



Providing Tailored Consulting Solutions

www.ibusinesssolution.com

Powered by,

www.xpertreview.com

*XpertReview - Inhouse Developed AI based
Video Interview Platform*



ABOUT US

Founded in the year 2000, Headquartered in Mechanicsburg, PA.

US \$ 20M Annual turnover

30+ Executed Project Engagements

Tier 1 National Vendor for one of the Top 5 consulting firms in US

200+ Active Consultants (Average 7-10 Years of professional experience)

20 Years Serving fortune 500 companies

2000+ Consultants placed in last 5 Years

100+ Serving public and Private Sector Clients

20+ Active states in US and Pan India

1 M + Access to Diverse pool of talented Professionals thru own qualified database and selective partner network

40 + Qualified recruiters with over 7 years of average experience recruiting resources in USA and India



INDUSTRIES

Public Sector

Private Sector

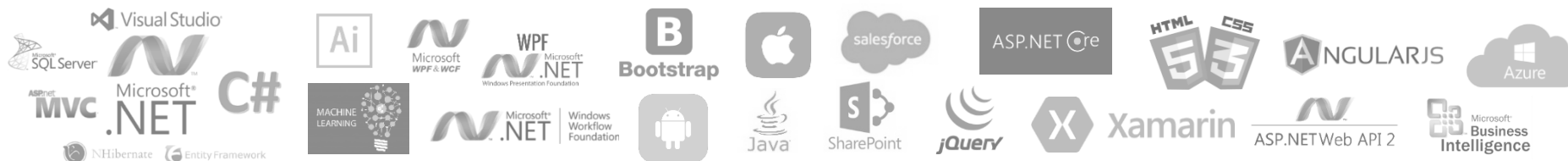
Education

Technology

Healthcare

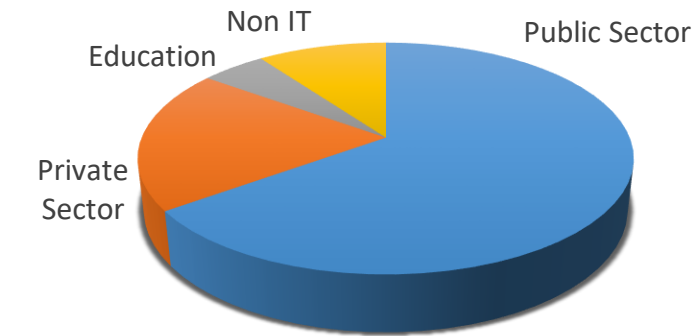
Manufacturing and

Retail



OUR HIRING TRENDS

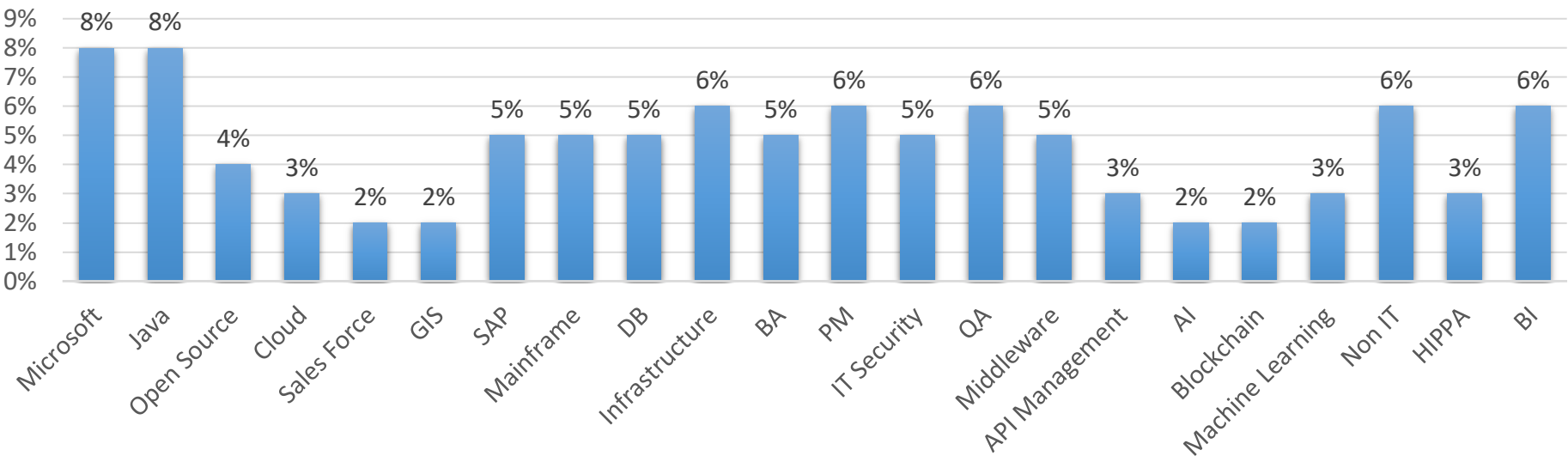
INDUSTRY WISE



■ Public Sector ■ Private Sector ■ Education ■ Non IT

Year	Total Requirements	Total Candidate screened	Number of Interview scheduled	Hire Count	Effectiveness (Reqs vs Hire)
2018	2300	9037	934	711	30 %
2019	2078	8780	1157	592	28 %
2020	1400	4098	884	228	16 %

TYPICAL HIRES – SKILL WISE



OUR STAFF EXPERIENCE

Over 60 years Consulting experience from Management staff

Over 40 Recruiting Staff

Over 10 Back office support staff including HR, Immigration, Accounting and Administration



WHY CHOOSE IBS ?

*Our Unique Solutions helps organizations to technically evaluate & assess the candidates at the early stage of recruitment cycle using inhouse developed product **XpertReview – Video Interview Platform***

Our Solutions has benefited clients in number of ways,

- Eliminated blind and one-way phone screening
- Live & recorded video interview with report for internal decision making
- Evaluate on subjective, objective and subtle parameters
- Reach out to talent without geographical boundaries



SUBJECT MATTER EXPERT

Global Expert Pool Advantage ,

- Comprises of Various Fields And Technologies
- Available 24*7 To Match & Meet The Requirement Of Our Clients Globally
- Comprises Of Skills That Are Widely Used Ans Niche Skills Such As Blockchain, Xamarin, Cloud, Lotus Notes, AI Etc.
- SME's Possess The Skills, Knowledge And Resources To Evaluate Our Clients Prospective Hires.

XR HIRING SOLUTIONS

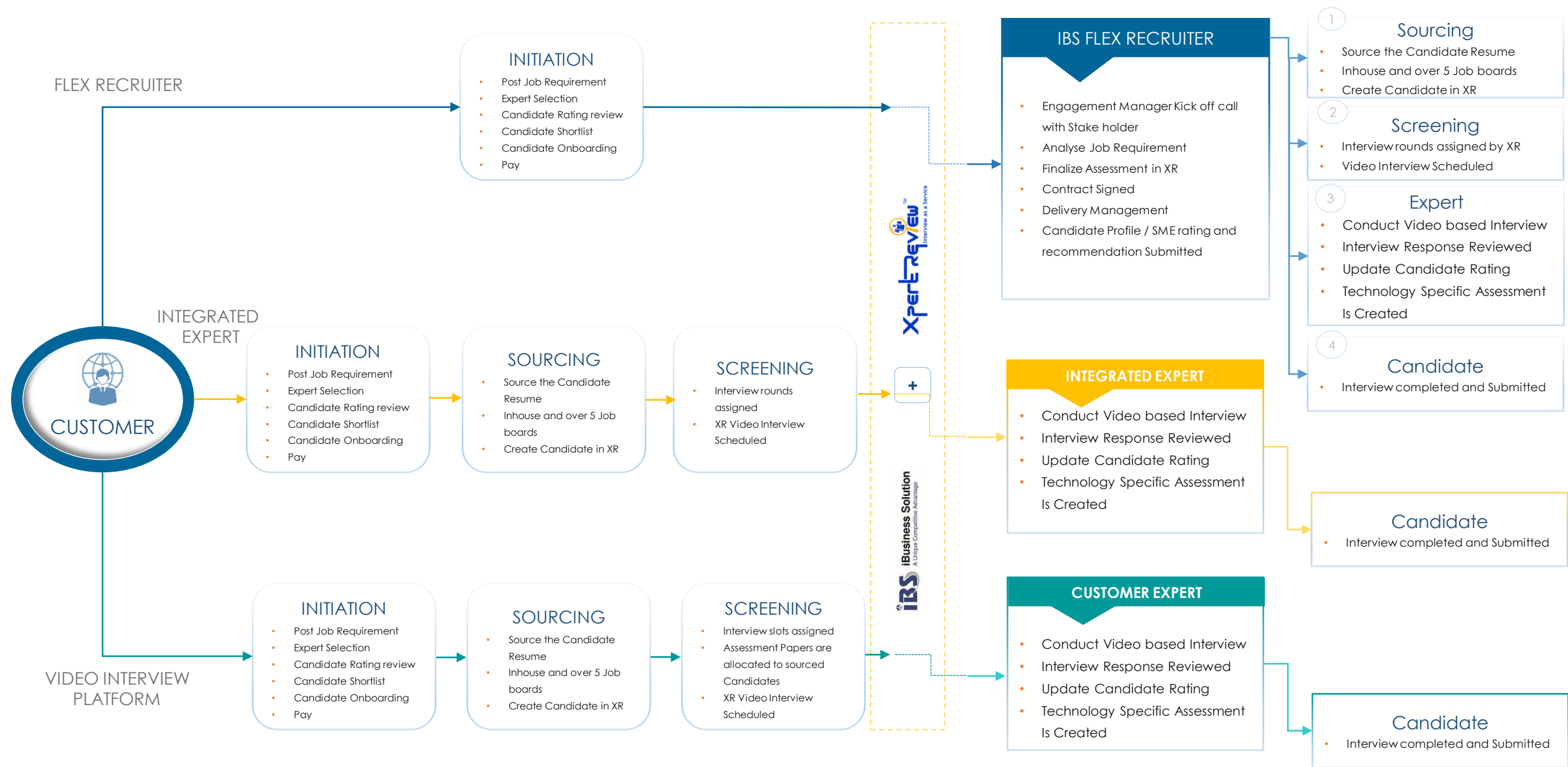
Flex Recruiter

Integrated Expert

Video Interview Platform



FLEXIBLE ENGAGEMENT MODEL



OUR HIRING APPROACH

1

Recruiting Process

- Understand Requirements
- Identify Potential Fits
- Screening Methodology
- Candidate Selection and Submit to client

2

Screening Process

- Role of the Recruitment Manager and/or Corporate representative.
- Initial Contacts and Interviews.
- Interview (**Powered by Video Interview Tool**)



3

Hiring & Credentialing Process

- Training/Education
- Examination
- Verification of identity / Immigration Compliance
- Professional references
- Background Checks
- Criminal Record Check and Security Clearance

4

Employee Personnel File Management

- Application Form
- Two Photo ID Copies
- Eligibility to work in the US.
- Professional License
- Annual competence assessments
- Criminal History Background Check
- Training and Orientation
- Specialty Skill Self-assessment

5

Retention & Employee Relations Plan

- Plan to Retain Personnel with Minimum Turnover
- Retention Incentives
- Employee Relations Plan
- Fair and Competitive Compensation
- Benefits Plan
- Electronic Direct Deposit
- Attractive Work Environment

6

Managing Vacant Positions

In the unlikely event of attrition or a candidate not available for any other reasons either temporarily or permanently, we have firm contingency plans in place for each contested position.

7

Managing the Fill to Critical / Hard to fill position

- ITIL foundations training & certification
- Microsoft MCSE certification
- Project Management Professional (PMP) certification
- Database Training
- Requirement and Design Sessions
- Niche Technology Training

8

Performance of the Consultants

- Communication with Employees
- Disagreements Resolution
- Problem Solving
- Performance Evaluation Process
- Management of Performance Issues

9

Commitment for Timely Payment

- Timekeeping
- Employee Access to Payroll and Benefit Data
- Performance Issue Management

OUR GLOBAL SERVICES

Permanent & Contract

Recruitment

Consulting and Contract

Professional

Talent Engagement &

Management

Candidate Review Services

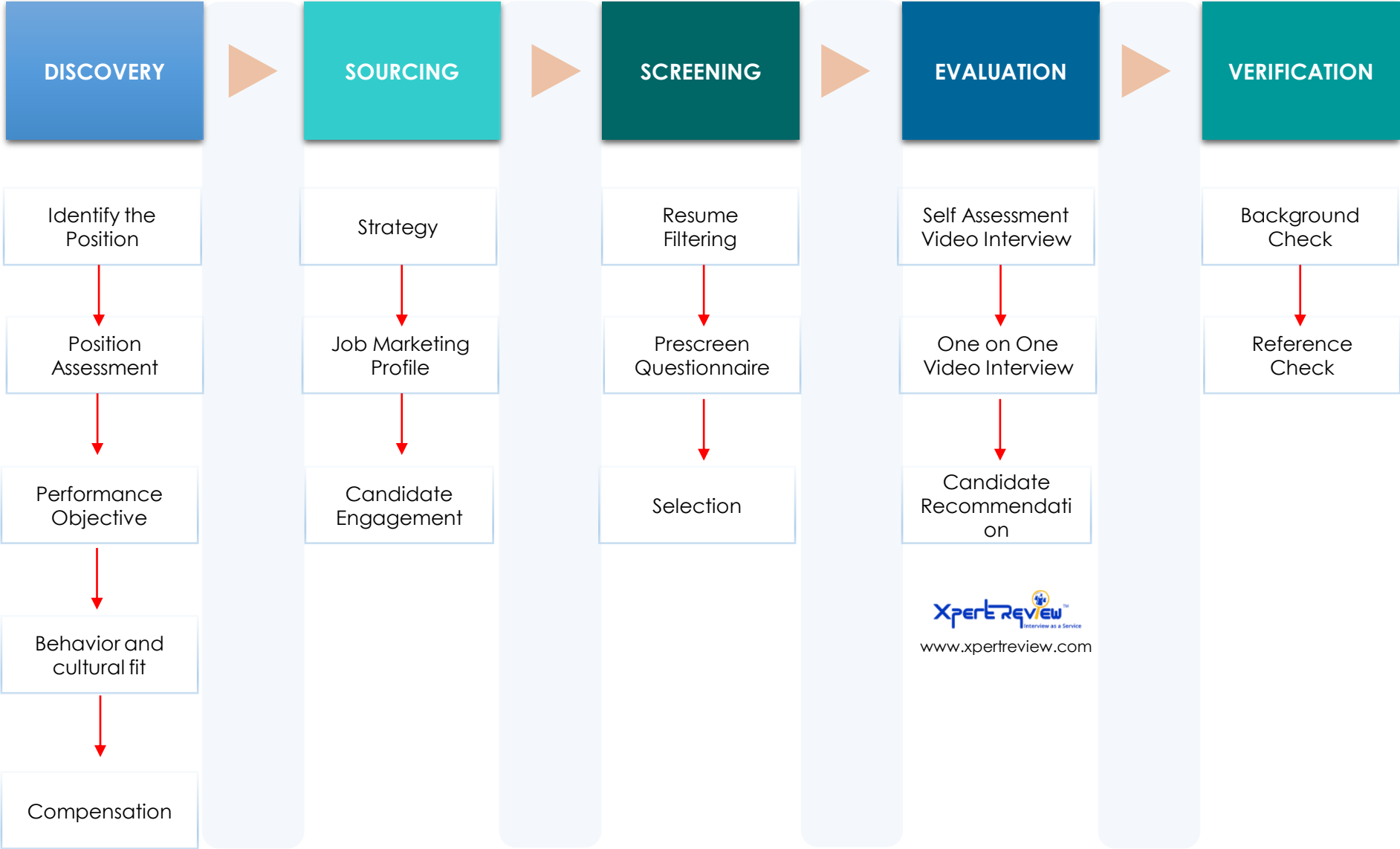
Professional Services

HR Solutions

Immigration Services



OUR RECRUITMENT STRATEGY

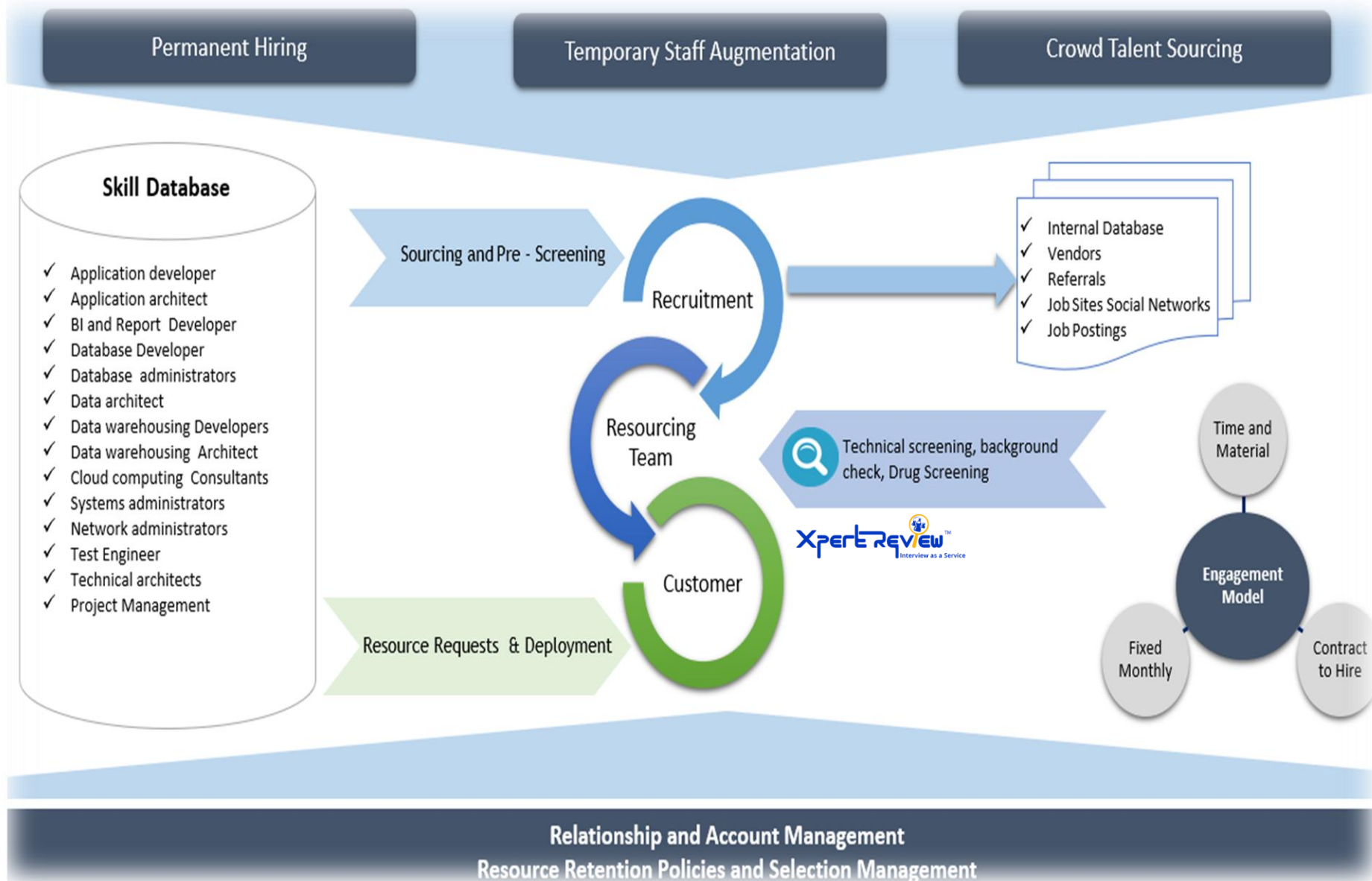


RECRUITMENT METHODS

- Incumbent Professional Recruiting
- Internal Pool Recruiting
- Innovating Mass Recruiting
- Methods
- Traditional Recruiting Method



OUR RECRUITMENT PROCESS



OUR STAFFING MODEL

Engagement Management Team

Buffer Resources

Graduate Trainee



ABOUT SALES FORCE STAFFING & CONSULTING



Sales Force Consultation Capabilities

- Salesforce Lightning
- Salesforce Pardot
- CLM Services
- Salesforce AppExchange Services
- Salesforce Integration
- Data management
- Salesforce Service Cloud
- Salesforce Sales Cloud

Types of People we Placed

- Administrators
- Developers
- Architects
- CPQ Consultants
- Marketing Cloud Consultants

Our certified consultants and experts are recognized in various Salesforce Clouds and primarily focus on the salesforce consulting..

40 + Recruiters working on various technical requirement including Sales Force

Customers we work with,

Deloitte.

ciber®

KFORCE



KEY CLIENTS - USA

One of the TOP 5 Consulting Firm.



We have supported High-Volume
Non – IT hiring to **Amazon** through
Method3 Corporations



KEY CLIENTS - INDIA



Strong Technical Resourcing team working round the clock from our state of the art facility located in Lucknow, India.

We use ,

Popular Job Boards (Monster, Dice, Naukri, Career Builder etc..)

CRM

ATS

Hi-Tech Video Interview tools



WITH YOU ALWAYS.....

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