



Staffing & Recruitment Deck 2025

Sciens Software Technologies

"Delivering the right talent, at the right time."

Prepared By: Sciens team

Welcome

Thank you for the opportunity to present our Staffing & Recruitment capabilities.

Sciens Software Technologies specializes in providing industry-ready talent across Technology, ERP, Analytics, Cloud, and Digital functions. Our goal is simple: To help you build high-performing teams with speed, precision, and accountability.





About Sciens

Sciens Software Technologies is a technology-driven company offering:

- Application Development
- AI/ML & LLM Solutions
- Data Analytics
- Digital Marketing
- Staffing & Remote Teams
- Customized IT Product Development

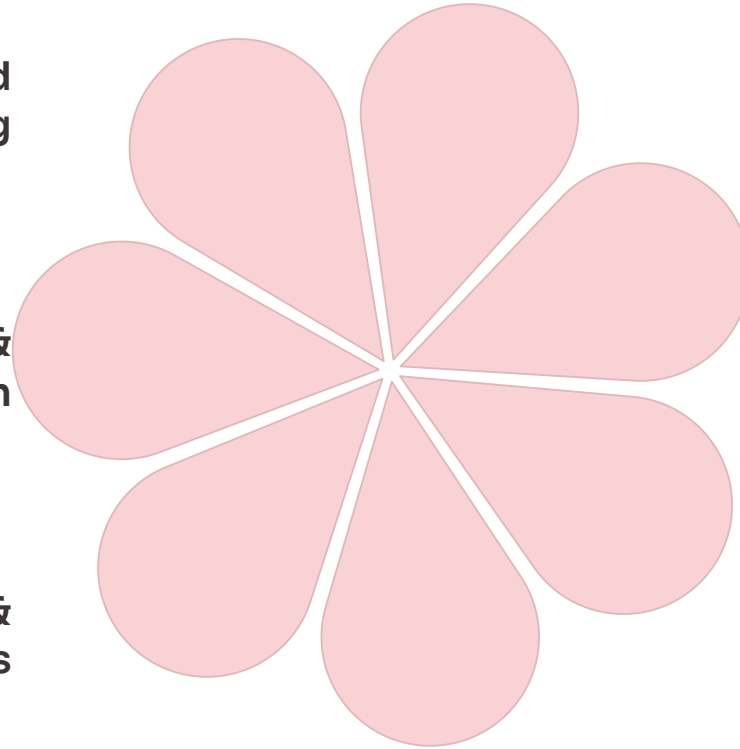
Our strong technical foundation allows us to understand hiring needs in-depth and deliver talent that fits both skill and culture.

Why **Sciens** for Staffing?

**Deep expertise in Tech, ERP, Cloud
& Digital hiring**

**Dedicated account management &
transparent communication**

**Strong background check &
screening mechanisms**



**Access to a large, verified talent
pool**

**Quick turnaround & agile
recruitment cycles**

**Domain-specialist recruiters
across multiple verticals**

**Flexible pricing & engagement
models**

Our Staffing & Recruitment Services

We offer end-to-end staffing solutions:



Permanent Hiring

- Full-time roles across all levels
- Leadership & niche hiring



Contract / Temporary Staffing

- Short-term, long-term, and project-based hiring
- Payroll & compliance support



RPO (Dedicated Hiring)

- Exclusive recruiters working on your requirements
- Ideal for bulk, recurring, or aggressive hiring needs



Remote Teams India

Build & manage remote delivery teams aligned with global workflows

Our Recruitment Methodology

01

Requirement Discovery

Role mapping, skill expectations, timelines

03

Screening & Evaluation

Skill validation, preliminary interviews, culture-fit checks

05

Client Interviews

Coordination, feedback loop, interview management

07

Onboarding Support

Smooth joining coordination

02

Talent Sourcing

Portals, networks, referrals, in-house database

04

Shortlisting

Curated profiles matching the exact requirement

06

Offer & Closure

Salary negotiation, acceptance management

08

Post-Placement Guarantee

Replacement support (as per agreed terms)



Specialized Expertise in ERP Hiring

(Oracle, SAP, Microsoft Dynamics 365)

Our Specialized Approach:

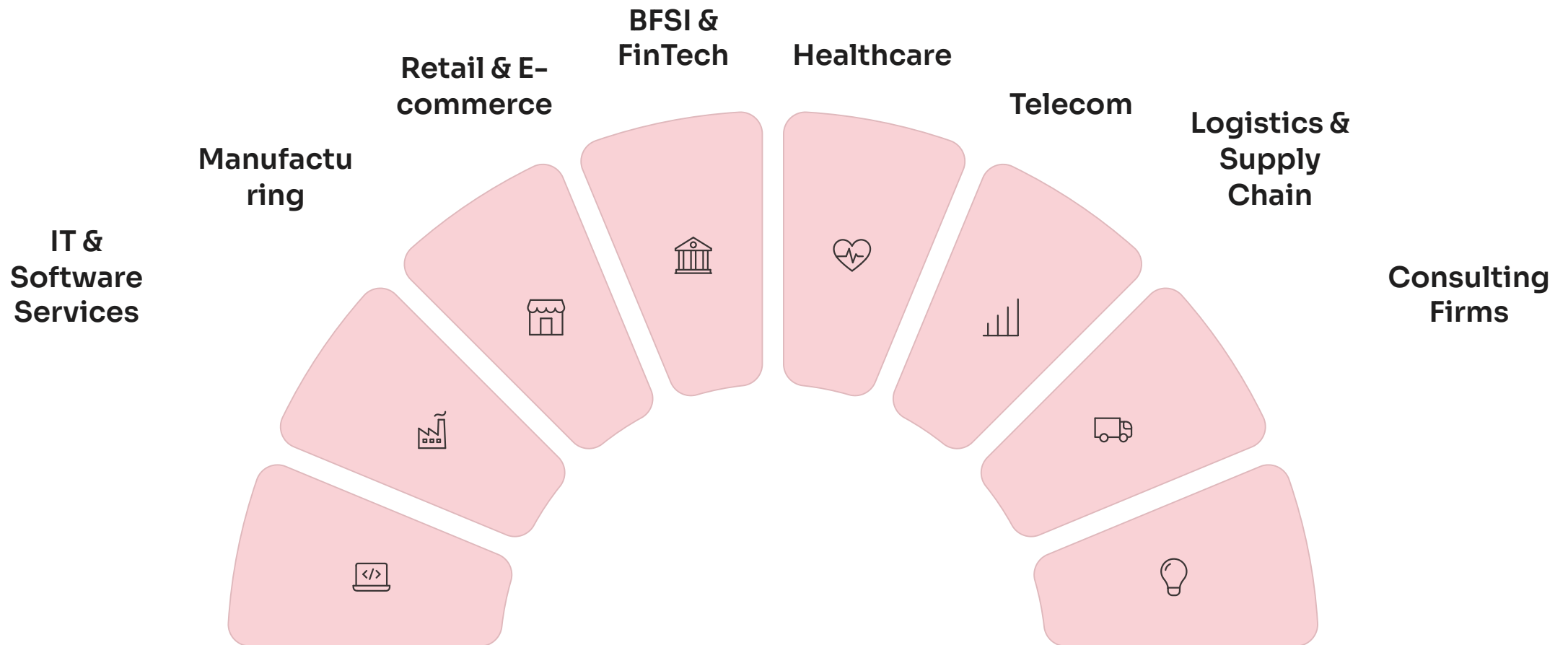
- Dedicated ERP recruitment specialists with deep understanding of niche functional and technical modules.
- Proven expertise across major platforms: Oracle ERP Cloud/EBS, SAP (all key modules), and Microsoft Dynamics 365 (Finance, SCM, CRM).
- We recognize the time-bound nature of ERP projects, making precise and timely hiring critical.

Comprehensive Talent & Client Advantages:

- We place a full spectrum of ERP roles, including Functional & Technical Consultants, Developers, Project Managers, and Support Specialists.
- This ensures faster placement of domain-vetted professionals, mitigating project risks and providing a robust talent pipeline for all your ERP talent needs.



Industries We Support





Sample Roles We Hire

Technology:

Java, .NET, Python, Full-stack, DevOps, QA, Cloud Engineers

Data & Analytics:

Data Engineers, Data Scientists, BI Developers, ML Engineers

Digital & Cloud:

Azure, AWS, GCP, Automation, Cybersecurity

ERP:

Oracle, SAP, Microsoft Dynamics 365 (Functional/Technical)

Leadership:

CTO, Engineering Heads, Product Managers, Delivery Managers

Pricing & Engagement Models

Choose the model that fits your growth

Transparent and flexible pricing structured to align with your unique hiring requirements and business objectives:



One-Time Hire (Permanent Staffing)

 **10% of Gross CTC per successful hire**

Typical CTC ranges for roles: INR 8L - 50L+ per annum.

Includes end-to-end sourcing, comprehensive screening, interview coordination, and seamless onboarding support.

Replacement Guarantee: A 90-day free replacement period is provided if the placed candidate leaves or is deemed unsuitable within this period.

Payment Terms: Invoice issued upon candidate's joining; standard Net 30-day payment terms apply.



RPO / Dedicated Hiring Model

 **Flexible percentage of Gross CTC, starting from 5%**

Dedicated recruiter(s) integrate with your team, working exclusively on your requirements.

Minimum Commitment: Typically a 3-month contract or a commitment for 5+ positions to ensure dedicated resource allocation.

Retainer: An initial retainer of 25% of the projected fee may be required, which is adjusted against final invoices.

Volume Discounts: Significant discounts are available for larger hiring projects (e.g., 10+ positions per quarter).



Contract Staffing

 **Case-to-case basis - Markup of 18-25% on contractor's hourly/daily rate**

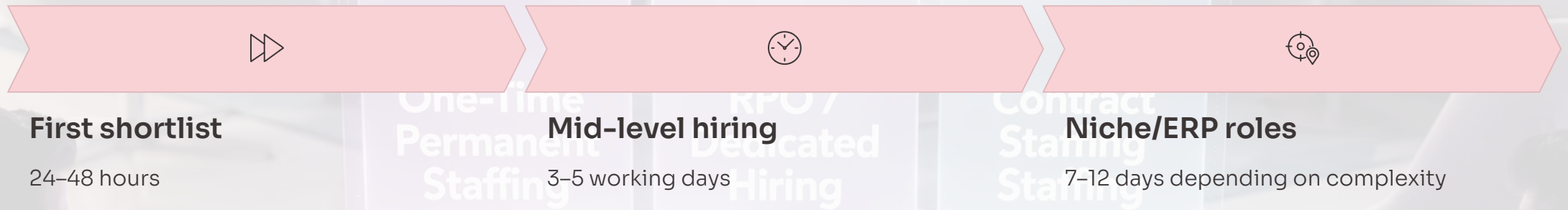
Pricing is precisely determined by: specific skill set, required experience, project duration, deployment model (on-site/remote), and overall volume.

Payment Terms: Weekly or bi-weekly invoicing based on timesheets; standard Net 15-day payment terms.

Setup Fees: Small setup fees may apply for highly specialized roles or urgent, short-term requirements.

Delivery Timelines & Promise

Standard Turnaround Time (TAT):



Our Commitment:

High-quality vetted profiles

Consistent updates & transparent communication

Dedicated account ownership

Client Success Snapshots

Global Manufacturing Client

Delivered 20+ ERP consultants for a global manufacturing client

U.S. SaaS Company

Built a remote development team of 12 engineers for a U.S. SaaS company

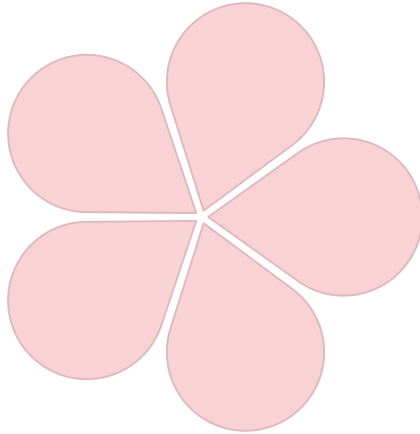
IT Services Partner

Reduced hiring cycle by 40% for an IT services partner

Engagement Terms (Summary)

Replacement
guarantee: [Insert
weeks/months]

Clear
communication &
structured
feedback loop



Billing upon
successful joining

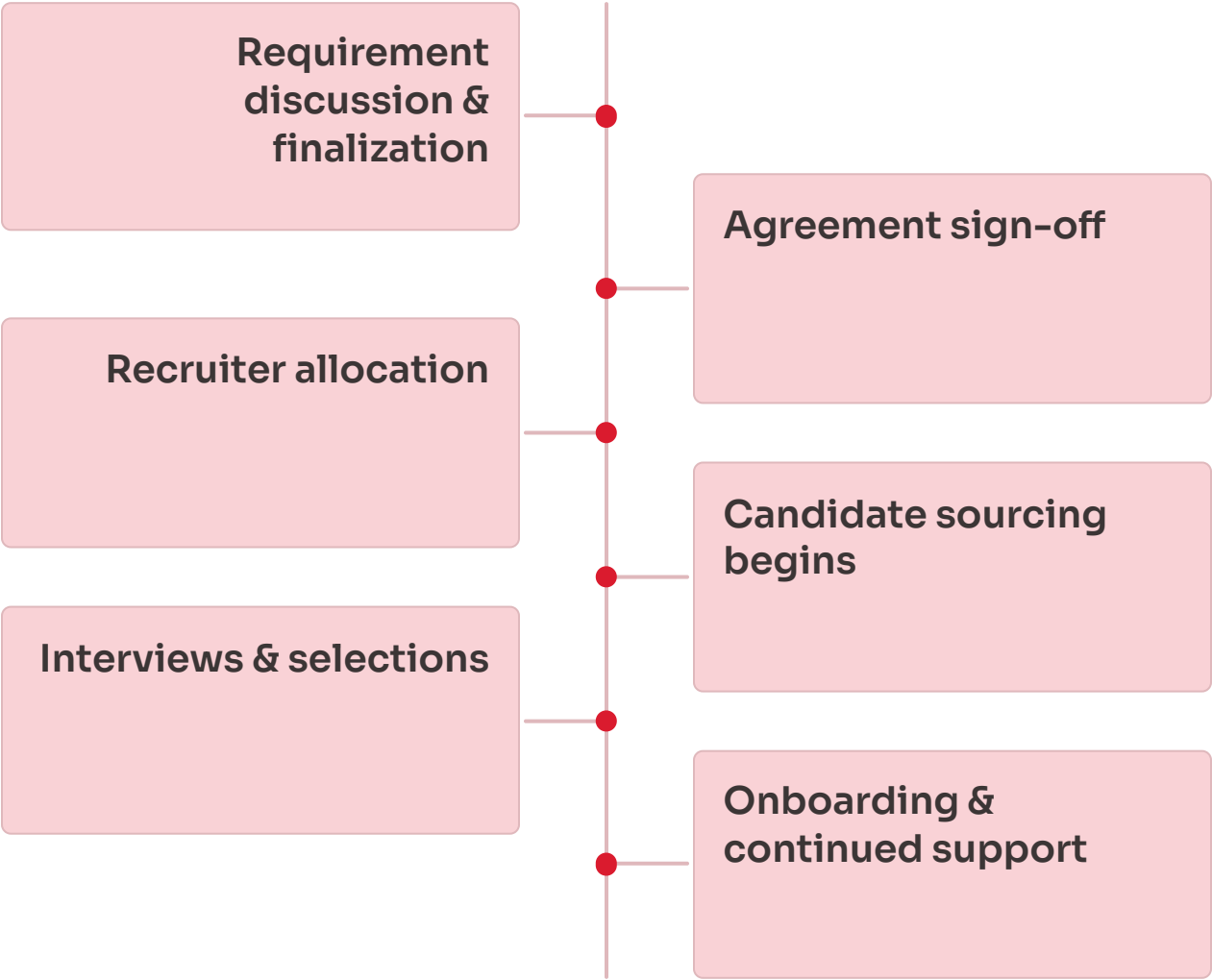
Confidentiality &
data protection
assured

Background
verification upon
request





Next Steps





Thank You

Let's build exceptional
teams — together.

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