

# agripositions.com

A unit of **concept agrotech consultants limited**

Committed to serve agribusiness sector with deep domain knowledge and experience

## ONE STOP SOLUTION FOR ALL YOUR HR NEEDS



[www.agripositions.com](http://www.agripositions.com)

## Who We Are

- ◆ We are an HR solution provider brand specifically deals in Agriculture sector. It was established by Concept Agrotech Consultants Ltd in 2017 with a vision and commitment to provide complete HR solution through a single window to serve agribusiness sector with deep domain knowledge and experience.
- ◆ In a very short span of time we have established ourselves as the most reliable and admired service platform in food and agriculture sector providing comprehensive HR solutions through a single window across various domains to enhance the success of clients in agribusiness sector.
- ◆ One stop solution for all business consulting and HR solution needs of food and agribusiness sectors.

## Vision

- ◆ To be the prime movers of business growth in food, agriculture, horticulture, animal husbandry and development sectors with special focus on agri-input industry; and to emerge as a globally recognized HR services provider, anchored by values of growth, transparency and diversity.

## Objectives

- ◆ To provide comprehensive HR solutions through a single window across various domains to enhance the success of clients in agribusiness sector
- ◆ Bringing candidates and recruiters in agriculture industry on one platform
- ◆ To become the most reliable source of information on career opportunities in agriculture sector
- ◆ To provide development programs to help fresh graduates, staff and managers accomplish their goals
- ◆ To Facilitate students in taking informed decisions on career choices in agriculture sector
- ◆ To organize national and regional Agri HR events such as Campus Talks, Job Fairs, Talent Search programs



# Our Service Philosophy

◆ Our philosophy and principles enable us to build enduring relationships with our clients in a spirit of partnership and continuously seek insights through our work to deliver value based on

## Accountability

It denotes willingness to take responsibility for one's own actions.

## Professionalism

It denotes commitment to meeting one's obligation to serve the client.

## Growth

It denotes our commitment to grow your business with you.

## Transparency

It denotes our ability and commitment towards being transparent in all our dealings with internal and external customers.

## Value Addition

It denotes that we are committed to always give value added services to our clients.

# Value Proposition

Dedicated team of consultants

In depth domain knowledge

Huge database of professionals

Highly efficient execution processes

Excellent networking with educational institutions

Organizing placement events like Campus Talks and Job Fairs

Well-known brand in agribusiness sector

An exclusive job portal to facilitate job providers and job seekers online



**VALUE PROPOSITION**



# RECRUITMENT SERVICES

## We offer

<b>Human Resource Planning</b>	<ul style="list-style-type: none"><li>◆ We are experts in employer/agent consultations. We help you in planning your human resources beyond your specific situation and assist you in finding solutions.</li></ul>
<b>Volume Hiring</b>	<ul style="list-style-type: none"><li>◆ You can place your requirements for mass hiring with us and be assured that each and every person of the entire batch of candidates we give you will be a complete professional committed to delivering the best for you. Our selection will be based on individual scrutiny.</li></ul>
<b>Executive Search</b>	<ul style="list-style-type: none"><li>◆ We provide best executives after initial screening the prospective candidates for worthiness for your requirements.</li></ul>
<b>Head Hunting</b>	<ul style="list-style-type: none"><li>◆ Our efficient employees do the industry mapping, focus and find out the profiles having the competence for your requirement. Once they identify the 'right' person, they use their professional and social contacts to reach him.</li></ul>

## Recruitment Process

### Job Description

- ◆ Job description obtained from client either via an email or telephone
- ◆ One company Positions are assigned to recruiter for better understanding of requirement
- ◆ Clients are contacted for full assess and understanding of requirement
- ◆ Candidate search commences one we get brief from client

### Database Search & Advertising

- ◆ Our website [www.agripositions.com](http://www.agripositions.com)
- ◆ Job postings on [agripositions.com](http://agripositions.com), Agri News and Agriculture Today
- ◆ Our references and company profiling
- ◆ Field network support
- ◆ Arrangements with Agri management institutions for alumni database
- ◆ Other Job portals

### Interviewing and Evaluation

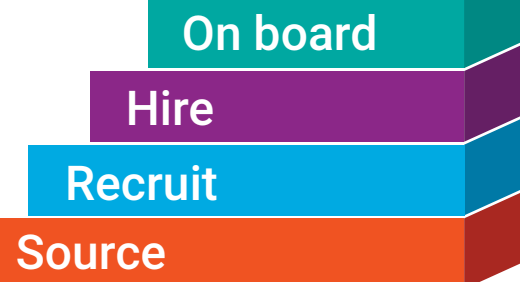
- ◆ Up to date CVs and assessed against the job description
- ◆ Initial screening through telephonic interview followed by F2F interview by associated qualified consultants
- ◆ Skill test

### Placement and Monitoring

- ◆ Applications submitted to client for consideration and arrangements made for interviews

### Staff Retention

- ◆ Personnel are fully briefed on roles
- ◆ Two written corporate references obtained
- ◆ Regular contact with candidate



Resume level conversion 60%

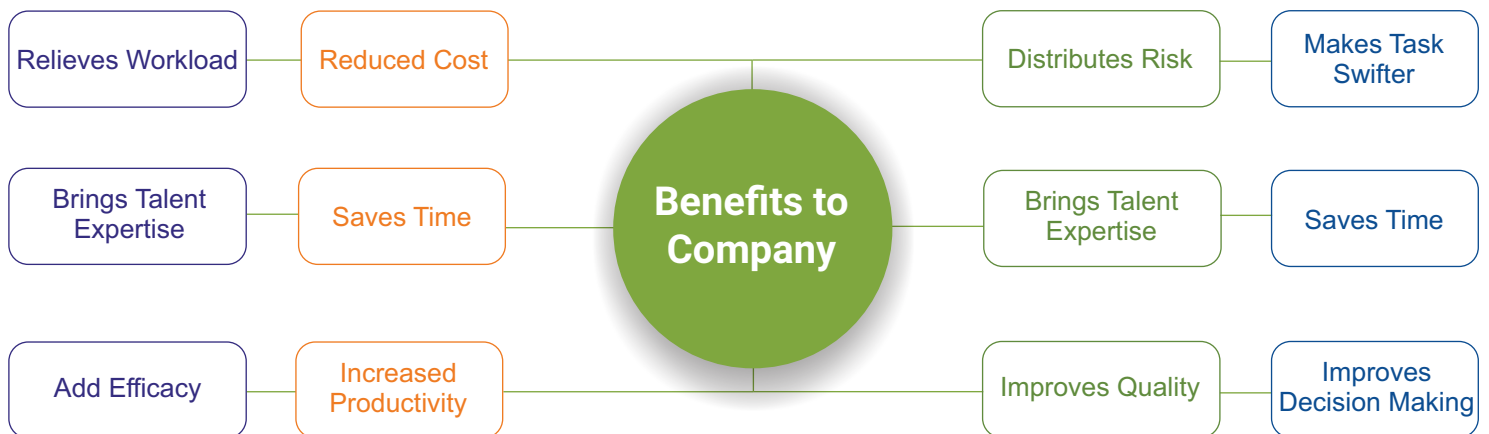
Interview level conversion 40%

Joining Conversion 90%

# STAFFING SOLUTIONS

## How we can help you

We can shoulder the bulk of your administrative burdens by providing tailor made solutions to all your Human Resource related issues so that you can get back to your priorities in business. You maintain control of all business decisions and operations, while we will work with you as co-employer and manage all your employee related aspects of your company.



## We offer

### Temporary Staffing

- ◆ We offer you the ability to build your staff strength without absorbing them full time (temporary staff on our rolls), assist overloaded employees during critical times, and keep projects moving.
  - ◆ Temporary employees who will work on our rolls
  - ◆ Payroll and personnel administration
  - ◆ Statutory Compliance

### Contract Staffing and Employee Leasing

- ◆ We offer you to plan and meet your short-term and project-based staffing requirements. We go out of our way to find the best contract employees for you. We take complete ownership right from the formalities of getting an employee on board and framing personnel policies, to drawing up insurance policies and employee handbooks.
- ◆ Employee leasing allows you to attract and retain talented employees. It also facilitates an access to enhanced services such as insurance benefits, complete risk management, and even employee training and development.

# CAMPUS CORPORATE CONNECT PROGRAM

- Build student leadership capability
- Essential soft skills
- Industry expectations from freshers
- Social and work place environment practices



## INDUCTION PROGRAM NEW HIRE

- Basics of agriculture and business
- Sales, marketing and distribution
- Dynamics of industry and market
- Company's product, working culture and policies

## CORPORATE PROGRAMS

### EXECUTIVE DEVELOPMENT PROGRAMS

- Communication skills
- Team building workshops
- Customer handling workshops
- Presentation skills
- Time management
- Email etiquettes
- First time manager essentials
- Succeed in listening
- Constructive feedback
- Dealing with workplace conflict
- Effective negotiation skills



# TECHNICAL TRAININGS

## Customized Solutions

- Emerging concepts in modern agriculture
- Agri entrepreneurs & rural enterprises
- Post-harvest and supply chain management
- Essentials of sustainable agriculture and organic farming
- New trends in agriculture marketing and agri inputs management
- Understanding crop production/economics
- Best farming practices , GAP/certification



## TRAINING - SALES EXECUTIVE

### Developing Effective Sales Team

- The specific challenges of selling to the farming community
- Essential preparation
- Managing customer
- Building relationships
- Objection handling
- Closing skills/negotiation
- Managing front line/sales

## LEADERSHIP DEVELOPMENT PROGRAM

### Developing effective agricultural leaders

- Personal development
- Management & communication skills
- Understanding economics, policy environment
- Fiscal and monetary policies
- Government and regulatory systems
- Social/cultural understandings
- Environmental concerns
- Technological development in agriculture
- Enhancing participants' understanding of global and national aspects of agriculture study tours
- Projects engage participants in a way that allows them to identify real-life community problems, develop potential solutions

# EVENTS

## Job Fairs

It is a career-building platform for agriculture, allied science students and agribusiness professionals.



To cater to the job needs of the students in agriculture and act as a bridge between the companies in agribusiness and the students' community, we organize Job Fairs every year, in different locations. For the students, it gives them an opportunity to showcase their talent before a number of potential recruiters. For the companies, it's the availability of a large number of shortlisted and pre-screened students at one place. In short, it caters to the need of the corporate as well the agriculture graduates in getting the right person / right job.

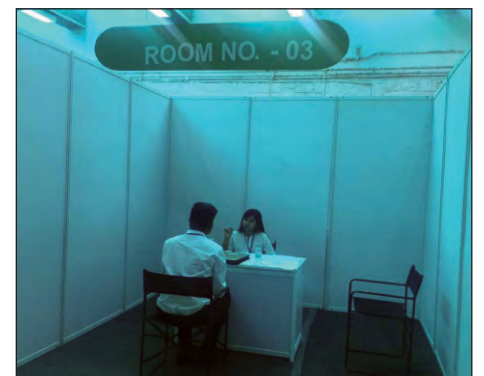
### Objectives:

- ◆ Bringing candidates and recruiters in agriculture industry on one platform
- ◆ Enriching experience on career opportunities from experts in industry
- ◆ Facilitate students in taking informed decision on career choices in agriculture sector
- ◆ Talent search and recruitments by the public, private, and corporate sectors
- ◆ Locations: Chandigarh, New Delhi, Lucknow, Bhopal, Kolkata, Hyderabad, Bangalore, Pune, Chennai and Ahmedabad



### Planned Locations for organizing **Job Fairs** 2018-19

Chandigarh, New Delhi, Lucknow, Bhopal, Kolkata, Hyderabad, Bangalore, Pune,





# EVENTS

## Campus Talks



Students go through many dilemmatic situations at the beginning of their career. Here it is what all comes to their mind of young graduates

- ◆ Our experts talk helps young graduates to choose their career as per their interest and capabilities.
- ◆ We organize platform for students in co-ordination with related Universities where students share their queries, doubts on career opportunities, further job opportunities and current market trends.
- ◆ It is a knowledge sharing platform which enables the students to get familiar with current market trends, need of industry and provide assistance in personality development, imparting knowledge session about industry and market drivers to make them prepared for incumbent professionals need of industry.
- ◆ We organize Job fairs and Soft skill development program to support this service area.



## Glimpse of our events



# Account Management and Client Reporting

- ◆ Dedicated Account manager as Company liaison
- ◆ Regular contact with HR and Hiring Manager
- ◆ Response to vacancies within agreed time scales
- ◆ Ability to perform skill tests to meet client expectation
- ◆ Regular communication with temporary staff
- ◆ Regular client visits or when defined by client
- ◆ Regular Review meetings to monitor performance



## Domains We Work For



Seeds



Fertilizers



Crop Protection



Animal feed and Veterinary



Horticulture



Poultry and Dairy



Farm Machinery and Irrigation



Agri-Food Retailing and Commodity Marketing



Agri Logistics and Infrastructure



Rural Credit and Insurance



Research and Technology

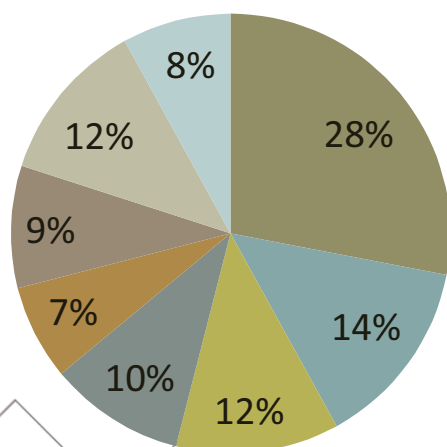


NGOs and Development Bodies

## Our Differentiators

- ◆ Specialized in agribusiness
- ◆ A database of over 21000 Agri-graduates
- ◆ Over 6,000 MBAs and 4,000 Ag with MBA
- ◆ More than 400 placed at different levels
- ◆ Success rate above 55%
- ◆ Focus on middle and top management

- ◆ Undertake HR related studies
- ◆ Networking with Agriculture Universities and organizing interactive sessions at campuses
- ◆ Organising Job Fairs at various locations



- agri inputs
- Animal Sciences
- Horticulture & commodities
- Machinery and Infrastructure
- Credit and Insurance
- Technology and Development
- Agri business
- Others

# Our Clients



Excel Crop Care Limited  
Beyond crop protection. Behind every farmer



# THANK YOU

*We shall provide you best of our services*

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**Please contact us at;**

**Simmi Bachani**

**Senior Manager / Business Development & Operation**

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