



**Specialized in Executive Search**

## **COMPANY PROFILE**

Z.A. is structured to become a leading staffing company providing all Human resources and related services through head hunting. Z.A. Human Resources are dedicated to helping you determine the most effective solution for your Recruitment needs and finding the most appropriate candidates to staff your requirements.

We identify qualified candidates and recruit through a network of professional channels to reach candidates whose skills match the specific requirements in various disciplines. Our standards and expectations are high, and we stand for integrity and quality in our work. Whether your needs are Executive or Technical, Full-time or Contractual, Z.A. ENTERPRISES has highly motivated professionals who help you to accomplish your specific goals.

[Database Selection](#)

[Turnkey Projects](#)

[Advertised Search](#)

[Just in Time Workforce](#)

### [Advertised Search](#)

- Targets specific segments of professionals for specialized roles
- Strategic choice to handle volume of requirements and budgets
- Simplifies the process of finding suitable candidates.
- To create awareness and interest about the Client Organization
- Dedicated teams to understand client's need, organization structure, culture and the role linkages
- Email id and server space allocated to handle email responses.
- Turnkey Recruitment addresses large requirements from clients, particularly at junior/middle/Senior management levels. Specialized in Executives and above.
- Best suited for start-ups, new project manning, plant expansion, scale up of team sizes and geographical expansion of teams (e.g. sales /servicing teams).
- Often supported by advertising, it enables us to mobilize internal resources to process large volume responses, manage selection of required personnel, including the management of administrative details and logistics.
- Our timely action plan translates to a significant saving of the client's time and more importantly, of the costs when compared to other means of sourcing

### [Turnkey Projects](#)

Turning Business Ideas Into Business Results.

***Directors: Ms. Zeenat Iqbal and Mr. Ashu Gadi***

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### Database Selection

- Primarily addresses requirements for Senior/ Middle/ Junior Management staff.
- Growing database of over 1,00,000 professionals
- Automated Web-Enabled Database for speedy matching of profiles
- Quick response time to client requirements
- Already short listed CVs / Considerable time saving
- Informed sourcing

### Just in Time Workforce

- We undertake the mobilization of personnel in specified numbers and their placement at client identified locations through it's our own team of committed Staffing Solutions members located across India.
- On request, or at the conclusion of the contract period, the deputed personnel are demobilized from the client sites. Clients thus experience the performance and contribution of deputed personnel while enjoying the flexibility and freedom to focus on their core business.
- In addition, all Z.A deputed are on our rolls, assuring them of all the benefits and the dignity of a regular employee in a respected private limited company

### INDUSTRIES WE SERVICE

.Retail

.Hospitality

.FMCG-Consumer durable

.Garment-Export Houses

.Telecom

.Media /Advertising /Event Management

.Pharmaceuticals & Biological

.Banks

.Real Estate / Construction

.Travel & Tours /Aviation

.BPO /Education Institutes

.Embassies

.Automobile Industry

### Our Clients List

- HCL group of Companies
- IDBI Fortis / GE Money
- Radico Khaitan Limited / Mother Dairy
- Percept /Indus Adcom Pvt Ltd /
- Invista Sales & Service India Pvt Ltd

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### **Specialized in Executive Search**

- Real Fintec Pvt Ltd / Fargo estates / Vipul
- The Oberoi / Taj group of Hotels and all 5 stars / Global Vantage / Wipro
- Embassies of Morocco / Algeria / United States of America
- Orient Craft / TCNS /Cornel Overseas /Jindal Poly buttons Ltd
- Fortis Healthcare /Ranbaxy /Life Line Systems Pvt Ltd / IAVI
- Satya Paul-Genesis Colors /Johnson / Bvylgari / Addidas / Suryansh / Dia /
- MCX-Financial Technologies
- Max New York Life /Bajaj Allianz
- NRAI / Indian School of Business & Finance
- Honda Motors

### **Selection Procedure**

- Understanding client organisation with regard to existing business activities, organisation structure & culture, and future growth plans.
- Mapping position-specific competencies including job title, principal accountabilities, key result areas, authority, external/internal contacts, reporting and supervisory relationships, working environment, job specifications. Approximate optimal compensation, location and other relevant details.
- Identification of candidates either from Z.A.'s massive existing database or by advertising for the position.
- Competency-based interviewing and relevant behavioral questionnaires to prepare a shortlist with Recommendations to client.
- Presenting the short listed candidates.
- Helping negotiate the offer including compensation structures.
- Follow-up with client and candidate subsequent to candidate joining the organisation to ensure mutual satisfaction. Personality and psychology assessment by experts in respective fields.

### **The Z.A. Enterprises Advantage**

*Flexibility for clients, Custom Made Solutions  
Addresses headcount limitations squarely  
Time and cost of selection reduced  
Faster mobilization and demobilization  
Eliminates expensive contractual procedures  
Cost savings on account of payment for days worked  
Statutory obligations no longer client's responsibility  
Strong existing database of candidates  
Temporary to Permanent Employee possibility.*

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