

# Talent Solutions

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





# About us

We specialize in matching top talent with the best job opportunities in your industry. Our team of experienced recruiters will work closely with you to understand your staffing needs, company culture, and job requirements, ensuring that we provide you with the most qualified and suitable candidates for your open positions.

We offer a range of services, including temporary staffing, direct hire placements, contract-to-hire arrangements, and recruitment process outsourcing. Our comprehensive approach to staffing and recruiting means that we take care of the entire process, from sourcing candidates to onboarding, saving you time, money, and hassle.

# What is INAWebTech Talent Solutions?



## Interview ready Pre-vetted Talent Pool

Choose from a large pool of experienced and qualified talents curated after an extensive vetting process.



## Quick Hiring

Start interviewing within 48 hours of sharing your requirements and onboard the right talent in just two weeks



## Right Matchmaking

We make sure that you get the best-fit talent in the first go. Our first interview to selection ratio is 93%.



## Cost-effective Pricing

With us, you save up to 50% on salaries compared to the local talent without compromising the quality.



## Timezone Compatibility

Our talents work in your time zone or at least with 4 hours of overlap to ensure that the deliverables are always on time.



## Remote Onboarding & Support

We take care of onboarding formalities like Payroll, IT and admin support, etc. We make sure that the talent is ready to start working from day one.



## Simple Contracts

Simple, monthly pay-out without worrying about any compliance or legal aspects.



## Replacement & Retention

It is our responsibility to take care of the replacements if the talent doesn't fit in. Also, we take care of the engagement and retention.

# WHAT TO EXPECT?



## **Excellent Communication**

Understanding, responding, reading, writing or verbal.



## **Technically Super Sound**

Most qualified practically, theoretically



## **Individual Contributor**

Competent in managing their time and ability to delve quickly into problems, analyze and build solutions rapidly



## **Self-Motivated**

Committed, Positive, Confident, Hungry



## **Critical Thinkers**

Logic, reasoning, creativity



## **Culturally Fit**

Adapts to company's core values, principles, vision, identity



## **Self-Disciplined**

Self-starter, can work with limited resources or supervision



## **Adaptable**

Can quickly bend and break habits and adapt to changes



## **Great Logical Thinking**

Decision making, solving problems, generating creative ideas and setting goals

# THE VETTING PROCESS

Vetting is one of the most important stages in the whole hiring process. Like they say, hiring a person is almost always a gamble, as they can either prove a tremendous asset for an organization or bring both the company and their fellow team members down if they are not a good match.

Our vetting process aims to reduce any such ambiguity and enable companies to hire the right talent every time.

We receive over 10,000 applications every month, of which only 3.5% of the talents make it to the talent pool.

We use World-leading AI-powered communication tests via Versant.

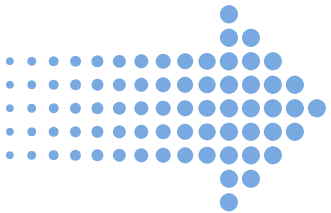
And we follow extensive technical assessment & evaluation, which includes both theoretical knowledge & live tests.

Here's our standard process that every talent goes through; only those who qualify come to you for an interview.

## Profile Screening & Shortlisting:

We review the applications against our minimum criteria, their professional journey, and their holistic background check

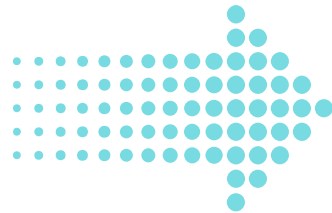
Only 37.4% Pass



### **Language Proficiency**

After the initial profile screening and shortlisting, applicants take the AI-powered communication assessment to test reading ability, speech fluency, writing, pronunciation, and speed of speech.

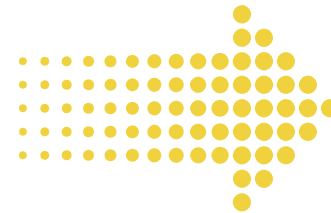
25.6% Qualify



### **Aptitude Evaluation**

Next, we conduct a scientifically designed aptitude test to check their reasoning and problem-solving ability.

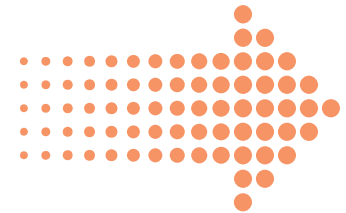
9.9% Clears



### **Technical Assessment**

Candidates are then put through a 5-hour long assessment to test their role-based knowledge and technical competency to pick the very best.

Finally 3.5% Crack it!



### **Panel Interview**

Our Talent Acquisition experts conduct the panel video interview to understand the candidate's preferences and expectations to do the right matchmaking.



# In-Demand Talents



## Web Developers

- Laravel Developers
- WordPress Developers
- ReactJs Developers
- AngularJs Developers
- NodeJs Developers
- HubSpot Developers

## Designers

- Graphic Designers
- Web Designers
- UX/UI Designers
- Product Designers

## App Developers

- iOS Developers
- Android Developers
- React Native Developers

## Digital Marketers

- Paid Search Analysts
- Paid Social Analysts
- Performance Marketing Specialists
- SEO Specialists
- Programmatic Specialists

## Software Developers

- Salesforce Developers
- Java Developers
- Python Developers
- .Net Developers

## Email Marketers

- Email Developer
- Campaign Manager
- Email Marketing Specialist
- Salesforce Campaign Manager
- Adobe Campaign Manager
- Marketo Automation Manager

- ❖ These are the most active and widely hired talents from companies across the world.
- ❖ If the skillset you are currently hiring is not listed above, reach out to us and we can confirm if we have such candidates available or not.
- ❖ We have been supporting start-ups, agencies, large companies for niche technology skillsets with a very specific requirements on large numbers lately.

# RATE CARD

INDICATIVE RANGE - This range is a starting reference for the majority of the skillsets

## Talent Category

Talents are not one-size-fits-all; this is the reason why we have bifurcated them into 3 categories. They are bifurcated by the level of experience, skills, professional certifications, demand for the role and the complexity of the responsibilities. Years of experience are just an indication and not the only deciding factor for the categorization of talents

### Junior Level

1 - 3 Years

### Mid-Level

3 - 5 Years

### Senior Level

5+ Years

**Junior level** represents the talents with average experience, with a majority of the necessary skills. Talents in this category are technically sound, quick, and task-driven. They aren't fresher or trainee level talents but simply have less exposure as compared to mid & senior level.

**Mid-level** represents the talents with a good level of experience, along with most or all of the necessary skills; they may have specialized certifications. The talents are deeply technical, suggestive, problem solver, process-driven. Talents in this category suffice the requirements for a majority of the hiring requests.

**Senior level** represents the talents who have exceptionally strong skills, expertise, and experience – often over and above what is necessary; has specialised certifications. They can be termed as Highly competent, technical specialist, innovative, solution finder, outcome-oriented.

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## Specialized Skillsets

The above indicative range is for regular skillsets. There are specialized skillsets for which separate rates would be applicable, based on the market standards and availability.

# Locations

## **INDIA**

### **Head Office:**

**INA INTERNET PRIVATE LIMITED,**  
39B Topsia Road (S),  
Kolkata 700046

### **Branch Office:**

**C/O INA INTERNET GROUP**  
Shree tower, AA/45, VIP road,  
4th floor, Flat No. G,  
Kolkata – 700059

## **Germany Office:**

**INA Internet UG,**  
Mühlenstraße 8a, 14167 Berlin,  
Germany

## **USA Office:**

**INA Internet LLC,**  
5700 Poison Spider Rd,  
Casper, Wyoming(WY) 82604,  
United States







# THANK YOU

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