



Guide

How to Effectively Hire Indian Remote Talents

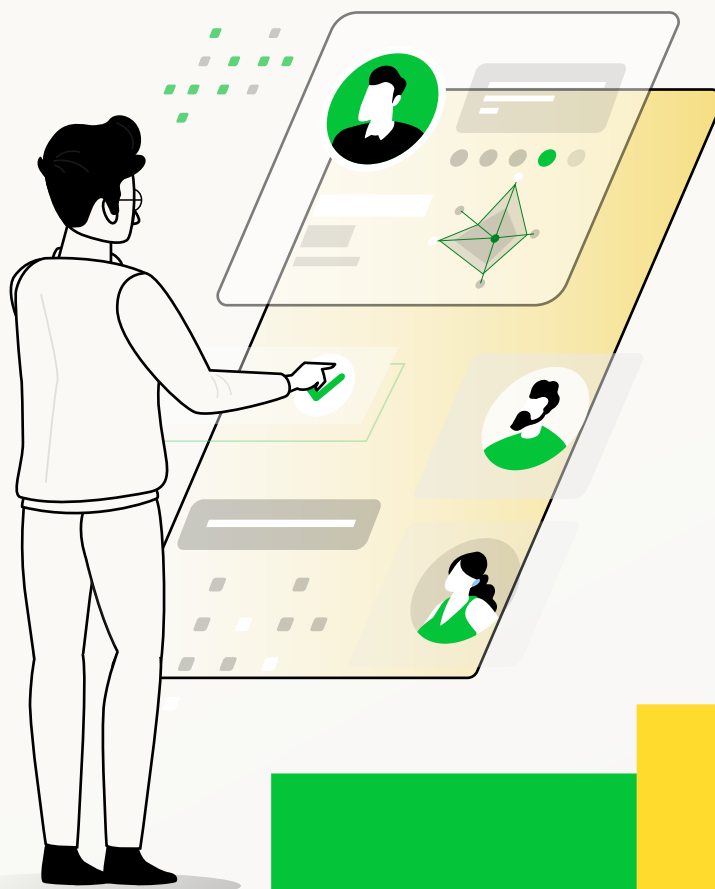


TABLE OF CONTENTS

01 Preface

02 Introduction

04 Hiring Remote Indian Talent: Rolling back to the facts

07 Modus Operandi of Remote Hiring in India

07 Background

08 Hiring Practices for Remote Indian Talent

10 — Stage 1: Awareness

18 — Stage 2: Vetting

24 — Stage 3: Onboarding

26 — Stage 4: Payroll

28 Conclusion

29 Remofirst Management Process

31 Uplers Hiring Process

34 Workbook to define a requirement:
Questionnaire of Open-ended Questions



PREFACE

Uplers and Remofirst, both leaders in remote hiring, have partnered to offer top-notch solutions to businesses. Together, they aim to bring the benefits of remote hiring to more companies and professionals. With the rapid growth of remote work in recent years, businesses worldwide have been turning to remote hiring to access a wider talent pool, reduce costs, and increase flexibility.

The collaboration of Uplers, a top remote hiring platform for Indian talent, and Remofirst, a trusted global EOR company, to produce a practical hiring guide that addresses the challenges of remote hiring in India. The guide provides valuable insights on how to overcome these challenges and successfully hire remote talent in India.

Together, we aim to educate our audience on the nuances of hiring in India and share effective strategies in form of insights from our tenure in the recruitment landscape. The journey of finding the right talent to meeting their organizational needs.

Uplers, an Indian talent-hiring platform-has a proven track record of delivering highly skilled Indian remote talents to global companies, battling complex procedures, overwhelming documentation, and adapting the culture.

Remofirst, as an EOR company, deeply understands payroll and compliance and has made remote hiring worldwide- simple and stress-free.

We look forward to working together and building a successful partnership that benefits businesses, professionals, and the wider Indian community.

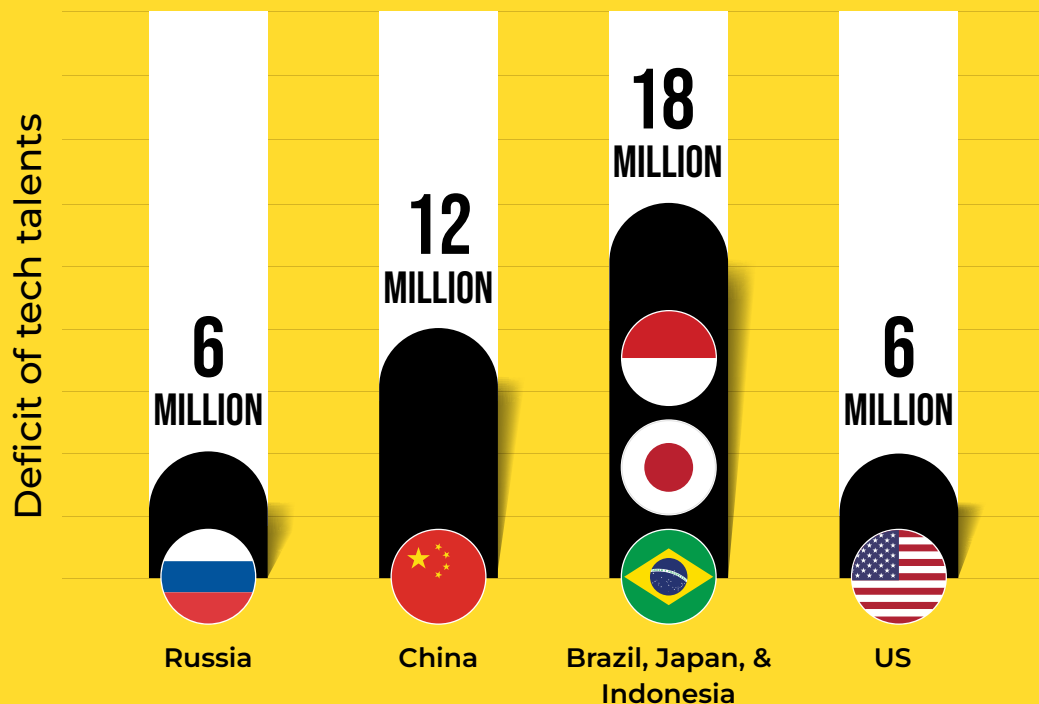


INTRODUCTION

India is evolving as a global talent powerhouse with \$5 trillion in economic growth expected by 2024. A study has indicated that, by 2030, there would be a tech talent shortage of over 85 million people, leading to \$8.5 trillion in revenue loss 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 talents, losing \$162 billion in revenue. Amidst this tech talent crunch, the study also pointed out that India, with an expected 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 with approximately 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 upward rise in the available, employable talent pool in the Indian market.

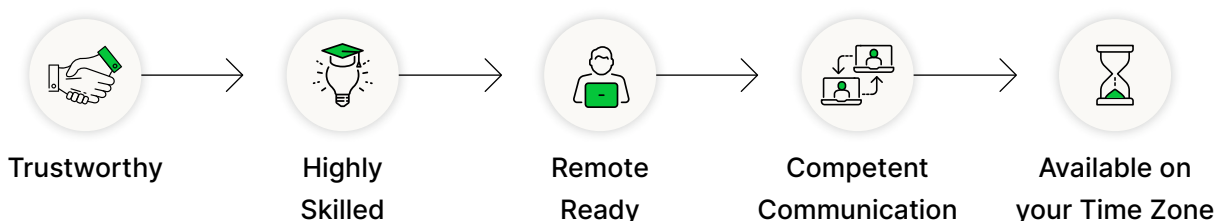
Any global trend takes time to evolve and establish itself. It percolates into the global work culture and seeps into workspaces with a lasting impact. A clear technological inflexion point will undoubtedly speed up the growth of an already global marketplace. Remote-first jobs in India are set to explode,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

For Indian talents, working on outsourced projects or for global companies is not a new concept. This type of working has been in the system for many decades, so adapting this remote working culture to global companies is relatively easy on the talent side. To be prepared for competition and other talents (native or from other parts of the world), Indians are known to polish their skills to meet market standards and demands.

Remote hiring has changed how global companies look to get the job done.

Ideally, any global company can remotely hire an engineer located in Indore, Madhya Pradesh, India, while surfing in California, creating a legal contract within minutes. Herein lies the power of talent acquisition and the potential of the global talent pool.

Why Indian Talents?



HIRING REMOTE INDIAN TALENT:

ROLLING BACK TO THE FACTS

Effective 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 working 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 workers, including software design developers, full stack developers, marketing professionals, data analysts, cyber security professionals, DevOps managers, cloud infrastructure professionals, and UI/UX designers.

A few statistics on IT workers in the Indian talent pool

More than

8.2 million

Java and Python Developers

Over

6 million

Software Developers

1.3 million

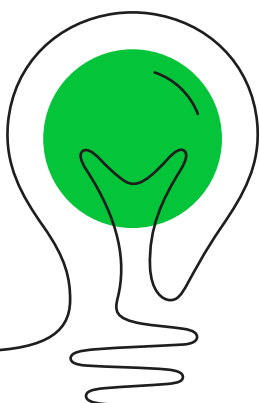
Android Developers

873,000

iOS developers

170,000

focused on AI, robotics,
Data Analytics, and
Cybersecurity

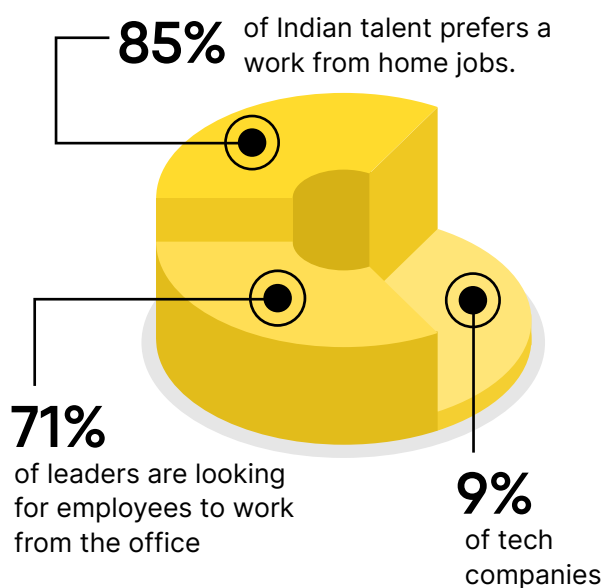


The major contributing factor to the increased talent availability is the well-developed education system that produces highly-skilled technical talent adept in knowledge jobs.

India 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, a meager 9% of tech companies in India offer 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 talents prefer 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, and Bosch hiring talents in India. In fact, according to AIM, the IT industry will reportedly hire between 800,000 and 10,00,000 professionals by the end of 2023. With new-age professions like AI, machine learning, blockchain, and data science being up and coming, several edtech platforms like Udemy, GrowthSchool, and Scalers have risen to the occasion to upskill the Indian talent pool.



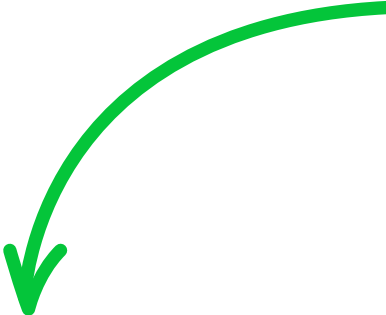
Thousands of software development companies in India offer remote or outsourcing solutions to clients abroad. The country's robust infrastructure is testimony to this fact. With an internet penetration of 47% and an expected 100 million 5G users by 2023, India is sure to retain its place as the country with the highest number of Internet users worldwide. IT companies are not only providing solutions for end-to-end development, but are also providing 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 experts but also have a proven record of delivering quality. Even the real estate market in India has evolved due to 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 reducing overhead costs and exposure to a diverse, untapped talent pool. But 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 are challenges that need to be addressed to keep operations seamless for your organization.

Here are a few challenges commonly faced in the hiring process

- 01** How to hire remotely from India?
- 02** Where to find the right candidate for the job requirements?
- 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 the hiring process comes with a unique and significant set of challenges, and this guide will help you to overcome them without causing delays in hiring or hassle. Uplers, with this hiring manual, aims to set a benchmark for hiring-related challenges that might present themselves during the process. This will make your hiring and onboarding process seamless with a remote-first set-up 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 behind 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.) should be present. Before applying, talents will do a digital sweep to learn about your 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 are a few things you can keep in mind while creating your digital presence online

- ✔ Website – Ideally needs to comprise a company overview, clientele, client testimonials, and success history regarding projects executed
- ✔ Social Media Presence
- ✔ 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-have skills
- ✔ Time-zone requirement is a determinant, and availability across 5+ time zones is one of the perks Uplers offers
- ✔ Language competency should be measured and a benchmark score set 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 for the smooth functioning of a remote working environment. However, language proficiency is not always a parameter for good communication
- ✔ Self-motivation – Remote work culture can thrive in the presence of a motivated employee. No amount of babysitting can create 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 designed to give insight 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.

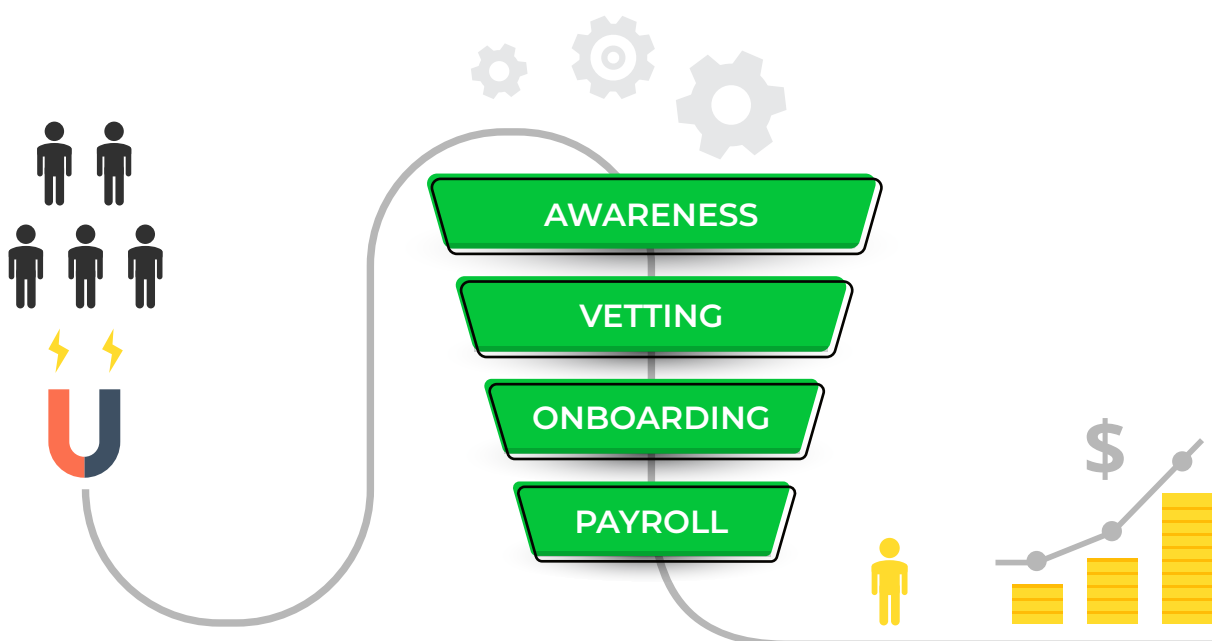
Here are the types of hiring practices which are prevalent:

01 Internal Recruitment

The 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 a vacancy quickly as the HR department does not have to sift through the entire recruitment process from beginning to end. 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

The process of sourcing talent from 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 fulfills expectations while also being the right fit for the budget. Multivariate factors steer the process, and keeping track on your own can seem overwhelming. A convenient approach is to accept 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. The type of recruitment partnership is a significant contributing factor. In the subsequent sections, we will offer a detailed overview of this kind of external recruitment.



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 both active and passive sourcing for your hiring needs is imperative.

The company must articulate their requirements effectively to inform and educate 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.

Awareness can be generated to capture the interest of the talent through the below steps:



Job Opportunity



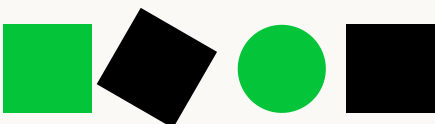
Consideration & Outreach



Application



Screening & Selection





JOB OPPORTUNITY (JOB DESCRIPTION CREATION)

Job description creation is an essential part of defining requirements in the awareness stage. The description clarifies whether a candidate is the right “fit” for the position and outlines expectations for the role. It defines employee accountability and briefly describes the talent’s career trajectory. A properly drafted and optimized JD needs to be as detailed as possible.

It will aid in employee performance evaluation and clarity of the role in the long-run. You can create a job description independently, but it should be optimized effectively for a better impact. Improper, ambiguous, or mixed information regarding the job description can affect the resume quality you receive once you publish the job description.

*Optimizing the job recruitment process can shorten the hiring cycle by up to **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

An excellent tool with features such as generating JDs while avoiding biased information, keyword analysis, customizing templates, and diversity and inclusion statements.

Rytr

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.

Job Description.ai

Uses AI algorithms to generate a JD. The perk of this tool is that it aids in developing SEO-optimized JDs and increases your chances of reaching millions of applicants. The tool also has an integration of Google Jobs embedded.

MINUTE CREATOR

A free tool to create JDs. It comprehensively lists job titles, responsibilities, duties, and education. The template is broad and requires customization.



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 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 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 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.



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.



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 are:

- ✔ 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 on professional networking channels like LinkedIn.
- ✔ Investing in marketing the requirements on niche platforms to find appropriate targeting through marketing professionals.

Challenges

The awareness stage of the funnel ensures the quality and quantity of applications generated for the requirements. Here are a few challenges which might present themselves in this stage

→ No Application received

Zero brand awareness, lack of optimization, and an ill-articulated job title can lead to an ineffective job posting. The result is a need for more applications for the job posting.

→ Wrong audience targeting

Know the talent you want to attract with your JD. Even if you have chosen paid promotion to boost it, selecting suitable geographical locations, skills, experience, and a salary expectation range helps 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 every platform is essential. Lack of engagement leads to no resumes or wrong resumes being submitted for the post. You might be losing out on a substantial chunk of untapped skilled talent due to a lack of interactivity.

→ 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

→ Sifting through profiles

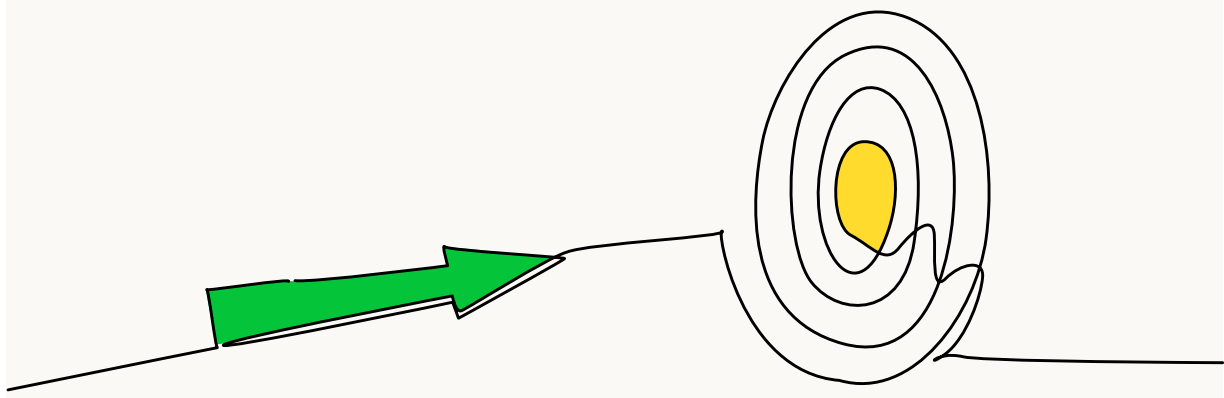
Preliminary screening requires research, proper checks, scheduling, and responding to talent expressing interest. On average, a recruiter/manager spends more than 60% of his weekly hours screening and selecting the right profile for the job. The entire activity of screening and shortlisting profiles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

→ Time to hire

A factor that affects a company's performance. Time to hire is defined as the total time taken to hire talent for a position; it encompasses 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

Good solutions to these challenges in the awareness stage of the funnel would ensure the quality and quantity of applications generated for the requirement. Let's discuss solutions for these hurdles

✓ JD optimization and building brand awareness

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

✓ Audience targeting

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

✓ Brand Placement Strategy

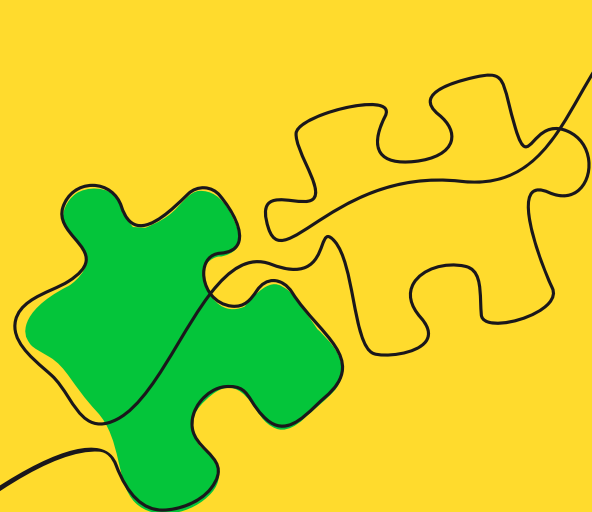
Curate a strategy that can address the brand placement effectively. Brand perception is directly proportional to the efficacy of the job posting. The placement of the brand dominates the quality of the applications.

✓ Create interactive propositions

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

✓ creening 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 a rise in the cost to hire. Thankfully, experts can facilitate and simplify this entire stage. Hiring is essential for an organization's success; hence, recruitment of business partners is influential in the awareness stage.

Types of Recruitment Agencies

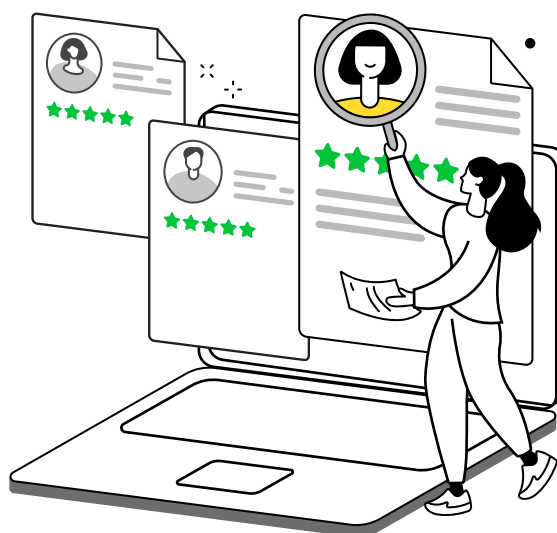
Talent sourcing is the act of proactive exploration of prospective recruits to fill positions that are currently open or will be open in future. To hire an Indian remote talent, understanding recruitment options is imperative. Sourcing talent for yourself, your recruitment agency, or your partner inevitably accumulates information like resumes, portfolios, certifications, and auxiliary information such as psychometric evaluation of the candidate. Partners can pre-screen the talent and weed out those who are not qualified.

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 to introducing a hiring partner during the awareness stage of the funnel:

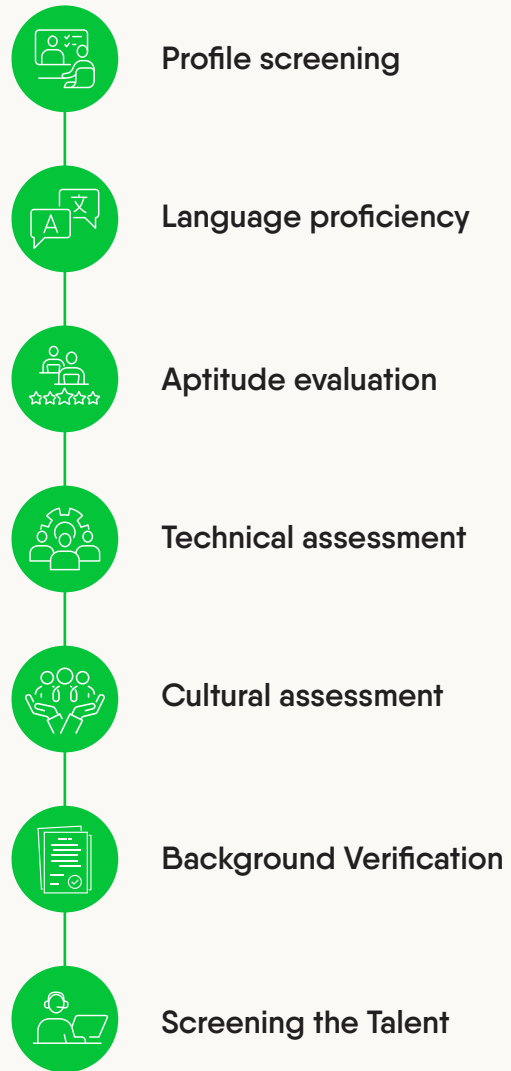
- ✔ Diversity and quality of profiles received for the specific requirements
- ✔ Accurate placement of brand.
- ✔ Strategic engagement generated for active and passive talents.
- ✔ Pre-screened Talent for profile sorting.
- ✔ Reduction of Time to hire, the investment of time essentially reduced.
- ✔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



STAGE 2

VETTING

Vetting is crucial to the remote hiring process. It ensures that time and resources invested are well-spent on only 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 interviews and curating areas of concern. The vetting of Indian remote talent can be devised through a combination of hygiene checks and competency assessment parameters. The process of vetting comprises the following





PROFILE SCREENING

The first step in the vetting process is screening the profiles of the talents. Multiple applications are received in response to the job posting on a job board or another hiring platform. The JD is a major influencing factor for the applications received. An optimized JD with a proper title and keywords always gives applicants clarity regarding the requirements, yielding better results. The screening process must sift through a large number of applications. Every application must be scanned for eligibility, checking if the qualifications match the requirements, and the professional journey or trajectory should be mapped to cross-check against the requirements. Preliminary background checks need to be conducted to proceed with a talent. It is predominantly a manual process. Even with the availability of ATS software, the screening process invariably requires human attention.



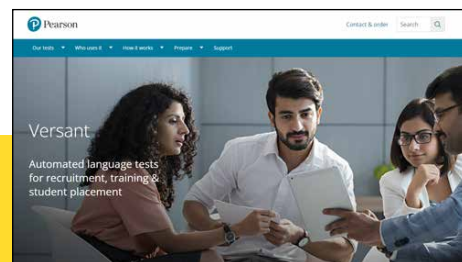
APTITUDE EVALUATION

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 provides a holistic assessment of an applicant's language competency. The device assesses an individual's reading, writing, speaking, and listening ability. The test varies in length between 17-50 minutes, depending on the choice of assessment. The results of the test are revealed 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 all factors assessed.

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 technical knowledge and domain mastery is crucial to determining the valuation of the talent. Practical application of theoretical concepts and experiential learning are strong predictors of performance.

Companies like Microsoft, Amdocs, Uplers, Checkpoint, and others use **Codility**, **TestGorilla**, and **iMocha** for web developers as part of their online assessments and **HireMee** for digital marketers' skill assessments. We successfully filter the top 10% of talent through this process.



CULTURAL ASSESSMENT

Cultural IQ assessments are integral to gauging the fit of the talent. It is a salient aspect of collaboration in diverse remote working environments. Several tools are available on the market to assess 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 which assesses technical and social skills. Three subscription plans are 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 contains a test library that is equipped to assess problem-solving capabilities in 90+ languages and 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 include Arrays/Strings (most frequent), Linked lists, Binary trees, Search/Sort, Dynamic programming, and Bit manipulation. Pricing needs to be requested through the website.



PANEL INTERVIEW

A panel interview is an in-person evaluation 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

Once a candidate clears the panel interview, thorough background verification is necessary to cross-check educational qualification, professional references, physical address verification, and digital footprint verification, i.e., social media presence and activity, credit history, and criminal records. A trusted platform for background verification available on 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 may impact your brand. Simultaneously tracking multiple candidates can be difficult; this needs strategic planning to complete the process successfully.

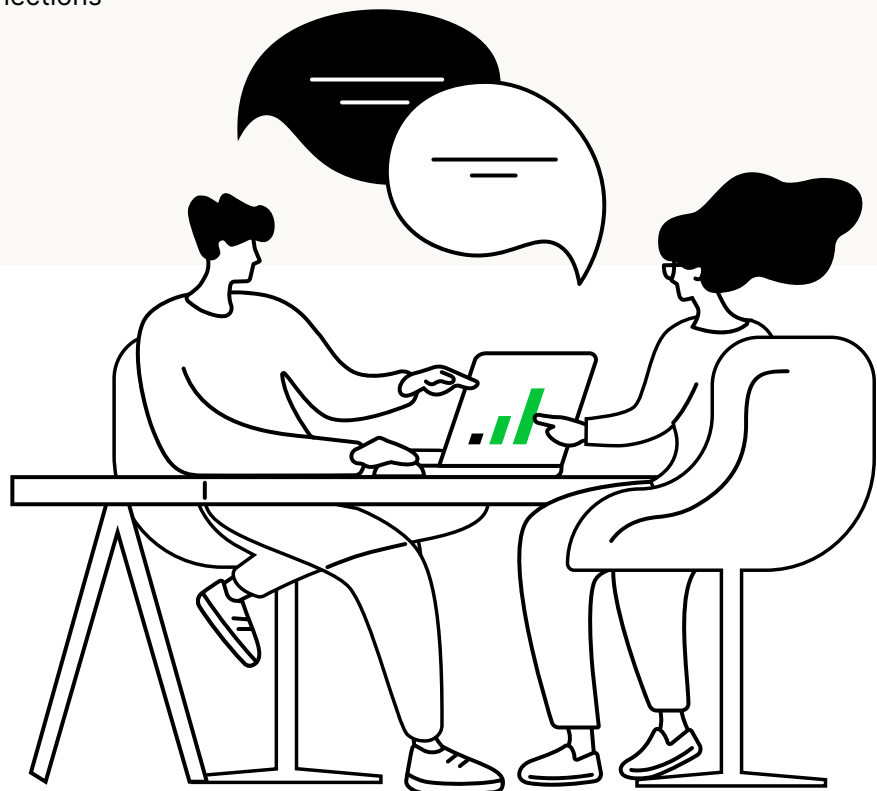


Challenges

The vetting process can be 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
- Difficulties with Identity Verification, Criminal history, Prior Employment Verification, Educational Verification, Credit History, Personal and Professional References, Social Media Background checks, Budget, and Legality
- Turnaround time for every activity is not evaluated.
- Optimizing workflows
- Being responsive to the candidates
- Lack of local connections
- Time to hire

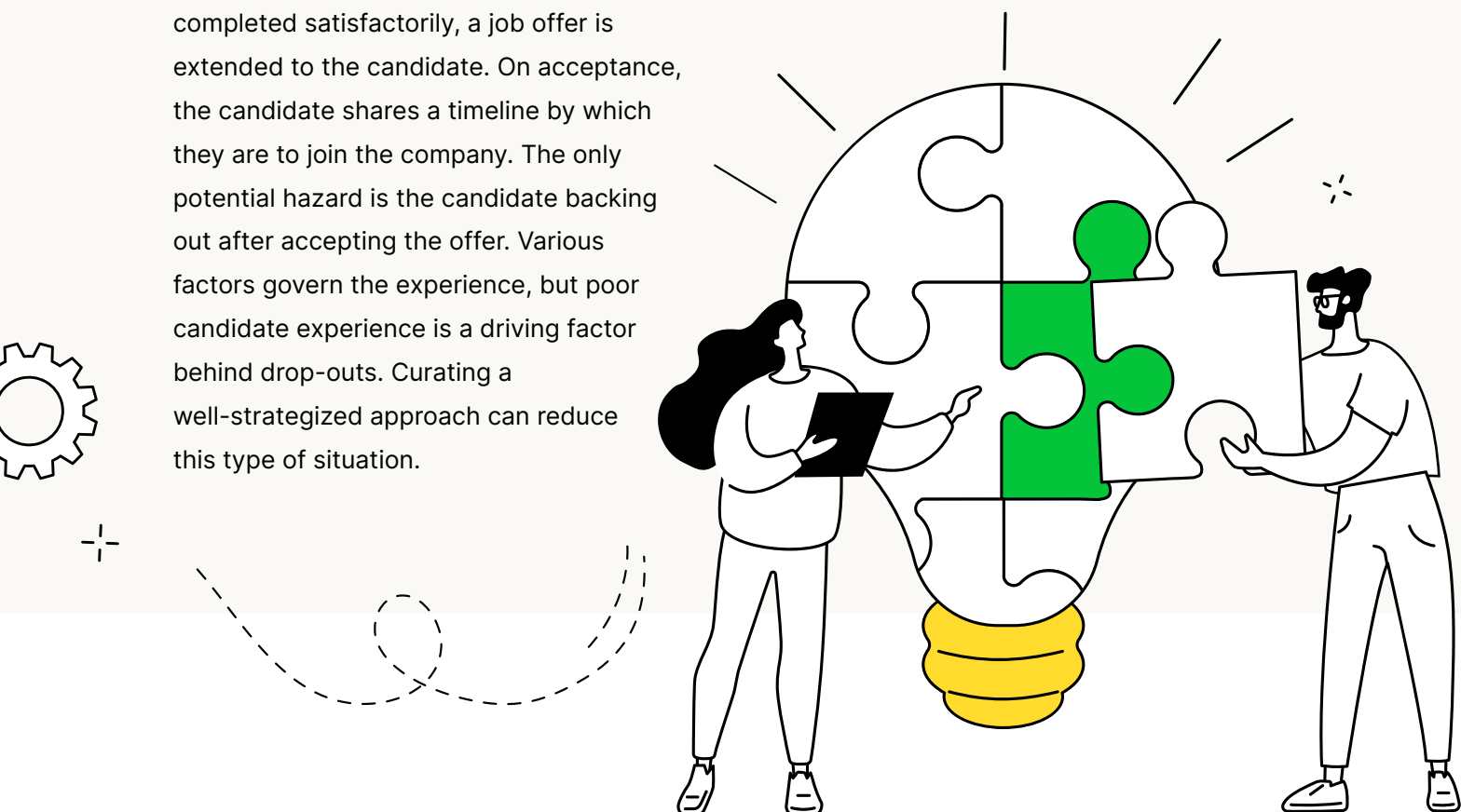


Solutions

The process of vetting requires 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. The support of an agency or partner makes the process more seamless. Working with a trusted hiring partner has the following perks.

- ✓ The experience of vetting candidates is unmatched as they are 100% dedicated to hiring rather than juggling several portfolios and factors.
- ✓ Complete support during the vetting process.
- ✓ The partner understands the workings of the business and represents the company Spotting hard-to-find Talent and vetting the skilled niche candidates.
- ✓ Spotting hard-to-find talent and vetting skilled niche candidates.
- ✓ Offer valuable insights into the hiring industry.
- ✓ Aid with diversity and inclusivity parameters.
- ✓ Reduced time to hire and cost per hire.

Once the talent has been thoroughly vetted, and interviews have been completed satisfactorily, a job offer is extended to the candidate. On acceptance, the candidate shares a timeline by which they are to join the company. The only potential hazard is the candidate backing out after accepting the offer. Various factors govern the experience, but poor candidate experience is a driving factor behind drop-outs. Curating a well-strategized approach can reduce this type of situation.

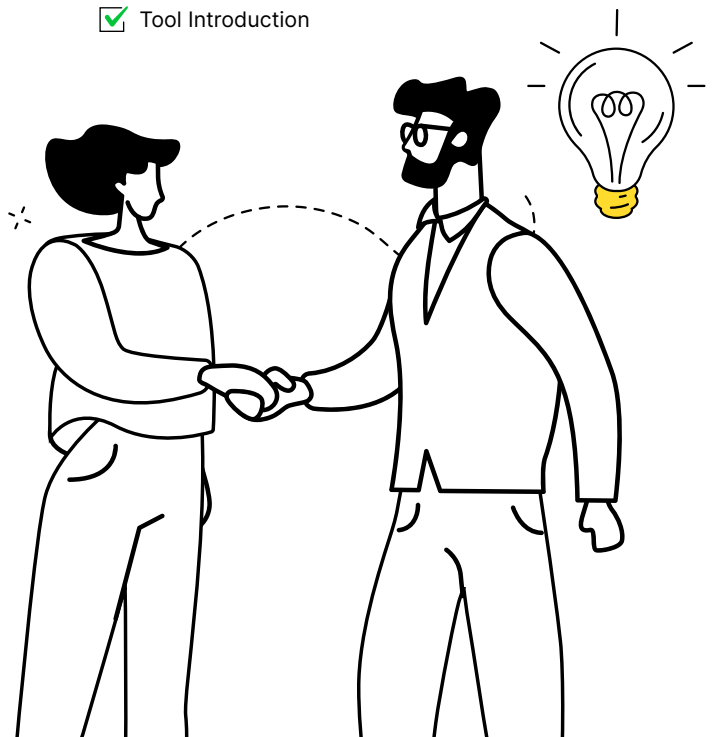


STAGE 3

ONBOARDING

Onboarding is the first interaction on the path to establishing a lasting relationship with talent. Using this opportunity to add a wow factor and making it a memorable experience should be the target. Here is a checklist for onboarding.

- Welcome Email and Welcome Kit
- Set an agenda to execute the activity in a planned manner
- Introduction to the team and department
- Assign a Buddy and Mentor to the employee – 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
- Job role walkthrough
- Role-specific training to be set up
- An inclusive and participative environment is to be created
- Schedule check-in calls for the first week and calls for the upcoming weeks, months, and quarters to establish a continuity in feedback sessions
- Session with leaders or managers to articulate the culture, mission, value system, and successes of new hires
- Announcements about new hires to facilitate their relationships with colleagues
- 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 lie primarily in creating an environment of inclusivity and the need for clarity for new hires. Usually, a lack of strategy and 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 their first day. Reasons could be multifaceted, from getting cold feet at the last moment to receiving a better counteroffer from another firm.

Solution

Onboarding requires a good HR team to conduct an orientation throughout the process. Lack of clarity may lead to a lack of retention and a rise in attrition rates. In case of an in-house HR team is unavailable, there are hiring platforms and talent acquisition partners who can help with the process of having a strategy in place and planning out specific actions. While dropouts cannot be eliminated entirely, 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 identify the reason(s) for backing out, ensuring transparency throughout the process or, at best, having a back-up candidate ready to go.

Remofirst x Uplers have successfully devised a process to make the onboarding experience hassle-free and smooth. Partnering with a hiring platform for onboarding comes with a multitude of advantages.

- Firstly, it allows companies to automate the onboarding process, making it more efficient and reducing the likelihood of errors or delays. Resulting in a quicker and smoother experience for new hires, allowing them to contribute to the organization's success faster.
- Secondly, a centralized and standardized onboarding process ensures that all new employees receive the same level of attention and training. Companies can provide a consistent onboarding experience with Remofirst x Uplers regardless of location or department.
- Thirdly, partnering can also help to improve the candidate experience, as it provides a user-friendly interface that simplifies the application process and makes it easier to communicate with candidates.



STAGE 4

PAYROLL

Payroll contributions and taxes can be tricky in India. Hiring an Indian remote talent means taking care of the set-up and acquiring knowledge about the payroll structure in India.

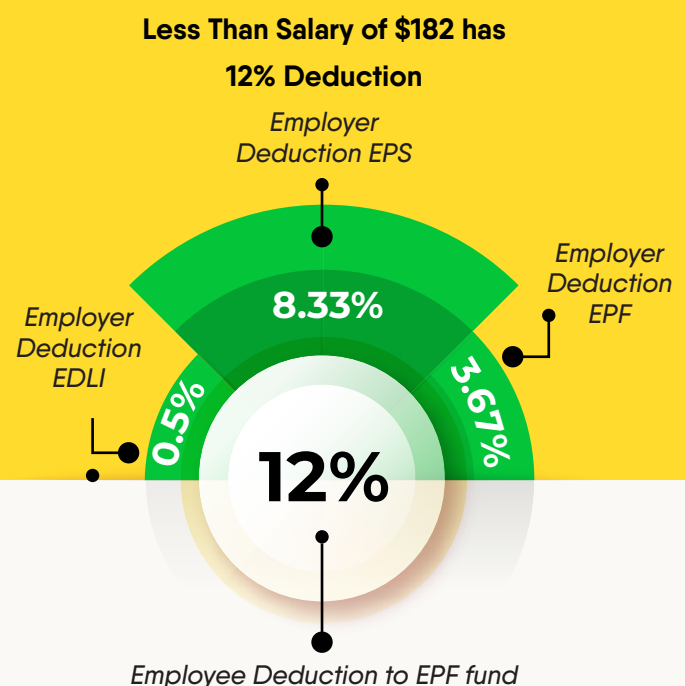
The payroll deduction structure in India requires employers to account for three factors – Employees' Pension Scheme (EPS), Employees' Provident Fund (EPF), and Employees' Deposit Linked Insurance Scheme (EDLI). Falttering to compliance or insufficient contributions towards EPS and EPF draws penalties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

A country's labor codes may be complicated, and an inability to comprehend 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 and accounts and financial team is required to comply with 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 Rs. 15,000/month. The employee and employer contribute equal parts to the EPF fund with approximately 12% of the salary. The fund raised acts as a pension for the employee upon retirement. However, for the employer, 3.67% are contributed to the fund, and the remaining 8.33% are for the EPS fund. Employers need to contribute 0.5% toward the EDLI fund.



One way to manage all legal hassles related to payroll set-up could be a hiring platform or an agency specializing in payroll management. Remofirst x Uplers provides such an end-to-end service. It is a talent management platform through which you can hire top-notch, pre-vetted talent. Payroll management is essential for any organization that employs staff, as it involves calculating and processing employee salaries, benefits, and taxes.

Remofirst and Uplers provide comprehensive

One way to manage all legal hassles related to payroll set-up could be a hiring platform or an agency specializing in payroll management. Remofirst x Uplers provides such an end-to-end service. It is a talent management platform through which you can hire top-notch, pre-vetted talent. Payroll management is essential for any organization that employs staff, as it involves calculating and processing employee salaries, benefits, and taxes.

Remofirst and Uplers provide comprehensive payroll management services to global companies that hire employees in India. These services ensure that companies remain compliant with Indian labor laws and regulations and that employees are paid accurately and on time. By outsourcing payroll management to companies like Remofirst and Uplers, global organizations can focus on their core business operations and leave the complex and time-consuming task of payroll management to the experts.

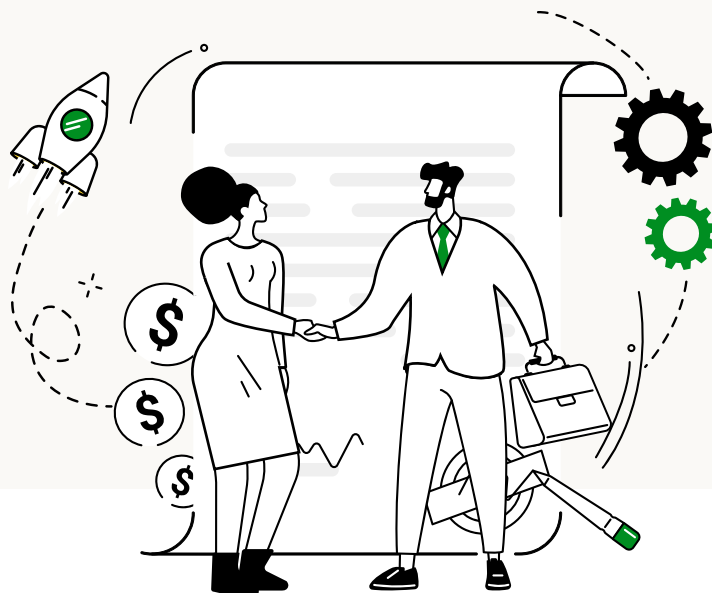




CONCLUSION

In conclusion, India's rich and skilled talent network presents a vast opportunity for businesses seeking top-notch tech talent. Companies must strive to improve their hiring experiences to attract the best candidates in the global market vying for scarce talent. One of the keys to seamless hiring is identifying and optimizing the hiring funnel's various stages, from awareness generation to candidate vetting and onboarding. While optimizing and minimizing the spillage and leakage of the hiring funnel, companies can avoid losing valuable talent and keep their cost per hire and time to hire in check. As an Employer of Record (EOR) company, Remofirst helps businesses worldwide source the best Indian remote talent quickly, efficiently, and at competitive salaries. A holistic approach bridges the gap between highly skilled workers and companies looking to hire them. The rise of knowledge jobs has been incredible for employers. The flexibility of borderless hiring catapulted the scaling of companies greatly.

As an EOR company, Remofirst provides comprehensive workforce management solutions, including payroll processing, benefits administration, compliance management, and employee relations. We take care of all the administrative tasks related to hiring and managing remote talent, freeing businesses to focus on their core competencies. Our expertise in managing remote teams ensures that our clients can access the best talent without the hassle of setting up a legal entity in a foreign country. We provide a hassle-free experience for our clients by handling all the complexities of local regulations, taxes, and labor laws. By partnering with us, businesses can reduce overhead costs and improve operational efficiency while gaining access to a highly skilled remote workforce.



REMOFIRST MANAGEMENT PROCESS

Remofirst is the best platform for companies to manage their international HR and hire remote employees. The objective is to simplify global hiring in India. As a remote-first company, we deeply understand the unique challenges the customers face and are invested in solving these challenges. The approach provides a three-step solution for onboarding needs.

1

Remote candidate Sourcing

Finding the best fit for the requirement. Uplers is our partner for all hiring management & process.



2

Cost Calculation

Finding the cost to the company for sourcing and hiring the candidate in India



3

Onboarding & Payroll

Post the hiring procedure is completed, we will help you manage the candidate hassle-free.



We innovate by bringing products to market that ease the management of global teams, creating an unmatched employee experience regardless of location. The purview of services include



We innovate by bringing products to market that ease the management of global teams, creating an unmatched employee experience regardless of location. The purview of services include

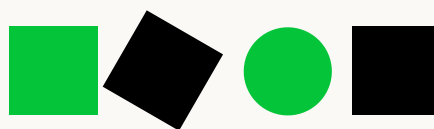
INTERNATIONAL CONTRACTOR MANAGEMENT

Manage and pay international contractors in any currency, from anywhere.

EMPLOYER OF RECORD (EOR)

Hire employees around the world without the hassle of setting up a local entity in every country.

Remofirst is a human resource (HR) and payroll management services company that specializes in helping global organizations expand their operations in India. They offer a range of services such as employee onboarding, payroll processing, compliance management, and benefits administration. Their team of experts has extensive knowledge of Indian labor laws and regulations, which helps them ensure that their clients remain compliant with all legal requirements.





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.

25.6% Qualify

Aptitude

Next, applicants give a scientifically designed aptitude test.

Finally, 25.6% Crack it!

Panel Interview

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

Only 37.4% Pass

Language Proficiency

Applicants go through the AI-powered communication assessment.

9.9% Clears

Technical Evaluation

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



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. Brand positioning is created while EVP and establishing the brand are kept at the forefront. 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. This makes the search quite comprehensive and detailed. We have subscription plans to ensure the quality and quantity of profiles.
- ✔ Optimized job posting is done and our in-house experts are used
- ✔ Screening – Pre-screening is a crucial step in the process, and a stringent check is conducted 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 ensures the sealing of all leaks in the hiring funnel.

- ✔ Profile screening – We believe in manual screening by our rockstar in-house team. 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 against the requirements. Preliminary background checks need to be conducted to proceed with a talent.

- ✔ Language Proficiency – We use Versant to assess the language proficiency and candidate's competency. Only 37.4% of applicants pass this assessment.
- ✔ Aptitude Evaluation – Test Gorilla is a platform we have subscribed to for aptitude tests. Only a meager 25.6% 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.
- ✔ Panel Interview – Uplers uses a panel interview to assess career aspirations, expectations, preferences, and inclinations. Only 3.5% of the applicants pass.
- ✔ Uplers certified talent – At the end of the process, we certify the talent as Upler's certified talent which means candidates have been pre-vetted and are ready to be hired globally.

For any further queries you can Book an appointment with Uplers

<https://calendly.com/uplers/30min?month=2023-04>



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.remofirst.com



www.uplers.com