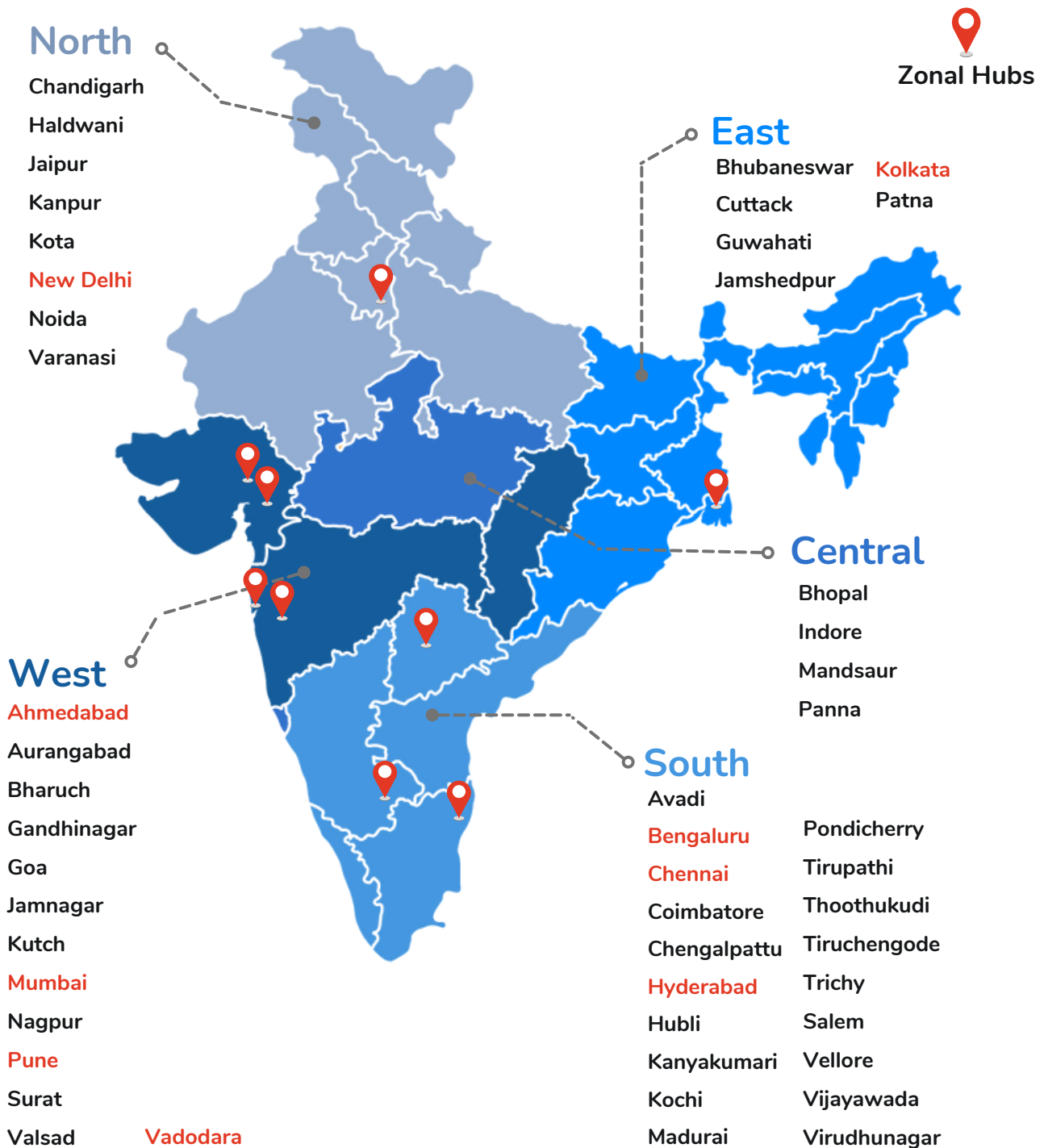
# CIEL'S GEOGRAPHIC SPREAD

With a presence in 50\* cities, CIEL has the largest reach for any recruiter in India. It gives us amazing reach, speed, and an on-ground connect with people.

## 50 Locations

## 78 Offices

*\*As on Jan 2023*





**CSR**

# A **C**orporate **S**ocial **R**esponsibility Initiative

CIEL has a CSR policy in place that endeavours to contribute and focus on all / any of the following:

## **Education and Skill Development**



## **Environment Protection and Sustainability**



## **Health and Safety**



CIEL partners with NGOs (some for long-term and some for specific programmes) who work in any of the above areas. Members are encouraged to volunteer in any of the CIEL partnered programmes depending upon their own area of interest and calling.



# FUTURE FOCUS

We have come a long way in the last 7 years. After having consolidated our expertise, scale and technology, we are evolving into India's preferred choice in the domain of people services:

- Creating next-level insight, scale and speed for our clients
- Leveraging our geographic spread and technology to scale up recruiting and staffing across all specialties
- Having 100+ efficient branches with subject matter experts
- Integrating our solutions with the full HR suite
- Mastering the gig economy
- Making a contribution to society and the economy





# COMBINING SCIENCE, SCALE AND SENSITIVITY TO GIVE YOU AN EDGE IN THE TALENT WAR

Talent acquisition keeps many leaders up at night. When you add CIEL to the equation, you get distinct advantages:

- Accuracy and agility from latest technology
- A wide reach across India
- An empathetic approach to people
- Expertise across many sectors
- Seasoned leadership







**COMBINING SCIENCE, SCALE AND SENSITIVITY TO  
CREATE TALENT POOLS FOR THE FUTURE**



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HR inspired by science

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#GetTheBestOutOfUs