



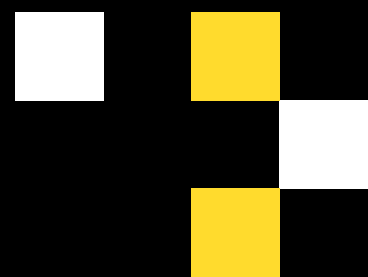
Guide

# How to Effectively Hire Indian Remote Talents





01	Introduction
03	Hiring Remote Indian Talent: Rolling back to the facts
06	Modus Operandi of Remote Hiring in India
06	Background
08	Hiring Practices for Remote Indian Talent
09	– Stage 1: Awareness
17	– Stage 2: Vetting
22	– Stage 3: Onboarding
24	– Stage 4: Payroll
25	Conclusion
26	Uplers Hiring Process
29	Workbook to define a requirement: Questionnaire of Open-ended Questions

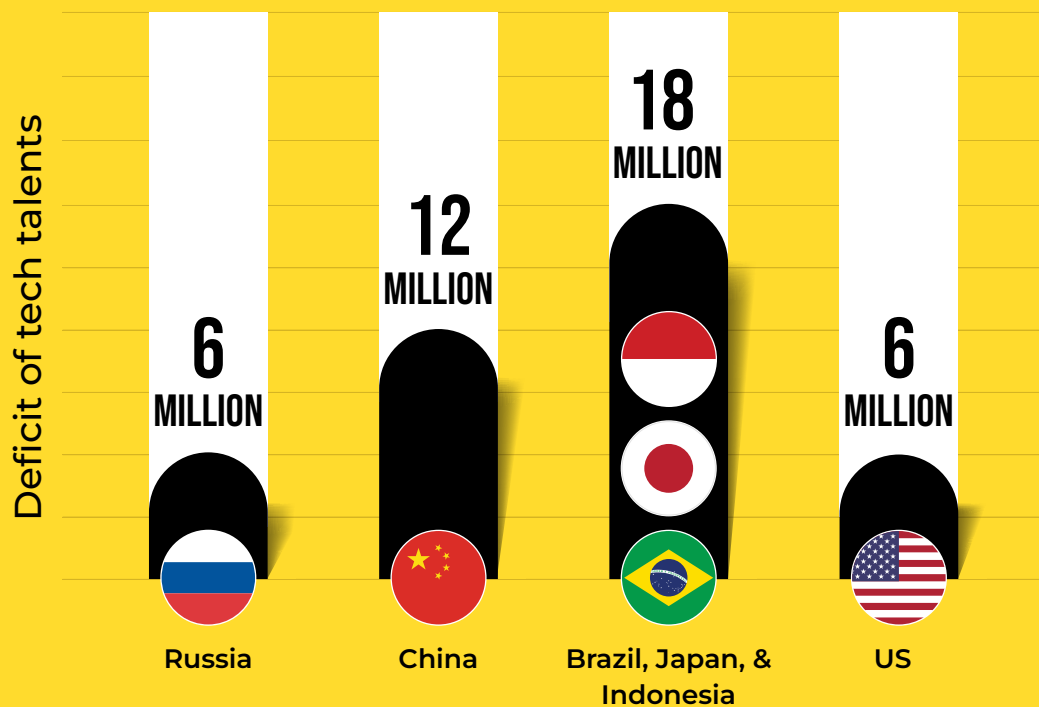


# INTRODUCTION

India is evolving as a global talent powerhouse with \$5 trillion in economic growth by 2024. A new study indicated that by 2030, there would be a tech talent shortage of over 85 million people, leading to \$8.5 trillion in revenue losses for industries across the globe. This tech talent shortage, if left unchecked, will become the biggest issue for major global enterprises.

The United States is estimated to have a shortage of more than 6 million tech talent, losing \$162 billion in revenue. Amidst this tech talent crunch, the study also pointed out that India, with a surplus of 1 million high-skilled tech workers by 2030, could become the next tech leader.

As stated by the UN Department of Economic and Social Affairs, India is the leading contributor to Global Talent, which approximately sums up to 17.5 million Indians settled in various parts of the world.



*Indian Talent is trustworthy, reliable, and aligned with global businesses. The share of employable skills across India was a whopping **46%** in 2022.*

There has been a gradual upwards rise in the available employable talent pool from the Indian market.

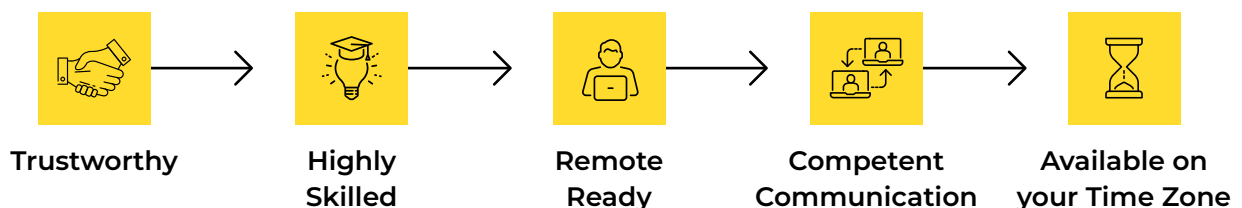
Any global trend would take time to evolve and establish itself over time. It percolates into the global work culture and seeps into the workspaces with a lasting impact. A clear technological inflection point will undoubtedly speed up the growth of an already global marketplace. Remote-first jobs in India are set to explode owing to the 5G network reaching the nooks and crannies of the country and the maturity of collaboration platforms allowing seamless work between teams across borders. The rise of skill-first jobs has created a niche of its own.

For Indian talents working on outsourcing projects or for global companies is not a new concept.

It has been in the system for many decades, so adapting the remote culture for global companies is relatively easy on the talent side. To be prepared for the competition and other talents (native or from other areas), Indians are known to polish their skills to meet market standards.

Remote hiring has changed how these global companies look to get the job done. Ideally, any global company can remotely hire an engineer in Indore, Madhya Pradesh, India, while surfing in California, creating a legal contract within minutes. Here lies the power of Talent Acquisition and the potential of the Talent pool.

## Why Indian Talents?



# HIRING REMOTE INDIAN TALENT: ROLLING BACK TO THE FACTS

Hiring is not a unidimensional approach. It encompasses many facets that aid in sieving through the availability of talent. Currently, India has over 11% of the global Web 3.0 talent, making it the third-largest Web 3.0 talent pool in the world.

There is a huge gap between employers and employees with 71% of employers wanting to call employees back to the office while employees prefer to continue to work from home. This gap carries significant potential for global employers looking to hire tech talent from India.

In the last decade, India has notably become a leader in housing many skilled workforces for Software Design Developers, Full stack developers, Marketing Professionals, data analysts, cyber security, DevOps, Cloud infrastructure, and UI/UX professionals.

## A few statistics of myriad IT workers in the Indian Talent pool

More than

**8.2 million**

Java and Python Developers

Over

**6 million**

Software Developers

**1.3 million**

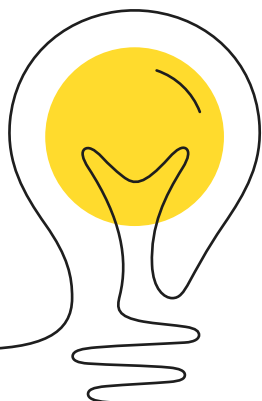
Android Developers

**873,000**

iOS developers

**170,000**

focused on AI, robotics, Data Analytics, and Cybersecurity

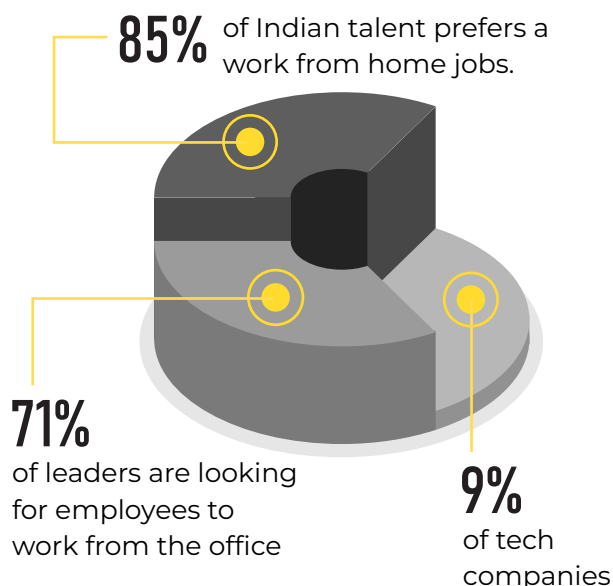


The contributing factor to the increased talent availability is the well-developed education system to produce highly skilled technical talent adept in knowledge jobs.

*It is the second largest English-speaking country, with **12%** of the population, i.e., 125 million people speaking the language fluently.*

*As per a report published by AON, it is found that only a meager 9% of tech companies in India are offering a completely remote position as of August 2022. The disparity is noticeable as 71% of leaders are looking for employees to work from the office whereas 85% of Indian talent prefers a work from home jobs.*

India is a growing IT hub. This sector recorded a CAGR growth of 11.37% between 2013-18. The export of IT services has undoubtedly been the top contributor here. India is home to global corporations like Adobe, Infosys, Bosch hiring talents in India. In fact, according to AIM, the IT industry would reportedly hire 800,000 to 10,00,000 professionals by the end of 2023. With new-age professions like AI, Machine Learning, Blockchain and Data sciences coming up, several edtech platforms like Udemy, GrowthSchool and Scalers have risen to the occasion to upskill the Indian talent pool.




Thousands of software development companies in India offer remote or outsourcing solutions to clients abroad. The robust infrastructure is testimony to this fact. With an internet penetration of **47%** in the country and an expected **100 million 5G users in 2023**, India is sure to retain its place as the country with the highest number of Internet users worldwide. The IT companies are not only providing solutions for end-to-end development but also provide talent for staff augmentation needs on a contractual basis. The employee is shared with your company to plan, develop, and maintain in-house development needs. It is a full-time commitment, and billing is managed by the parent IT company for yearly renewal. As a result, remote developers from India are not just expert holders but also have a proven record of delivering quality. Even the real estate market in India has evolved with the rise of co-working spaces

# HOW TO HIRE REMOTE INDIAN TALENT SEAMLESSLY?

Remote hiring from India does have its perks from the perspective of reduction in overhead costs and exposure to a diverse, untapped talent pool. It also puts you in competition with local employers, competitors, and global hiring agencies for the same talent pool. As a company, when hiring a remote employee, there would be challenges that need to be addressed to keep operations seamless for your organization.

## Challenges commonly faced while hiring

- 01** How to hire remotely from India?
- 02** Where to find the right candidate for the job requirement?
- 03** How much should you be paying when hiring for the post?
- 04** What are the regulatory requirements in India?
- 05** How to onboard and retain remote employees effectively?



There is a multitude of challenges associated with every industry, and every situation does require customized solutions. Each step of hiring comes with a significant set of issues, and this guide will help you to overcome them without causing any delay in hiring or hassle. Uplers, with this hiring manual, aims to set a benchmark on the hiring module for all the hiring-related challenges that would present themselves during the process. This will make your hiring and onboarding process seamless with a remote-first setup and create a space for the talent to flourish, thrive, and collaborate with your traditional or Hybrid workforce.

# MODUS OPERANDI OF REMOTE HIRING IN INDIA

Hiring decisions are based on expansion plans, specific skill-set needs, business decisions, and the career roadmap of the talent. Regardless of the driving force that has outlined the hiring decision, finding the right match to fit the requirements is a challenging learning curve.

## BACKGROUND

Hiring challenges start when the process is initiated; however, in our experience, the root cause usually lies in the groundwork.

**More than 76% of hiring managers need help attracting the right talent.**

The hiring funnel is the quintessential exercise for sourcing the right candidate. We suggest you create a checklist for reference

### ✓ Accentuate your Business

The talent should know about your company. All the basics (name, what you do, tentative employee count, environment, your digital presence), etc. Before applying, talent will do a digital sweep to learn about the company. A company must follow the basic hygiene of educating the talent about its brand value, positioning, and legitimacy.

*Companies face up to a **50%** reduction in resume quality due to a lack of digital presence, improper information, poor reviews, or insignificant space coverage.*

Here is a list of a few things you can keep in mind while creating your digital presence online

- 🚩 Website - Ideally needs to comprise of company overview, clientele, client testimonials, & success history regarding projects executed.
- 🚩 Social Media Presence
- 🚩 Type of reviews on employment reviewal platforms like Glassdoor and Ambitionbox.



## ✓ Employee Value Proposition (EVP)

Create an employer branding strategy to add value for the employee in terms of culture, growth, benefits, and compensation.

## ✓ Candidate Qualification Criteria

- ▶ Consider the must-haves skills.
- ▶ Time-zone requirement is a determinant, and availability in 5+ time-zones is one of the perks Uplers offers.
- ▶ Language competency should be measured, and set a determinant score that makes it easier to assess the quality of language proficiency.
- ▶ Define a budget to clarify the offerings for the talent.

## ✓ Uplers suggestions (Bonus Checklist)

- ▶ Communication is crucial in the smooth functioning of a remote work environment. However, language proficiency is not a parameter for good communication.
- ▶ Self-motivation - Remote work culture can thrive in the presence of a motivated employee. No amount of babysitting can brew a sense of accountability in an individual.
- ▶ Organizational skills - An efficient employee does make planning, execution, and timelines realistic.

While the above hygiene list is to share insights into the workings of the hiring process, it is imperative to have clarity before progressing with a hiring decision; you can learn about the detailed process [here](#)

# HIRING PRACTICES FOR REMOTE INDIAN TALENT

On average, the hiring process could take 49 - 60 days or even longer, depending on the position and vertical you are trying to fill. It is necessary to progress in your plans of scaling up and maintaining an efficient and effective team. Efficient recruitment is deemed wise to reduce the costs of hiring unqualified talent and save time and resources.

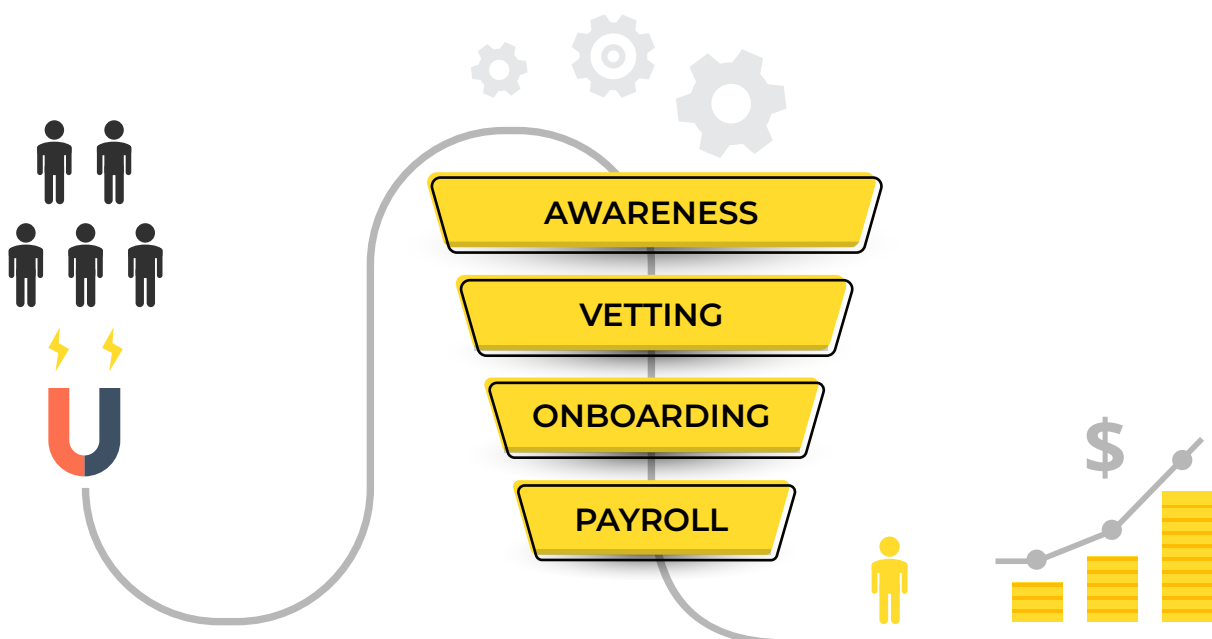
Here are the types of Hiring practices which are prevalent :

## 01 Internal Recruitment

It is a process of sourcing Talent internally, where the HR team recruits candidates from within the organization. For example, when a vacancy opens, the recruiter evaluates current employees and selects the best candidate to fill the position. Internal recruitment makes it easy to fill the vacancy quickly, as the HR department does not have to go through the entire recruitment process from the beginning. Companies maintain a database of all existing employees, their skills, and performance ratings, making it easy to select the right candidate for the role. The different types of Internal hiring are - Transfer, Promotion, Referral, Re-employment, Internships, Internal advertisements, and Talent pool databases.

## 02 External Recruitment

It is sourcing talent outside the organization. External recruitment is perceived as a herculean task, with the HR team reaching out to candidates, finding talent pools, screening talent, and finding a candidate who fills the expectations and is also the right fit on the budget front. Multivariate factors steer the process, and keeping track on your own can seem overwhelming too. A convenient approach is to take the help of an external agency. The primary reason for external recruitment is to access a larger talent pool that internal recruitment lacks; with that, many processes are outsourced to save time and effort per se. The type of recruitment partnership is a significant contributing factor. In the subsequent sections, we will see a detailed understanding of the kind of External Recruitment possible. The process for external recruitment is as follows :



## STAGE 1

# AWARENESS

The first stage to a successful hiring funnel is generating awareness of your requirement.

The job market is evolving drastically, and staying relevant and creating a unique and proper EVP is quintessential. Utilizing active and passive sourcing for your hiring needs is imperative.

The company must articulate the requirements to inform and educate the talent about the pathway.

The talent's interest needs to be piqued to further the funnel's awareness stage. The talent persona requires targeting to generate result-oriented awareness as part of the recruitment strategy.



**Job Opportunity**



**Consideration & Outreach**



**Application**



**Screening & Selection**





## JOB OPPORTUNITY (JOB DESCRIPTION CREATION)

Job Description creation is quintessential to defining requirements in the awareness stage. It decides a candidate's eligibility and compatibility for the position while outlining the expectations for the role. It defines accountability and talent's career trajectory.

Employee performance evaluation can be based on the JD. You can create a job description independently, but it should be optimized effectively for a better impact. Improper, ambiguous, or mixed information can affect the resume quality you receive.

*Optimizing the job recruitment process can shorten the hiring cycle by **60%** while improving quality.*

*A poor JD can cost you your company's time, resources, and money by **20%**. Or else, you can use JD creation tools to minimize the adverse effects of poor description.*

### JD creation Tools

#### ONGIG

It is an excellent tool with the feature of generating JDs while avoiding biased information, keyword analysis, customizing the templates, and diversity and inclusion statements.

#### Rytr

It is an AI JD tool that aids in writing your job description in four simple steps - choose a language, define the tonality of the JD, choose a use case as a sample and select the keywords.



It is a free tool to create a JD. It comprehensively lists job titles, responsibilities, duties, and education.

#### Job Description.ai

It uses AI algorithms to generate a JD. The perk of the tool is SEO-optimized JD. The tool also has an integration of Google Jobs available.

#### Jobsoid

This is a free JD creator tool. It is a cloud-based AI tool with an online library of 1000+ templates.



# CONSIDERATION & OUTREACH

The next stage in the funnel is the consideration & outreach stage. The JD created needs to be shared on various platforms and job boards. However, it doesn't mean bombarding the target audience left-right and center with overwhelming information. It requires strategic placement of the content on channels which would yield results. Talent Outreach tools reduce the effort of recruiters and aid in the process of hiring. The tools and platforms reach out to the talents, engaging and forming a database.

## Talent Sourcing Tools



It is India's largest platform for sourcing talent for recruiters, job seekers, and placement agencies. The format is user-friendly, omits unnecessary complexities in paperwork, and saves time. The job board is gratis for job seekers and is a paid service for recruiters. But you should know how to reach your job posting with the proper JD to the right people.

### Subscription Plan

- ▶ Job Ad Placement - monthly subscription of 1650 INR/job posting
- ▶ RESDEX (Resume Database Access) - It has 7000 resumes in the database



It is a job board to find Talent in all fields. It is a free sourcing talent sourcing tool. It is available in 60 countries with an option of 20 languages. The job post promotion is paid and priced at \$100/ month.



It is a job board with a global presence with over 200 million registered users. It is present in over 40 countries. There is a free and subscription-based option.

- ▶ Starter plan - **\$250/** month for one position.
- ▶ Standard plan - **\$449/** month for two positions.
- ▶ Premium plan - **\$999/** month for five positions.



It is another offering from Naukri specializing in an IT professional network for Indian Talent for developers and testers in PHP, Java, C++, etc., along with sectors like Banking & Finance, Research & Analytics, Sales & Marketing, Consulting, HR, and Operations. They offer free and paid plans.

## glassdoor

It is another job board with over 41 million users. It has a wide array of information, like job listings, salary reports, company reviews, CEO approval ratings, and office space photos. They have a subscription-based model

- ✔ Lite package - \$219/month for one job,
- ✔ Standard package- \$299/month for three positions,
- ✔ Pro package - \$599/month for five positions.

## **Linked**in

LinkedIn is a networking system for professionals. It is beneficial for job seekers as well as recruiters. The profiles are personalized to cater to a specific career inclination, and connections are actively pursued to network with relevant individuals or companies. It is a platform to connect easily with talent. However, the drawback would know about career preferences, salary expectations, and other details about the Talent. LinkedIn offers various free and premium plans along with talent hunt options.





# APPLICATION

The application phase of the funnel in the awareness stage entails attracting applications for the requirement pitch shared. The application stage needs to be accelerated. The steps to expedite the process is

- ▶ You are optimizing the application to be SEO-friendly. Job boards do offer these services and tools to maximize your Job Description at your disposal. You can read our latest blog on optimizing a Job Description [here](#).
- ▶ Targeting the talent group accurately, advertising the Job Description through promotion channels on job boards, paid marketing on Google, and marketing it on professional networking channels like LinkedIn.
- ▶ Invest in marketing the requirement through niche platforms to find appropriate targeting through marketing professionals.

## Challenges

The awareness stage of the funnel would ensure the quality and quantity of applications generated for the requirement. Here are a few challenges which would present themselves in the first stage

### → No Application received

The awareness stage of the funnel would ensure the quality and quantity of applications generated for the requirement. Here are a few challenges which would present themselves in the first stage.

### → Incorrect profiles received

The average **cost of a bad hire is 30% of that hire's annual salary**. The cost implications of a single bad hire are exponential.

### → Wrong audience targeting

Know the talents you want to attract with your JD. Even if you are doing paid promotion to boost it, selecting the suitable geographical locations, skills, experience, or salary expectation range would help you choose the proper resume for the final interview.

→ Inaccurate brand placement

Brand perception is directly proportional to the efficacy of the job posting. The placement of the brand dominates the quality of the applications.

→ Lack of engagement with the audience

The more the audience interacts with the post, the higher the chance of getting quality applicants. Hence optimizing your JD post on any platform is an essential requirement. Lack of engagement leads to no resume or wrong resumes for the post. You would be losing on a more substantial chunk of untapped skilled talent due to a lag in interactivensess.

→ Sifting through profiles

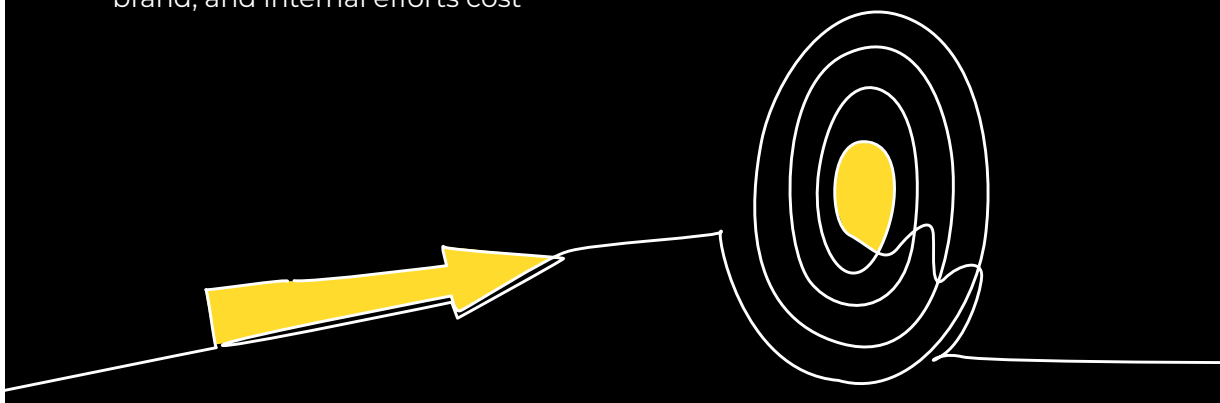
Preliminary screening requires research, proper checks, scheduling, and responding to Talent expressing interest. **On average, a recruiter/manager spends more than 60% of his weekly hours screening and selecting the right profile for the job.** The entire activity of screening and shortlisting profiles contributes to the time to hire variables. This is the stage where most organizations spend their time.

→ Time to hire

A factor that affects a company's performance. The time to hire is defined by the total time taken to hire Talent for a position; it accounts for the entire journey from the moment the application is received to the point where the employment contract is drawn - **On average, a company invests 42 - 60 days to hire talent.**

→ Cost of hire

The cost of hire includes communication and advertising expenses, investment of personnel services, cost of company marketing to establish awareness for the brand, and internal efforts cost





# Solutions

The solution to the challenges addressed for the awareness stage of the funnel would ensure the quality and quantity of applications generated for the requirement. Let's discuss the solutions for the hurdles

## ✓ JD Optimisation & Building Brand awareness

Generating brand awareness through brand presence, regular updates on social media, and brand-building strategy. Creating a well-curated and optimized job title leads to an effective job posting. The Job posting tools do help with the optimization.

## ✓ Audience targeting

Knowledge and clarity of the Target group are necessary. Selecting suitable geographical locations, skills, experience, or salary expectation ranges would help you spend wisely for paid promotions and yield resumes which fit the profile. The easier way to do this is to hire an expert to address the bane.

## ✓ Brand Placement Strategy

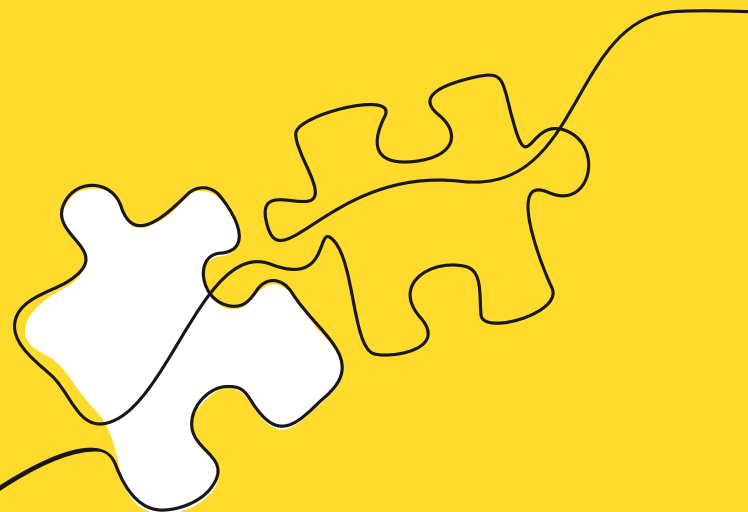
Curate a strategy that can address the brand placement effectively. Brand perception is directly proportional to the efficacy of the job posting. The placement of the brand dominates the quality of the applications.

## ✓ Create interactive propositions

The audience needs to be engaged through the job posting to invite more participation in the post. The more the audience interacts with the post, the higher the chance of getting quality applicants. Lack of engagement leads to no resume or wrong resumes for the post. Capitalize on the opportunity and be creative in the way the placement is done.

## ✓ Screening Process

Creating a proper screening strategy and utilizing tools can reduce the screening time by a large margin. Hire an expert or hiring partner to do the preliminary sifting.





# SCREENING & SELECTION

The entire process of building awareness needs to be curated and handled precisely. Incorrect targeting and wrongful placement lead to rising in the cost to hire. Thankfully some experts can facilitate the entire stage. Hiring is climacteric for an organization's success; hence Recruitment of Business partners is influential from the awareness stage.

## Types of Recruitment Agencies

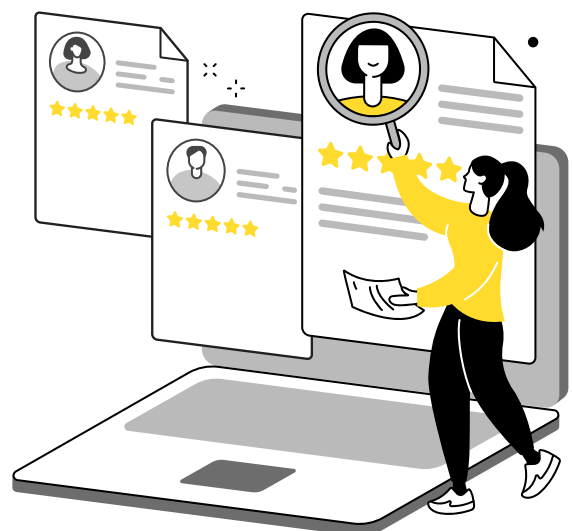
Talent sourcing is an act of proactive exploration for prospective recruits to fill positions that are currently open or in the future. To hire an Indian Remote Talent, understanding the Recruitment options is imperative. Source talent for you, your recruitment agency, or your partner would accumulate information like resumes, portfolios, certifications & various auxiliary information of psychometric evaluation of the candidate. The partners would pre-screen the Talent and weed out those who do not qualify.

There are several recruitment partners

- ▶ Hiring platform/Recruitment partner,
- ▶ Staffing Agency or Company,
- ▶ Talent Acquisition partner
- ▶ MNC (Multi-national Corporation),
- ▶ Corporate to Corporate (C2C).

Here are a few advantages of introducing a hiring partner in the awareness stage of the funnel

- ▶ Diversity and quality of profiles received for the specific requirements.
- ▶ Accurate placement of brand.
- ▶ Strategic engagement generated for active and passive talents.
- ▶ Pre-screened Talent for profile sorting.
- ▶ Reduction of Time to hire, the investment of time essentially reduced.
- ▶ Cost-to-hire margins are planned and do not exceed an allocation.



## STAGE 2

# VETTING

Vetting is crucial in the remote hiring process. It ensures the time and resources invested are well-spent on qualified and suitable talents. Vetting acts like a filter to eliminate unsuitable candidates and increase the efficacy of the hiring process. The vetting process provides insight into customizing the interviews and curating the areas of concern. The vetting for Indian remote Talent can be devised with a combination of hygiene checks and competency assessment parameters. The process of vetting comprises the following



**Profile screening**



**Language proficiency**



**Aptitude evaluation**



**Technical assessment**



**Cultural assessment**



**Background Verification**



**Screening the Talent**





## PROFILE SCREENING

The first step in the vetting process is screening the profile of the talents. Multiple applications are received in response to the Job posting on a Job board or other hiring platforms. The JD is a major influencing factor for the applications received. An optimized JD with a proper title and keywords always gives the applicant clarity of the requirement yielding better results. The screening process could be more convenient owing to the sheer scale of applications. Every application must be scanned for eligibility, checking if the qualifications match the requirements, and the professional journey or trajectory is to be mapped to cross-check the requirement. Preliminary background checks need to be conducted to proceed with a talent. It is predominantly a manual process. Even with various ATS software, the screening process invariably requires human intervention.



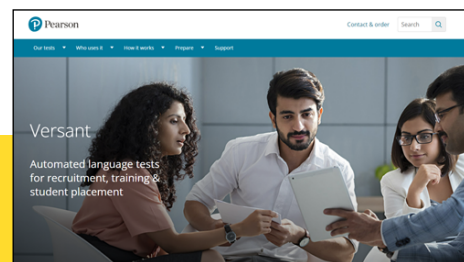
## APTITUDE EVALUATION

The inclination of the candidate needs to be evaluated to assess the problem-solving capabilities, logical bent of mind, and reasoning aptitude of the candidate. Various scientific tools are available to determine the qualifications of a candidate.



## LANGUAGE PROFICIENCY

Language and communication proficiency are integral in determining the quality of a candidate. Various AI-powered tools are available to assess a candidate's reading, writing, pronunciation, comprehension, clarity, fluency, and speed of speech.



**Versant** is an AI power tool that determines a holistic assessment of the applicant's language competency. The device assesses an individual's reading, writing, speaking, and listening ability. The test length varies between 17 to 50 minutes, depending on your choice of assessment. The results of the test are revealed post-completion of the test immediately. The evaluation demonstrates a candidate's mastery of communicating in English as a second language. The assessment report is available for download to check the areas to be emphasized. The four tests offered are

- ***Versant English Placement Test (VEPT)***
- ***Versant English Test (VET)***
- ***Versant Writing Test (VWT)***
- ***Versant 4 Skills Essential***



## TECHNICAL ASSESSMENT

Assessing the technical knowledge and domain mastery is crucial while determining the valuation of the Talent. Practical application of theoretical concepts and experiential learning are strong qualifications. Companies like Microsoft, Amdocs, Uplers, checkpoint, and others use **Codility**, **TestGorilla**, and **iMocha** for web developers as part of their online assessment and **HireMee** for digital marketers' skill assessment. We successfully filter the top 10% of Talent through this process.



## CULTURAL ASSESSMENT

Cultural IQ assessment is integral in gauging the fit of the Talent. It is a salient aspect of collaboration in diverse Remote work environments. Several tools are available in the market to understand a candidate's cultural intelligence



### TestGorilla

TestGorilla is a pre-employment testing platform with a test library of 285 tests and an option for multi-variate testing. The platform has a provisioned anti-cheat mechanism through a screenshot feature which takes a screenshot every 30 seconds, and the webcam takes a picture of the candidate while appearing for the assessment. Multiple modules can be compiled to create a customized test to assess technical and social skills. It has three subscription plans available.

- Pay-as-you-go - starting at **\$26/month**
- Scale - **\$325/month**
- Business - **\$2,200/month**

### Codility

Codility is a pre-employment technical assessment interview platform. The platform has a test library that is equipped to assess problem-solving capabilities in 90+ languages & technology. The code check feature is available followed by live coding sessions. The assessment is based on debugging questions, MCQs, and Coding assessments that require the application of Algorithm knowledge and data structures.

Topics are Arrays/Strings (most frequent), Linked lists, Binary trees, Search/Sort, Dynamic programming, and Bit manipulation.

***Pricing varies on the scale of technical recruitment. Available on request.***



## PANEL INTERVIEW

The assessment through various tools ensures the panel interview is the evaluation in-person to assess the fit and presence of mind of the candidate. It combines SME (Subject Matter Expert), HR personnel, and a Team Lead. In the vetting process, this step ensures the candidate understands the role they have been assessed for and has clarity on the organization's expectations.



## BACKGROUND VERIFICATION

Post a candidate clears the Panel interview, and thorough background verification is necessary to cross-check the educational qualification, professional references, physical address verification, and digital footprint verification, i.e., social media presence & activity, credit history, and criminal records. A trusted platform for background verification available in the market is **OnGrid**.

### **Features of OnGrid**

- Advanced and innovative portals with API integrations
- Customisable checks
- Digital record creation for candidates to track compliance and audit
- Multiple consent modules for candidates to share with the employer
- eLockr creation

### **Checks performed by OnGrid**

- Address and Identification Verification
- Employment and Educational background verification,
- Check for references provided
- Criminal verification through police and court record checks,
- Global check of databases, credits and financial records
- Resume validation,
- Other 40+ checks

While hiring a remote employee, it is pivotal to know the applicant well, as the hiring process entails an investment in the candidate and an association that can impact your brand. Simultaneously tracking multiple candidates can be difficult; it needs strategic planning to complete and close loop this process successfully.

## Challenges

The vetting process can be pretty challenging as verification and cross-checking the information demands local sourcing and ground operators. 33.1 % of hiring managers have voiced their struggle to find a suitable candidate in a remote environment.

Here are a few challenges

- Cross-checking if a candidate is a real person
- Insight into the candidate profile
- Talent's Background assessment
- Lack of control over the on-ground verification process
- Unrealistic parameter setting for the assessments
- Struggling with Identity Verification, Criminal history, Prior Employment Verification, Educational Verification, Credit History, Personal and Professional References, Social Media Background check, Budget, & Legality
- Turnaround time for every activity is not evaluated.
- Optimizing workflows
- Being responsive to the candidates
- Lack of local connections
- Time to hire

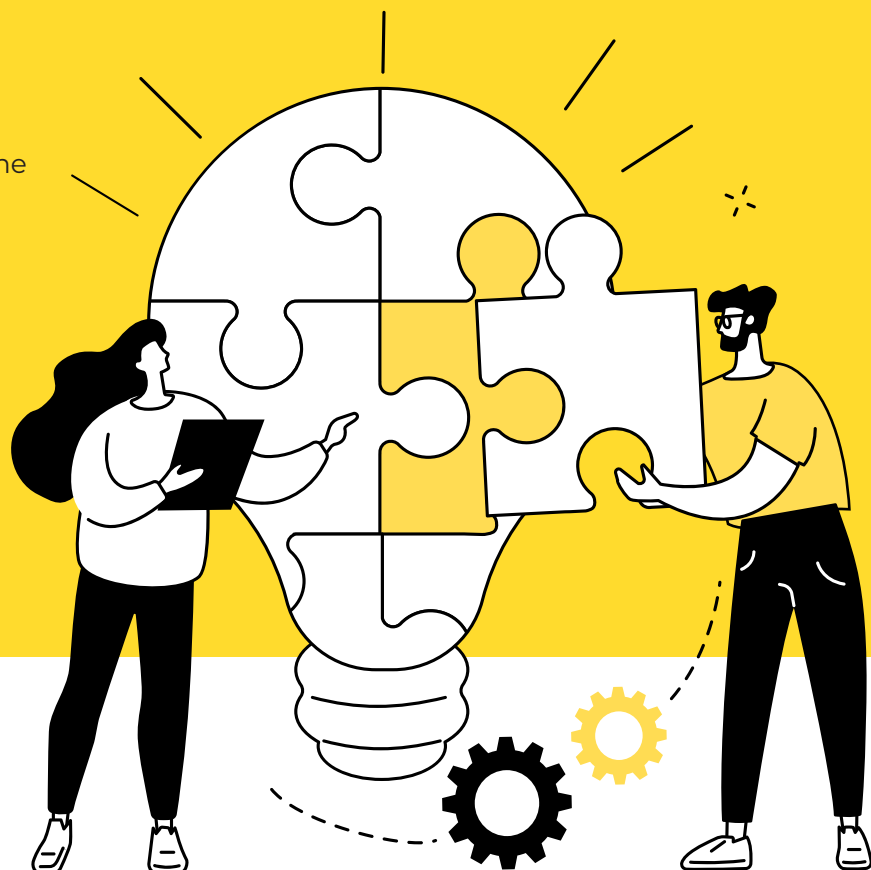


## Solutions

The process of vetting does require domain knowledge and proper screening of candidates to select only skilled and qualified candidates. It is beneficial to delegate the cumbersome process to a hiring platform that can handle it. The support of an agency or partner makes the process seamless. Working with a trusted hiring partner does have the following perks

- ✓ The experience of vetting candidates while hiring is unmatched as they are 100% dedicated to hiring rather than juggling several portfolios and factors.
- ✓ Complete support and hand-holding during the vetting process.
- ✓ The partner would understand the workings of the business and represent the company altogether.
- ✓ Spotting hard-to-find Talent and vetting the skilled niche candidates.
- ✓ They have valuable insights into the hiring industry.
- ✓ Aid in the diversity and inclusivity parameters.
- ✓ Reduced time to hire and cost per hire.

Once the Talent is thoroughly vetted, and the interviews are satisfactory, the job offer is extended to the candidate. On acceptance, the candidate has shared a timeline by which they are to join the company. The only hazard is the candidate backing out post accepting the offer. Various factors govern the experience, but poor candidate experience is a driving factor for dropouts. Curating a well-strategized approach can reduce situations.



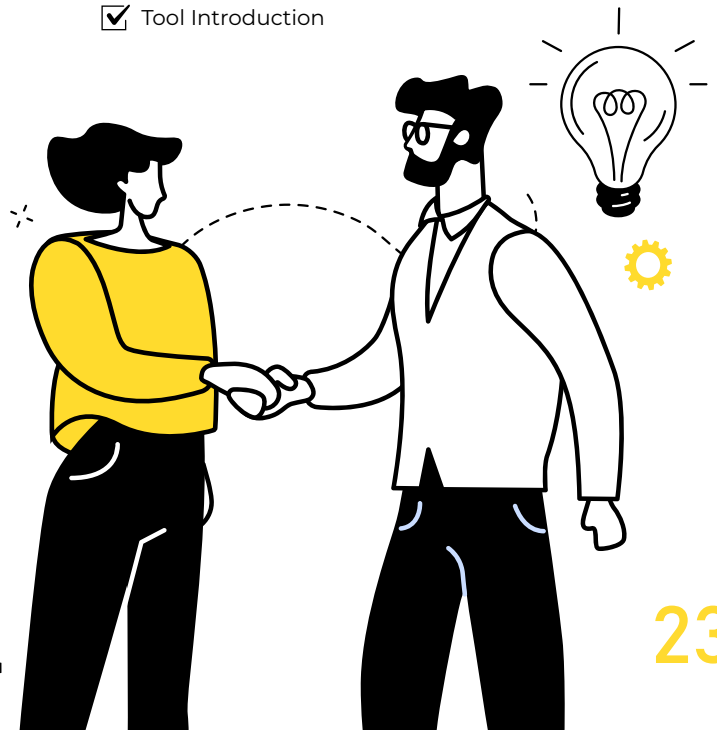


## STAGE 3

# ONBOARDING

Onboarding is the first interaction to establish a lasting relationship with Talent. Using this opportunity to add a wow factor and make it a memorable experience should be the target. Checklist for onboarding

- Welcome Email and Welcome Kit
- Set an agenda to execute the activity in a planned manner
- Job Role walkthrough
- Role-specific training to be aligned.
- Adding the employee to communication channels and ensuring all information trickles down
- An inclusive and participative environment is to be created.
- Schedule check-up calls for the current week and calls for the upcoming weeks, months, and quarters to keep a continuity in the feedback sessions.
- A session with the leaders to articulate the culture, mission, value system, and successes of the new hires
- Announcements about new hires to grow their familiarity and try to get to know them better.
- Introduction to the team and cross-departments
- Assign a Buddy and Mentor for the employee - It is a benefit to build a support system for the employee. Being in a new environment can be overwhelming, and lacking support makes an individual feel lost.
- Legal documentation
  - ✓ Contract or offer letter,
  - ✓ Policy documents,
  - ✓ E-signature tool
  - ✓ Tax documents
  - ✓ Agreements
  - ✓ Employee forms
  - ✓ Benefits information
  - ✓ Regulations
  - ✓ Social benefits
- Orientation
  - ✓ Expectation setting,
  - ✓ Cultural Overview,
  - ✓ Work process,
  - ✓ Tool Introduction



## Challenges

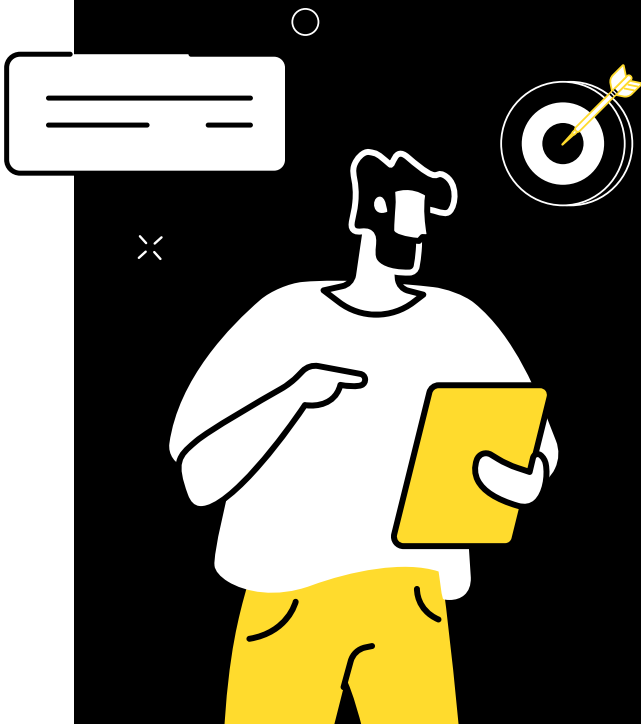
The challenges of onboarding are primarily inducing an environment of inclusivity and the need for clarity for the new hires. Usually, the strategy and lack of planning create a gap in expectation setting, non-compliance, documentation issues, and the Talent feeling abandoned or underutilized.

Another major issue that recruiters and hiring personnel face is ghosting candidates after they have accepted the offer. A 2019 study revealed that around 28% of candidates back out or fail to appear on the joining date. The reasons could be any, from developing cold feet at the last moment to receiving a better counteroffer from another firm.

## Solution

Onboarding requires a good HR team to do an orientation and walk through the process. The lack of clarity would lead to a lack of retention and a rise in attrition rates. In case of an in-house HR team unavailability, there are hiring platforms or Talent acquisition partners who can help with the process of having a strategy in place and planning out the actionable.

While dropouts cannot be eliminated, and employees have the right to choose where they want to work, inserting a penalty clause in the offer may act as a deterrent; it is in the best interest of the employer to find out the plausible reasons for backout, ensuring transparency throughout the process or at best, have a backup candidate ready



## STAGE 4

# PAYROLL

Payroll contributions and taxes can be tricky in India. Hiring an Indian remote talent would mean taking care of the setup and knowledge about the payroll structure in India.

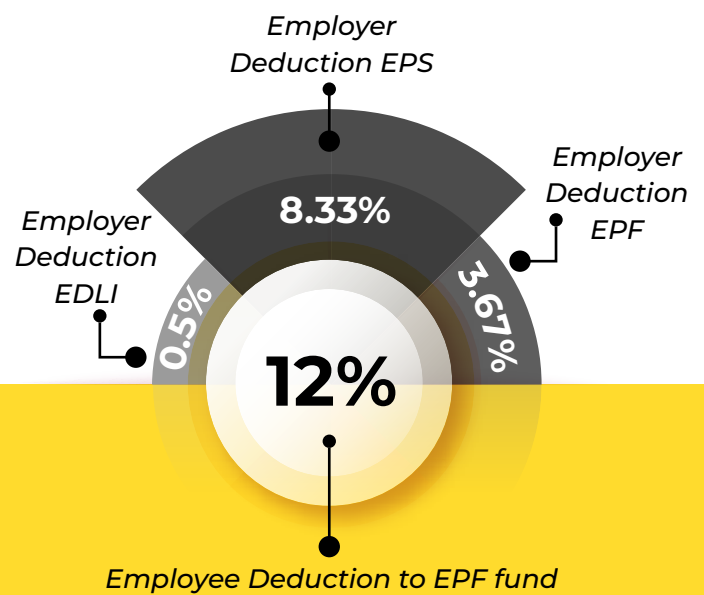
The payroll deduction structure in India requires Employers to account for three factors - Employees' Pension Scheme (EPS), Employees' Provident Fund (EPF), and Employees' Deposit Linked Insurance Scheme (EDLI). Faltering to comply or insufficient contributions towards EPS and EPF draws penalties and fines.

A country's labor codes may be complicated to understand, but the inability to comprehend the legal nuances could result in hefty fines. Cost per hire is also accounted for in these scenarios. The following factors need to be accounted for

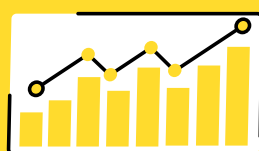
- Local registration of the company as an entity is imperative.
- Hiring experts comprising a legal team, accounts & financial team is required to comply with the labor laws.
- Human Resource Management team or an agency to manage the processes
- Advertising the job opportunity
- Outlining employee benefits

*EPF is a provision for employees entitled to less than \$182/month. The employee and employer contribute equal parts to the EPF fund with approximately 12% of the salary. The fund raised would act as a pension for the employee on retirement. However, for the employer, 3.67% would be contributed to the fund, and the remaining 8.33% would be for the EPS fund. Employers are needed to contribute 0.5% towards the EDLI fund.*

### Less Than Salary of \$182 has 12% Deduction



One way to manage all legal hassles related to payroll setup can be a hiring platform or an agency specializing in the field of payroll management. Uplers provides an end-to-end service. It is a talent management platform where you can hire top-notch, pre-vetted Talent.



# CONCLUSION

India is evolving as a global talent powerhouse with \$5 trillion in economic growth by 2024. A new study indicated that by 2030, there would be a tech talent shortage of over 85 million people, leading to \$8.5 trillion in revenue losses for industries across the globe. This tech talent shortage, if left unchecked, will become the biggest issue for major global enterprises.

The United States is estimated to have a shortage of more than 6 million tech talent, losing \$162 billion in revenue. Amidst this tech talent crunch, the study also pointed out that India, with a surplus of 1 million high-skilled tech workers by 2030, could become the next tech leader.

The key to seamless hiring is identifying the hiring funnel and following the journey while avoiding leaks or misses in the funnel. The stages of awareness generation, vetting candidates, and onboarding them are crucial. Time is of the essence as stretching the hiring processes leads to the loss of valuable Talent and shooting up the cost per hire and time to hire.

Uplers is a hiring platform that helps companies worldwide hire the top remote Indian talents faster, more efficiently, and at competitive salaries. As a hiring platform that would address all your talent-related queries. In the holistic approach, we are building a bridge between a highly skilled workforce and companies trying to source them.





# uplers

## HIRING PROCESS

*Uplers is a hiring platform home to **3.5%** of the top talent in India.*

We have helped remote-first companies to grow 10X faster and more efficiently. Our unique hiring process has helped companies tackle the increased challenges of a skilled workforce with niche technical knowledge.

*Our talents are available across **5** timezones.*

We have a 5-day selection process with a 50,000+ talent pool ready to be interviewed. Uplers has a No risk trial policy for your benefit; you can employ the talent for two weeks (based on availability) to build trust. A 30-day replacement option is offered where an incompatibility issue is addressed, and Uplers fulfills the requirement.

*We have a **2X** retention rate compared to our industry competitors.*

As a company, we have curated a process for vetting and sifting out the top talent present in the market. Uplers uses an intricate process to cull out global environment-ready professionals. Here is a brief overview of our process

# Our Vetting Process

Every month we receive thousands of applications, but only the top 3.5% of talents can make it to our talent pool. Our vetting process has been custom designed, keeping in mind the expectations of our clients.

## Profile Screening and Shortlisting

We review the applications against our minimum criteria.



Only **37.4%** Pass

## Language Proficiency

Applicants go through the AI-powered communication assessment.



**25.6%** Qualify

## Aptitude

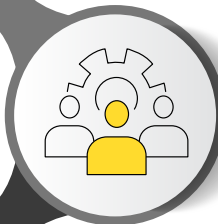
Next, applicants give a scientifically designed aptitude test.



**9.9%** Clears

## Technical Evaluation

Applicants undergo a test that checks their role-based knowledge and technical competency.



Finally, **25.6%** Crack it!

## Panel Interview

To re-verify talent's competencies and understand their preferences.



## Uplers Certified Talent

Finally, the top 3.5% of talents make it to the Talent Solutions pool and become Uplers Certified Talent.

## Stage 1 Awareness

Uplers caters to the awareness stage through various social media strategies. The brand positioning is created with keeping in mind the requirement of EVP & establishing the brand. Brand positioning exercises are applied to make the process a success. An optimized JD is used to refine the process.

- ▶ Candidate sourcing is done primarily using Job Boards - Naukri and LinkedIn. It makes the search quite comprehensive and detailed. The subscription plans to ensure the quality of profiles along with quantity.
- ▶ Job posting is done keeping optimization in purview and using our in-house experts.
- ▶ Screening - Pre-screening is a crucial step in the process, and a stringent check is followed to sift through the profiles manually, leaving no room for error.

## Stage 2 Vetting

Uplers uses a very unique screening process. The five-step vetting and screening process does ensure the sealing of all leaks in the hiring funnel.

- ▶ Profile screening - We believe in doing a manual screening as our in-house team is rockstars. Every application must be scanned for eligibility, checking if the qualifications match

the requirements, and the professional journey or trajectory is to be mapped to cross-check the requirement. Preliminary background checks need to be conducted to proceed with a talent. It is predominantly a manual process.

- ▶ Language Proficiency - We use Versant to conduct the language proficiency to test the candidate's competency. Only 37.4% of applicants pass the assessment.
- ▶ Aptitude Evaluation - Test Gorilla is a platform we have subscribed to for aptitude tests. Only a meager 25.6% can qualify.
- ▶ Technical Evaluation - We use tools to assess the candidate's technical acumen through rigorous testing using tools like iMocha, Test Gorilla, Codility, and HireMee. The tests are

## Stage 3 Onboarding

Uplers takes care of onboarding. We have a presence across the globe across four continents, making a local entity easy to access for international brands.

## Stage 4 Payroll Management

Uplers acts as a legal entity and takes care of the employee for global companies. No need to worry about the payroll setup or compliance management.

For any further questions, you can get in touch to find solutions to hiring challenges

[hello@uplers.com](mailto:hello@uplers.com) or request a **FREE Consultancy call**



## WORKBOOK **DEFINE YOUR REQUIREMENT:**

The workbook is for your reference and you can use it to seek clarity for the Job Description creation. It can help you define an outline and map the requirement more precisely.

You can fill your requirements in the workbook attached and use it as your requirement form while creating a Job Description or simply use it as a reference point to communicate



## QUESTION 1

**Why do you need to hire for this role? What is the career path for the position in your company?**

## QUESTION 2

**What qualifications are must-haves & nice-to-have skills for talents or candidates? (E.g., A technical skills, B years of experience with C projects, D certification or license)**

## QUESTION 3

**What are the deal breakers, and why?**

## QUESTION 4

**What are the top three contributions this new hire will make to the company within their first 90 or 120 days?**

## QUESTION 5

**What are the hiring challenges faced when considering Talent for the profile under discussion?**

## QUESTION 6

**What are some characteristics of your company culture that help Talent to create their best work and help them be participative in the work environment? Which company's culture has been the most supportive of the employees?**



[www.uplers.com](http://www.uplers.com)