

A man with dark hair, smiling broadly, wearing a grey suit jacket over a white shirt. He has his arms crossed and is wearing a watch on his left wrist. The background is a solid teal color.

Work and Smile

# Work and Smile

Working life is a journey of growth and creation.

We all have big dreams, and there are many different paths to success.

Thus, we need to make our own choices from a range of diversified work opportunities.

Our vision is to enrich society so that all work leads to lives of happiness.

## Our Corporate Philosophy: Providing Opportunities for Individual Growth and Social Contribution

At PERSOLKELLY, we are passionate about helping people find and create their own success, and giving them the opportunities to achieve it. We believe that we can achieve this goal by supporting individuals and organisations to grow and overcome workforce challenges together. As we are committed to working closely with both our candidates and clients to identify their needs and develop solutions, we believe that can make a positive impact on our communities through the success of individuals and organisations.

Partner with us to get the strength and support of our experts who have been delivering superior results in 13 markets across the Asia Pacific for decades. Our reach, scope, and scale of operations have set the industry standard for cross-border recruitment and holistic workforce solutions. We have constantly pushed the boundaries in our approach and thinking to empower businesses across strategic locations in Gurugram, Bangalore, Chennai, Hyderabad, Mumbai and Pune; our experienced specialists solve business challenges across diverse industries. We adapt our approach to your unique challenges, moving quickly to unlock innovative solutions, connect you with new opportunities, and deliver maximum value for your business.

Whatever the workforce challenge, you're our priority.  
Let's "Work and Smile" together.









# Focusing on the important parts of your business, so you can move ahead with confidence

We provide holistic and integrated end-to-end HR solutions, comprising of permanent recruitment, temporary staffing, executive search, payroll outsourcing, business process outsourcing, and consulting.



## PERMANENT RECRUITMENT

Successful placements are the result of our strong industry experience and connections, coupled with our deep understanding of your business. We make it a point to understand your company's values, culture and objectives before performing a unique talent mapping process to validate and pinpoint potential candidates. Our extensive recruitment process ensures you hire candidates of the highest calibre that meets your specific needs and exceeds your expectations.



## TEMPORARY AND CONTRACT STAFFING

With our proven track record in temporary and contract staffing, we connect you with the best and right talent – and we do so at pace. Such speed and quality are vital when hiring for temporary and contract positions. After identifying the right talent from our extensive database to meet your specific needs, we leverage technological solutions to efficiently manage these contractors for you.



## PAYROLL OUTSOURCING

Payroll is time-intensive regardless of the size of your company. We help eliminate your administrative burden with meticulous end-to-end payroll management, from regular monthly remuneration to commission schemes, so that you can focus on your core business and achieve more.



## BUSINESS PROCESS OUTSOURCING

We leverage our recruitment expertise and help manage your operational processes with the right type of workers, sourced from our existing network of contacts and extensive database. Customised for every client, we ensure that all staff engaged to work on your outsourced business process are highly trained to your requirements. We are committed to maintaining high service levels and ensuring minimum disruption to your business so that you can focus on the important parts of your business.





# We prioritise your needs — and have the real-world expertise to deliver for you

Our team of specialists takes a collaborative approach to understand your unique challenges. Our dynamic, fresh thinking is paired with a focus on quality, creating greater value for your business.

## > ACCOUNTING

As the accounting profession digitalises, new technologies such as robotic process automation and data analytics will be the norm. New expertise such as IT auditing and forensic accounting will also be required to contend with rising cyber risks from digitalisation. With our broad reach and deep capabilities, we can connect you with the next generation of accounting talent across multiple disciplines including risk management, business intelligence, tax and audit.

## > BANKING AND FINANCE

A digital banking future calls for unrivalled speed and efficiency, within a complex and evolving regulatory environment. New technologies, such as fintech, have accelerated the digitalisation of financial services. As current and new industry players race to embrace a digital future, they will find themselves best supported by equally ambitious workforce solutions partners. We partner closely with leading firms and place the top banking and finance talent in various fields such as fintech, investment banking, corporate banking, insurance and asset management.

## > ENGINEERING AND TECHNICAL

The future of engineering will be defined by Industry 4.0 and smart technologies, such as the Internet of Things, data analytics and AI, as well as a shift towards high-level automation and intelligent communications. As most of the region moves onto its next phase of development, engineering and manufacturing will continue to be a major force of growth. An industry landscape as diverse as engineering and technical fields requires highly specific sector expertise, which we possess in abundance, especially in the areas of construction, energy, oil & gas, and manufacturing.

## > HUMAN RESOURCES

Human Resources is at the heart of any organisation. While HR empowers people to fulfil their potential, we empower HR teams with the most suitable and qualified talent. Whether you are a multi-national corporation or a growing business, we can establish the right HR capabilities and build high-performing teams. We are experienced in filling roles across all HR functions, such as talent acquisition, training and development, compensation and benefits, or employee relations.

## > INFORMATION TECHNOLOGY

Shifts in the technology landscape leave no sector untouched, shaped by “ABCD” technologies, namely AI, Blockchain, Cloud and Data Analytics. As companies across industries are swept up in the digital wave, identifying and securing high-calibre candidates within an increasingly competitive recruitment environment can be an inordinately complex challenge. Leverage our deep experience recruiting across the vast IT landscape, such as application development, data warehousing, cyber security, and IT infrastructure, or our IT outsourcing and consulting services to meet your specific business needs.

## > PHARMACEUTICAL AND HEALTHCARE

With rapidly ageing populations across the region, the need for qualified healthcare professionals will continue to grow. Skills in various fields such as pharmaceutical, life sciences, medical devices and biotechnology, will be increasingly in demand to support businesses and governments in navigating a post-pandemic world. With our extensive networks in the healthcare and medical industries, we keep our fingers on the pulse of the industry to effectively support evolving hiring plans and business ambitions.

## > PROCUREMENT AND SUPPLY CHAIN

Global supply chains today are becoming infinitely complicated, and bear increasing risks of disruption, such as those already seen in recent times. Therefore, it is imperative for businesses to diversify and strengthen their supply chains. With the rapid rise of e-commerce, optimising supply chains and delivery processes must also be a priority. With our strong cross-border network, we connect the dots between your unique workforce challenges and high-calibre talents from various fields, such as procurement, supply chain management and logistics.

## > SALES AND MARKETING

The world of sales and marketing is fast paced, rapidly changing and increasingly complex. The pandemic has necessitated the use of digital solutions and virtual platforms. Sales teams will have to embrace automation, insights and engage with their prospects and customers in their preferred digital channels. Marketers need to possess digital expertise such as advanced analytics, marketing automation, design, AI and digital marketing. With our comprehensive suite of talent solutions, you can count on us to find the right sales and marketing talents for your evolving needs.





13 markets  
within APAC



> 80 offices  
across the region



Comprehensive  
workforce  
management  
solutions — global  
scope, local focus

## We are one of the leading HR solutions companies in the region

The Asia Pacific region isn't just our focus, it's our specialty. We combine our regional expertise with industry experience and local market understanding. You benefit from our big business capabilities, met with genuine market insight.



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