

Consulting Services

IT2Automate – A division of Iqura Technologies



ABOUT US

Iqura Technologies started in 1998, having offices at Bangalore, India and Los Angeles in California USA is an established technology services firm focused on the enterprise application development segment. Iqura provides services ranging from Internet-based transaction systems that integrate existing legacy systems with cutting edge technology to interactive Internet / Intranet sites. It provides quality solutions to both traditional and Internet businesses.

Iqura's expertise in web applications, portals, marketplaces, e-commerce and back-office management systems is enhanced by its reusable components suite and proven delivery model. Iqura has extensive vertical expertise in the fields of energy, finance and inventory systems, portals and real estate. We provide turnkey solutions to our clients ranging from analysis of scope, design of a solution framework, implementation, deployment, and even hosted application services on our own servers.

Over the last eight years, we have established an excellent track record of delivery within time and budget for turnkey enterprise-wide solutions. We currently work in the US, UK and Indian markets. Our clientele includes prestigious names such as the California Energy Commission, Inspectech Corporation, Spice telecom, Satyam Computer Services and Cyber India Online.

Iqura is a **Microsoft Certified Partner** and **Sun iForce Partner** and has extensive experience on most Microsoft technologies and software. Iqura's expertise includes development based on the UNIX, LINUX and SUN Solaris platforms. Our in-house design team possesses extensive graphical and design skills in the areas of web design, Image optimization, animation, advertising banners, flash based presentation tools and screens, using tools such as Photoshop, Director, and Flash. Iqura has vast experience in development technologies such as COM+, JAVA and distributed architectures. The primary development tools used include Java, Visual C++, Visual Basic, Visual Interdev and the microsoft.net platform. We have strong experience in database systems such as SQL server, Oracle, Sybase, Access and including IBM's DB2 system.

Iqura Consulting Services

At Iqura we have realized the importance of the demand in the global market for IT professionals. Thus, we have dedicated our Consulting Services to provide all levels of staff supplementation assistance. This service covers just-in-time (JIT) staff support to supplement our client's needs. We can deliver the skills you need when you need them, for as long as you need them.

Iqura's Consulting Services Division focuses on defining, optimizing, and aligning our customer's business and IT strategies.

Consultants with a broad mix of functional and industry experience, lead engagements and collaborate with client executives to develop innovative strategies and solutions. These solutions allow our customers to take advantage of new technologies to create new goods and services and to thrive in the new business environments that these developments create.

SERVICES

Iqura's Client Consulting Division helps organizations in the following areas:

- **Staffing** – Iqura provides staff supplementation services for permanent, contract & temporary resources.
- **Training & Assessment** – Iqura provides technical assessment services for experienced as well as non-experienced resources. Our training services are tailored to meet your individual requirements.
- **Managed Services** – Iqura provides a whole range of managed services ranging from messaging and hosting services to server and network management.
- **Recruitment Process Outsourcing** – Iqura provides end-to-end solutions for recruitment. The solution includes deputation of onsite client recruiters, screening, sourcing, scheduling interviews, reference checks and advertising response management, along with agreed recruitment targets.
- **Advertisement Response Management** – Iqura assists companies in handling the large amount of responses that are received from recruitment advertisements. Our service includes using our automated recruitment system to receive, sort and categorize applications, followed by personal screening and short-listing of relevant resumes to arrive at a concise list of candidates that can be reviewed by the client.
- **Pre-employment Reference Checks** – Iqura's reference checking service is essential in today's competitive hiring market. Recent surveys report alarmingly high number of falsified resumes. As part of its pre-employment reference check, Iqura will screen potential hires for their Education History, Employment History, Address credentials and professional references.

Clients



STAFF SUPPLEMENTATION

We have deep domain expertise in catering to the requirements for the IT sector in India. We service clients individually in this industry within their technology focus areas.

At Iqura we believe that with a ***focused and dedicated team for each client***, we are able to cater to their needs far more effectively, with the ability to provide a superior service that is in sync to our clients' requirements. This practice ensures that we maintain a better conversion ratio on our candidate submission to candidates placed.

It's all about the quality of our team, the processes that we follow and our willingness to do whatever it takes. Our clients rely on our trust, experience and expertise, along with our willingness to work closely as an extended arm of your recruitment team.

Our Core competency lies in our:

- Recruitment Process & Methodology
- Proven Track Record
- Exclusivity to clients
- Dedicated Recruiters
- Quality of Resources
- Discipline
- Specialized searches
- Higher conversion ratios

SERVICE OFFERING

Iqura would act as a dedicated resource center to execute your requirements within your specified time frames.

Iqura commits to represent our clients through their entire recruitment process ensuring that we work towards meeting ***your*** internal targets.

For any assignment given to us, we would focus on:

1. Clearly understanding your requirement in detail
2. Identifying companies where such resources could be available
3. Identifying candidates that fit the requirement specification
4. Selling the benefits of joining the client, company background, future prospects, etc. so that the candidate becomes aware and gets interested to join the company
5. Coordinating and scheduling interviews between client and the short-listed candidates
6. Coordinating offers, acceptance and joining dates with selected candidates
7. Keeping in regular touch with selected candidates upto the point of their joining the client to ensure a smooth transition of the candidate to client.

This business model extends to all the recruiting needs of our clients for highly qualified resources.

Staff Supplementation Services

1. Permanent Hire
2. Contract-to-Hire
3. Temporary/Contract Hire

Requirement Specifications

In order for us to be able to maximize our value to your business, we have put in place a format in which you can provide us with your requirements. These details will help us in clearly understanding your requirement and therefore enable us to provide you with a better search capability.

Requirement checklist:

1. Job Location:
2. Years of Experience:
3. Desired Skills:
4. Preferred Skills:
5. Brief Job Description:
6. Job type - Contract/Fulltime:
7. Compensation offered:
8. Tentative start date:

Candidate Submission

Iqura having committed to sending you qualified and experienced profiles that suit your requirement, would undertake as a part of our procedures to review the candidate and determine his credentials with regards his technical and interpersonal suitability.

Iqura would provide the following information for each submitted candidate:

1. Name of the Candidate:
2. For Requirement (Position & #):
3. Skill sets:
4. Total/Relevant Exp. (Years & months):
5. Relocation and assistance (Y/N) where applicable:
6. Communication Rating on a scale of 1 - 10:
7. Start Date (availability):
8. Latest Drawn Salary:
9. Expected Salary:

DOMAIN EXPERIENCE

We service the entire gamut of the skill-sets in the IT sector for candidate ranging in experience from 0 years to 20+ years. Some of the domains that we have recently worked in have been listed below.

BPO

Associates, Domain Experts, Accent Trainers, Floor Managers, etc.

Banking

Skill sets such as C, C++, VC++, Data Warehousing, etc.

BI and DW

Skill sets such as Informatica, Business Object, Cognos, Teradata, Data stage, SAS

Development

Skills like Unix/C/C++, VB/ASP, MFC/COM/DCOM, .NET Developers, Java suite, etc.

ERP

Functional and Technical SAP Consultants, etc.

Telecom

Skill sets such as VLSI, TCP/IP, INP, GSM, ATM's, Switches, OASIS, POSTILION, Soft Switch, SNMP, VOIP, etc.

Testers

Automotive Tools like (Win Runner, Load Runner, Rational Rose, Test Director)
Manual Testing like (Black Box, White Box)

System Administrators

Skill sets such as NT Administrator, UNIX Administrator, Clearcase Administrator, etc.

Human Resources

Skills like Recruitment, Compensation & Benefits, Payroll, Appraisals, etc.

Senior Management

Project Manager, Delivery Manager, BD Manager, Principal Architect, Technical Architect, Quality Manager, HR Manager, Operation Manager, VP.

Design

Skills like Photoshop, Adobe Photoshop, Corel Draw, Flash, etc.

SUMMARY

In this introduction, we have outlined our consulting services to you with a special emphasis on our staffing services. It is our belief that these services would provide significant value towards meeting your growth plans.

Iqura will undertake to collect resumes; shortlist candidates and assist in scheduling interviews and the entire recruitment process for you, our credentials for this assignment have been outlined in the document.

Please do feel free to contact us for further information on these and/or any of our other services.

We look forward to the opportunity of working with you for your consulting requirements.

“Our philosophy is to establish a long-term partnership with our clients.”

Thank you for your time!



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NOTICES

This document contains confidential information about Iqura's services, methodologies, and pricing and internal processes. This document should be circulated only to your employees or customers on a need-to-know basis.

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