

# Our Capability Snapshot

Bloomasia Incorporated

Azhar Khan

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# About us

**Bloomasia Incorporated, founded in 2011**, provides customized Solutions to its clients.

Bloomasia Incorporated ISO 9001 –2015 A CRISIL Rated Firm.

Our purpose is to give our clients the relationships and big ideas to do different and better business. We've been doing it for more than 20 years.

We are specialized in events and business consulting services, with a dedicated Talent Management Division focused on Recruitment. Our expertise lies in sourcing top-tier talent across various industries, including Retail, Manufacturing, E-commerce, IT, Finance, Healthcare, Engineering, Steel & Mining, and more. We also excel in filling niche roles such as Data Science, Techno-Commercial, Executive Leadership, and Skilled Trades. We have successfully partnered with numerous organizations across multiple sectors, offering tailored recruitment solutions that address their talent acquisition needs efficiently and cost-effectively.

Importantly Bloomasia is a young organization formed by alumnus MBAs who are passionate about helping businesses hire the best possible talent. It believes in collaborating with all internal and external agencies in achieving its target of helping business grow by leveraging the talent.

# Our Approach

1. Meet CEO/ HR Head and decide to work together

2. Understand challenges

3. Recommend possible approaches

Agreement

Our View

Decision  
to Act

4. Collaborate Implementation

5. Follow-up & Evaluation

Commitment

Results

*Support our Clients in attracting best possible talent*

# Executive Search - USP – why us

## ▶ Key Strengths:

- Expertise in Social Media Recruitment
  - Targeted Headhunting and Quality Talent Sourcing
  - Proven Ability to Meet Deadlines
  - Strong Follow-up and Coordination Skills
  - Specialized in Filling Top-Tier Positions
- We always have 2 client facing partners working on each search
- One is an industry expert & Other is the retained search expert / process / procedure – sounding board; Each partner has at least 15+ years of working experience

# Executive Search - Our Value add

- Ability to do the relevant **Research** and locate suitable and available candidates– Providing the **Right** candidates and not just the ‘best’ candidates to ensure success
  
- **Our Process: *Timelines – 1 week to 13 weeks (depends on the positions)***
  - Pre-work – Market Intelligence – Minus 1 week
  - Signing the contract – day ‘0’
  - Sourcing – 1 weeks
  - Shortlist – discussion with candidates – 1–2 weeks
  - Weekly discussions with clients and update recruitment tracker with latest feedback on position & candidates – weekly basis.
  - Selection process – 1–2 weeks
  - Offer and Acceptance – 1–2 weeks; including mandatory reference check
  - Resignation and Easing out of Selected candidates – 4 to 13 weeks

# Commercials:

- 8.33% of the Annual CTC for positions upto Rs.10.00 LPA,
- 10.00% of the Annual CTC for positions between Rs. 10+ LPA to Rs. 20.00 LPA and;
- 12.50% of the Annual CTC for the positions above Rs. 20.00 LPA.

## 3-Month Warranty and Free Replacement Policy:

- ▶ We offer a 3-month warranty for the placement of candidates. If the candidate voluntarily exits the organization within 3 months from the date of joining, we will provide a free replacement at no additional cost. This warranty is applicable only if the candidate leaves the organization voluntarily and does not include terminations initiated by the employer or other circumstances outside of the candidate's control.
- ▶ Please note:
  - The candidate's voluntary exit should be communicated within the 3-month period for the replacement to be processed.
  - The replacement candidate will be selected in accordance with the same job role and requirements as the original placement.
  - This warranty does not cover any other costs incurred due to the candidate's departure.

# Our Clients Testimonials



# Founder

- ▶ **Azhar Khan** (@ Mumbai) is a MBA in Sales & Marketing and an alumnus of Welingkar Institute and young & energetic entrepreneur brings in more than 20 years of Business Strategy & Business Development experience across industries like FMCG, Financial & Industrial Products. He has helped many companies set up new businesses and expand existing businesses. He has built up their teams across levels and locations. He has architected many a Workforce Plans and also brought these to reality.
- ▶ He has a balanced experience of more than a 2 decade each in Corporates that helps him appreciate the dynamics in Client's premises besides having a clear sight of the possible realistic deliveries as an external business consultant.
- ▶ Functional Expertise: Business Management, Advisory, Work Force Planning, Start- up Advisory, Career Counseling.



# Partner Associate

- ▶ **Zishan (@ Mumbai)** is a MBA in HR and an alumnus of Welingkar. He has 15 years of experience within the organization; scripting of Talent Acquisition, Talent Management, HR Policies; conceptualizing and formulating the JD's ( Job Descriptions) for all functions & levels; revamping & instituting of the Performance Development & Evaluation System; Manpower Rationalization & Planning in the organizations; and conducting Internal Audit for the HR department.
- ▶ For the last 4 years he has been actively involved in hiring for Techno-Commercial, Sales, Manufacturing, Ecommerce, IT, Retail, Hospitality & Travel, IT, Analytics, Direct Marketing, Healthcare, Insurance, Education, FMCG sectors.
- ▶ **Functional and Industry Expertise:** Corporate & Plant Functional and Manufacturing & Retail; HR Consulting.

To know more please visit : [www.bloomasia.co.in](http://www.bloomasia.co.in)  
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