

Recreating An Exemplary Recruitment Process For The Aspirants



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Founder & CEO

Unemployment is one of the monolithic problems of this nation; youngsters acquire the Bachelor's or Master's degrees in their respective streams, but they face a lot of struggle to find the optimum jobs. This needs to be dealt with by the rational minds of the nation. Innovative ideas with sound technology provide aid to youngsters for dealing with this existent issue. Recany has brought a drastic and positive change in the recruitment process of our country.

Inside story of Recany

Recany (formerly known as JJ Consultants) is one of the top-notch recruitment companies in India which serves both national and global staffing needs. The inception of this organization took place in 2008, since then, it is setting a breaking record. For the continuous progress of Recany, Mr. Pradeep Kumar Padhi has put all his vital energies and always being the backbone of it.

Recany has created an extremely potent and intelligent team which helps the organization to achieve the toughest goals in the most adverse situations by applying out-of-the-box thinking.

The foremost and prime responsibility of Recany is to hire talented employees for different companies. In this competitive phase, companies want the best individuals to work with them.

"We provide the placement opportunities to youth; companies are benefitted from our process by having extremely skilled employees."- says Pradeep

Corporate Scenario of the Company

Companies, in the present scenario, want highly talented individuals who are efficient, and for the obvious reasons are not lacking in ethics. Recany plays a vital role in rendering the best employees to clients. Following are the reasons why companies want to invest in it.

- Recany has a highly skilled workforce that is built on referral and successful partnership.
- Recruiters possess a clear understanding and are exceptionally skilled in identifying the topmost talents around the globe and matching them with the client's needs.
- Recany has an amazing record in the recruitment process. It provides 85% fill ratio for each open position they are aligned within the stipulated time period.
- 90% of candidates they provide who continue to work for more than 2 years.
- The process is pure and transparent; clients never feel the trace of dishonesty.

Commendable services offered by the enterprise

In today's times, when the trust is falling apart over the recruitment companies; Recany, on the other hand, is continually winning the hearts and faith of its clients. By offering the exemplary services, unshakeable confidence, it is creating on the minds of clients. Let's look over the services; the leading organization has to give:

Permanent Recruitment

The process is not temporary which means Recany provides the best-suited individuals to various industries in the shortest span by collaborating with the companies of all types and sizes in the search of excellent talent.

Recruitment Process Outsourcing

Recany provides customized, scalable and flexible Recruitment Process Outsourcing solutions (RPO) for the requirement of skilled candidates with the desired profiles.

Contract/Temporary Staff Recruitment

A Contract/temporary Staff can lead to cost savings and enhanced productivity for the organization. It also enables you to focus on your business without many overheads each month. Embrace flexibility and business freedom with Recany's quality contract staffing services.

International Jobs Placement and Visa

Youngsters, after accomplishing their academic tenure or acquiring experience in their jobs, want to go overseas to test their truest potential. International companies also want to hire talented employees who can work efficiently for them.

Recany has successfully placed many job seekers in Dubai, Sharjah Malaysia, Thailand, Maldives and other countries and has provided various visa services like Visit Visa, Work Permit and Employment Visa to its candidates so that they do not face obstacles to start new in abroad.

Critical Recruitment Process for the potent candidates

As already mentioned above, Recany works for recruitment both in India and globally; the process of hiring recruitment is the same in both cases. There are some norms that excellent team of Recany has designed to filter the cream layer out of the total candidates. So, let's talk in detail the underlying process:

The first requirement from the candidates has updated CV in MS-WORD format in accord to their sample CV. Curriculum Vitae should include all the relevant information such as educational history, work experiences, personal information, and contact details. In case of Mechanical / Technical Candidate has to include the photos of their Machine, Product & mention their Client name. There should not be any kind of discrepancy in the CV; it ought to be true. After getting the CV, Recany will match the CV with the current requirements. Suiting the requirements, there will be two telephonic interview rounds with the candidate from the consultancy. After executing these steps, they schedule client interview either through Skype or Telephone. Once after completing the client interview, they need five working days to update the candidate about the result. They will take multiple interviews matching his/her profile if not shortlisted in the first go. Once after getting finalized by the employer, Recany will confirm the candidate about his/her joining in the Company.

Traits which make Recany different from the Competitors

Undoubtedly, in the reign of competition, companies need to show their uniqueness in the market so that they can beat an intense competition. There are some traits which make Recany - a powerful recruitment company, from which other companies of the same league have a

fear of. According to Pradeep, an ardent; their transparency, genuine behavior, to the point recruitment, fast process and the result-oriented strategy are the traits which make Recany stands strong in front of its rivals.

"If there is no competition, there is no interest and urge to improve."

There is a major transformation happening for startups, over the years in the field of recruitment, for which the team of Recany prepares itself and always strives for the uniqueness in the process.

Learning from Challenges

Pradeep faced a lot of challenges during an initial phase of the enterprise; to overcome them he worked so hard which is evident from the company's success. He enjoyed the challenges during his struggling period. Constant learning attitude is the supreme factor which makes Recany a regal enterprise in the market.

There is no comparison of encouragement / aggressiveness with SELF CONFIDENCE.

Clients associated with Recany

Pradeep's strong relations with the clients develop unbreakable trust and faith over him. The man has dominated over all verticals such as Mechanical, Aerospace, Oil & gas, Electrical, BPO, IT, Electronics, FMCG, Automobile, Healthcare, Commercial, Retail, and Startup hiring.

Tycoon possesses a positive growth mindset; each client inspires him to work harder with the same zeal and passion.

Some personal Insights!

An entrepreneur always keeps an astounding balance between his personal and professional life; there is no compromise between the two. When he is not working then we find him spending his leisure time with family. Whenever got time, he used to take his Mother for Religious Tour. As per him "He is always blessed by MAA". He is a family-oriented individual; it is his strength, the source of daily motivation.

Pradeep's father, Lt. Sri Chandra Sekhar Parhi, played a crucial role in his life journey and being a role model in business/entrepreneurial world.

Achievements and milestones of the company

There are breathtaking achievements Recany has achieved. It occupied the space in the top 20 Promising Recruitment Consultants in 2018 by Silicon India Magazine Milestone. Now, it is eager to start work with some European Country Companies.

Our future aspiration is to be one of the strong career making consultancies of the current young generation.

**"One, who respects time, never faces a deprived one."
Lastly added Pradeep.**