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## INTRODUCTION

In the knowledge economy, companies are competing in two markets. One, for its product and its services and the other, talent required to develop and deliver them.

Venture Consultancy Services assists the organization to recruit the best skilled personnel for their unique openings. We have been extending the network around the world by establishing partnerships with experienced consultants and associates to provide solutions to our clientele more effectively.

**Venture Recruitment Consultancy** is based in Abu Dhabi, UAE which offers sophisticated placement services in the core sectors that is **Oil and Gas, EPC, Engineering, Infrastructure, Construction, Energy, Medical, Pharmaceuticals, Telecom** and many more in the entire Middle East Countries.

We serve our clients for their recruitment needs at all levels. Being a **client centric company**, we expect to scale the heights of success by offering **personalized staffing services**. We have developed our core competence in the field of Staffing, workforce planning, Training and Development, and other various Human resource practices. [Our holistic approach to pro-active customer service has helped us carve a niche for ourselves in the industry.](#)

We try to understand the industry and the needs of our clients and utilize our resources to fulfill those needs in a reasonably optimal way. Based on the feedback from our clients, we endeavor to improve the quality standard and offer international standard services.

**Venture's** core strength is our **well trained & experienced staffs** who work on the principle of **"Getting Right People Right Here Right Now"**, under dynamic leadership of HR professionals who are having experience in the field of HR and specialized in Multi-Level Recruitments. This way we not only save time but also help our clients recruit suitable staff in short time.



## OUR CORE VALUES

Since its inception Venture consultancy services is governed by a set of core values which shapes the culture of the company and also guides how we behave and make decisions.

**Customer intimacy:** Understanding customers and their requirements so that we can offer our best services in order to enable them to become high performance businesses and create a long term relationship.

**Confidentiality:** We maintain the highest security to the information that we have been entrusted with.

**Service:** We remain committed to deliver high quality services to both clients and candidates by adequately understanding their needs and delivering responsively.



## WHAT DO WE OFFER

We offer proactive services to our clients that are customized to cater to the diverse needs of our clients. The services we extend to our customers are

- **Recruitment Services**

Venture consultancy services (VCS) provides recruitment services to the Oil and Gas, Power and Civil construction sector in the UAE and other Middle East countries.

As part of recruitment services, VCS shall undertake the following activities upon receiving client requirements:

- *Search for suitable candidates and provide shortlisted CVs to client.*
- *Arrange interviews.*
- *Assist in salary negotiation.*
- *Provide documentation of selected candidates for visa processing.*
- *Coordinate for the mobilization of the selected candidates.*

We also arrange interviews in India for Clients, who have large recruitment needs and are willing to travel to India for interviews. Our associates in India will provide qualified personnel to be available at the interview venue to handle the interview related tasks and assist client interviewer.

- **Manpower Deputation**

VCS provides manpower on deputation to work in client offices. We specialize in providing draftsmen and designers (for AUTOCAD, MICROSTATION, PDS, PDMS etc.) to Oil and Gas Companies. We have provided such personnel on deputation to several EPC companies in the Oil and Gas Sector for long periods.



- **Categories Of Personnel**

We specialize in serving Engineering and Consulting companies in Oil & Gas, Power and Civil construction sectors, and can provide following categories of personnel:

- *Design Engineers (all disciplines)*
- *Designers/Draftsmen (all disciplines including PDS/PDMS/AutoCAD /Micro station).*
- *Project Services personnel like project managers, planning engineers, QA/QC, HSE, IT, Procurement, Contracts, Cost Control, Commissioning, Document Controllers, Secretaries etc.*
- *Supervisors & tradesmen/labour.*

- **Company Representation**

Venture consultancy services (VCS) is in the process of making alliances/ agency agreements with various companies to represent them through our staff in different locations.



## OUR CLIENTS

We have a large list of valuable and highly satisfied clients which continues to grow and so does our commitment to serve them. We cater to a large number of companies throughout the Middle East, most of who are headquartered in Qatar, UAE and Oman.



### QATAR

S. No:	Clients
1.	Qatar Kentz, Doha
2.	Velosi, Qatar
3.	Qatartec, Doha

### BAHRAIN

S. No:	Clients
1.	Eastern Asphalt and Mixed Concrete Company W.L.L. (EAMCO), Bahrain
2.	Tebodin, Bahrain





## UAE

S. No:	Clients
1.	Poyry (Electro watt), Abu Dhabi, UAE
2.	CH2M HILL (Veco), Abu Dhabi, UAE
3.	UTS Kent, Abu Dhabi, UAE
4.	J. Ray McDermott Middle East Inc., Dubai, UAE
5.	Petrofac, Sharjah, UAE
6.	NAMA Mottmac, Abu Dhabi, UAE
7.	Ahalia Hospital, Abu Dhabi, UAE
8.	J. P. Kenny, Abu Dhabi, UAE
9.	White Planet General Contracting LLC, Abu Dhabi, UAE
10.	VELOSI, Abu Dhabi, UAE
11.	BIFTCO, Abu Dhabi, UAE
12.	Integrated Specialized Gen. Cont. Co. W.L.L. (ISCCO), Abu Dhabi, UAE
13.	Topaz Engineering and Marine Ltd., Abu Dhabi
14.	GOPA - International Energy Consultants GmbH LLC, Abu Dhabi

## OMAN

S. No:	Clients
1.	Electro watt, Oman
2.	Worley Parsons, Oman
3.	Galfar Engineering and Contracting SAOG, Muscat



## EXPERIENCE LIST

RECRUITMENT SERVICES - (PART LIST)			
Sr. No:	Company Name	Description	Period
1	Kentz, Qatar	Recruitment drive for design engineers (35 candidates selected after interviews in Chennai, Delhi and Mumbai)	Oct, 2009
2	Kentz, Qatar	Recruitment drive for design engineers, designers and draftsmen (12 candidates selected after interviews in Chennai and Mumbai)	Nov, 2009
3	UTS Kent, Abu Dhabi	Recruitment drive for E&I design engineers (5 candidates selected after interviews in Abu Dhabi)	Feb, 2010
4	Kentz, Qatar	Recruitment drive for design engineers, designers and draftsmen (26 candidates selected after interviews in Chennai, Ahmedabad and Mumbai)	Mar, 2010
5	Electrowatt, Oman	3 Designers	Oct, 2010
6	ISSCO, Abu Dhabi	5 Engineers cum Technicians selected	Jan, 2011
7	POYRY, Abu Dhabi	2 Senior Designers selected	May, 2011
8	BIFTCO, Abu Dhabi	Technicians, draftsman (14 candidates selected after interviews in Mumbai)	Dec, 2011
9	VELOSI, Qatar	2 Senior QA/QC Engineers	Feb, 2012
10	NPCC, Abu Dhabi	Lead Offshore Structural Engineer	May, 2012
11	Kentz, Qatar	Project Manager, Project Engineer, Project Coordinator(15 candidates selected)	Oct, 2012
12	UTS Kent, Abu Dhabi	Recruitment drive for design engineers & designers (23 candidates selected after interviews in Abu Dhabi)	Jan, 2013
13	UTS Kent, Abu Dhabi	Lead HSE Engineer	Mar, 2013
14	Kentz, Qatar	Lead estimators (4 Candidates selected)	May, 2013
15	Kentz, Qatar	PDS, PDMS designers (8 Candidates selected)	Jul, 2013





## MANPOWER DEPUTATION - (PART LIST)

Sr. No:	Company Name	Description	Period
1	Kentz, Qatar	2 Structural Engineers and 3 PDMS Designers on 6 months deputation	Oct, 2009
2	UTS Kent, Abu Dhabi	1 Secretary for 1 year	Dec, 2009
3	BIFTCO	7 E&I Technicians for 1 year	March, 2010
4	ISSCO	8 MEP designers for 1 year	Dec, 2010
5	POYRY, Oman	1 E&I Designer and 1 Civil Designer for 9 months	Sept, 2011
6	VELOSI, Qatar	1 QA/QC Inspector for 7 months	Feb, 2012
7	Kentz, Qatar	4 Piping designer for 9 months	July, 2013



## OUR OPERATION IN INDIA

### **Crossroads HR Services**

Crossroads HR services, based at Chandigarh, is engaged in providing **timely, values added, effective and economical solutions** to our clients while maintaining complete confidentiality.

Crossroads has developed various methods and profiling processes for **recruiting top talent** in order to ensure that our client gets manpower that is efficient and proves to be the **best fit** for the company as well as the position. Our main focus is to provide manpower solutions to its clients spread over a wide **spectrum of industries** and covering the entire range of positions in each industry. Our clientele comes from companies in different industries like:

1. Manufacturing	6. Pharmaceuticals and Health Care
2. Consumer Durables Products and Services Banking	7. Consumer Durables Product and Services
3. Insurance (life and General) and Broking	8. Telecom
4. Retail	9. Logistics
5. FMCG	10. IT & BPO, KPO

**Address:** #SCO 216, Top floor, Sector 38-B, Chandigarh – 160 036 **Website:** [www.crossroadshr.net](http://www.crossroadshr.net)

**E-mail:** [corporate@crossroadshr.net](mailto:corporate@crossroadshr.net) **Contact No:** 0091 -172- 4627733

**Contact Person(s):** Mr. Nitin Sharma  
**Operations Manager -India**  
**Mobile:** 0091-8699415777  
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Ms. Anju Julka  
**Operations Head-India**  
**Mobile:** 0091-9772313053  
**Email:** [anju@vcs.ae](mailto:anju@vcs.ae)



## OUR ASSOCIATE

### **Disha International-Overseas Manpower Consultant and Exporter**

[Govt. Reg. No.: B-0153/MUM/PART/1000/3/6053/2002]

Disha International established in 2002 today is a fast upcoming placement cell expertise offering professional and experienced services to meet all organizations placement needs. Disha International aims in providing exceptional leaders and organizational solutions through a committed long term client relationship built on key values of E.S.R.I.T i.e. **Excellence, Service Responsibility, Innovation and Teamwork**. The company aims in providing professional recruitment services for all type of personnel's at all levels and in all disciplines for a diverse range of industry sectors like:

- Oil and Gas Industry
- Air conditioning and refrigeration
- Automobile Industry
- Civil Constructions
- Consultancy firms
- Engineering Firms
- General Management / Administration / Accounts / Finance
- Health care, Hotels / Catering, I.T Sector, Maintenance companies
- Trading companies, marketing

**Address:** Unit 3B, Silver Point, S. B. Marg, J. B. Nagar, Near Saidev Hotel, Andheri (E), Mumbai-4000059, (India)

**Telephone:** +91-22-28258881/2

**Website:** [www.dishaglobal.co.in](http://www.dishaglobal.co.in)

**E-mail:** [disha\\_int@rediffmail.com](mailto:disha_int@rediffmail.com)

**Contact Person(s):**

**Managing Partner:** Rajesh Shah - Mobile: 0091-9833857799

**Partner:** Deepak Ahire - Mobile: +0091-9821464271



## **GENERAL TERMS AND CONDITIONS**

- 8.3% of annual basic salary for junior level (experience range 0-5 years)
- 10 % of annual basic salary for mid- level positions (experience range above 5 – 10 years)
- 12% of annual basic salary for senior level positions (experience range above 10 years)

### **Payment Terms**

- 30 days from the date of candidate joining.

### **Replacement Terms**

- If the candidate leaves within 3 months of joining, VCS will find a replacement, which will not be charged for. This warranty is only if the candidate leaves on his own. We will need to be informed of candidates leaving as soon as he resigns.

It is understood that the candidate will be selected purely on the selection process of the organization, and VCS does not assume any liability whatsoever that may arise at any point of time on account of the candidate selected by the organization.



## CONTACT DETAILS

### **Venture Consultancy Services LLC. Abu Dhabi**

#### Office Location:

Building 3, Mezzanine floor, #101  
Behind ADCP, Salaam Street (Tourist club area)  
Abu Dhabi, UAE.

**P. O. Box:** 29386

**Phone:** 00971-2-6799401 / 00971-551082704

**Email:** [venture@vcs.ae](mailto:venture@vcs.ae)

**Website:** [www.vcs.ae](http://www.vcs.ae)

#### Contact Person(s):

**Mr. Sandeep Mahajan**  
**Operations Manager**

**Mobile:** 00971-50-8296098, 00971-55-6598595

**Email:** [sandeep@vcs.ae](mailto:sandeep@vcs.ae)

**Ms. Rushma Bhaskar**

**Sr. Recruitment Consultant**

**Mobile:** 00971-55-1082704

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