



COMPANY PROFILE

**MASS RECRUITMENT, HEAD HUNTING, EXECUTIVE
SEARCH & OVERSEAS EMPLOYMENT PROMOTER**



**SLBFE BUREAU
LICENSE NUMBER**

3356

ABOUT OUR COMPANY

A Brief Story About The Company

Resident Immigration Consultancy is committed to helping organizations to increase their productivity through better use of their human resources and to enable companies to achieve real competitive advantages.

Our skills and expertise cover a wide range of HR activities and initiatives. The programmes we design are developed to meet specific organizational needs. We work across all industry sectors, employing a simple yet effective approach to each project. By developing long-term strategic partnerships with Private and Public sector organizations, we are well placed to offer "best of breed" solutions to our clients, whilst maintaining focus on the needs of our candidates.

One of the key goals for the RIC team is to establish a Human Resources infrastructure that supports employers, owners and managers in their current business and the future growth requirements. RIC works in partnership with business owners and managers to build a value adding workforce by implementing a practical performance management system that effectively tracks the performance of individual employees.

We know how important it is to appoint the RIGHT staff for your company in order to help your business grow and thrive! We take the recruitment process extremely seriously and you can be certain that we are keen to build a mutually beneficial relationship and in turn will always offer a transparent and honest service.

VISION

“We continuously endeavour to become Sri Lankan most preferred recruitment marquee by candidates for better employment opportunities and by organizations for Excellent Human Resource Solutions”

MISSION

“We are committed to connecting great companies with great employees and opening up opportunities for both by providing best quality of tailored Recruitment Expert Management Solutions we offer them”.

Client

“To resource highly qualified candidates from Sri Lanka to the Middle East, Europe, Asia, Canada, Australia, Russia markets at a fraction of the cost in comparison to other sources of manpower.”

We do this by:

1. Understanding your business.
2. Using our best recruitment expertise.
3. Customizing the procedure for the position.
4. Ensuring we follow business best practice.

Candidate

“To provide our candidates with the best immigration career development opportunities”

We treat candidates with high level of respect and we offer them frank feedback at each step of the recruitment process.





OUR VALUE

- 01** Develops and empower individuals, teams and organisations.
- 02** Provides on-going support and advice.
- 03** Develops programmes, processes and systems that "fit" organisations and meet their needs.
- 04** Provides an emphasis on practical skill development based on proven management theory.
- 05** Is committed to professionalism and excellence.
- 06** Provides clients with value for each Dollar invested



OUR UNIQUE SERVICE

- We recruit and retain the highest caliber of experienced employees with the proven ability of providing customer service excellence at all times.
- They will create stringent recruitment strategies bespoke to your business needs, which will outline a cost-effective method of recruiting new talent into your organization along with timescales involved.
- As a standard element of the recruitment process, each candidate is assessed through a competency-based interview and objectively presented with full interview reports.
- We invest time to ensure that we understand your business, its organizational make-up, culture, strategic direction, performance goals and competitive position.
- Professional standards - we conduct our business following strict ethical standards, maintaining complete confidentiality for candidates and clients alike.

OUR EXPERTISE FUNCTIONS



Capability RIC has expertise in recruiting across all functions. We have experienced and qualified candidates on our database across all the key businesses areas and experience of finding companies the professionals they need. Browse our full list of expertise here.



- Executive Search & Head Hunting Services
- Mass Recruitment (Bulk Recruitment)
- Overseas Manpower Employment
- Outsourcing Employment / Payroll Management
- Human Resource Development
- Career Counseling / Project management
- Salary Surveys

RIC RECRUITMENT SUITE

It is a common challenge in today's tough economic climate that companies demand more from their Human Resource arm, but they want to invest less and less. In today's market every organisation will have experienced different issues around resource strategies.

RIC specialises in the effective HR manpower supply of temporary and permanent staff. With each assignment we undertake to become fully conversant with the needs of the organisation, based on either specific position requirements or particular person specifications identified.

We are confident that we can provide the skills, methodology and experience necessary to meet requirements. Our interviewing and reference checking techniques along with our objective assessment provide us with the basis for minimising many of the risks inherent in selection.



OUR RECRUITMENT PROCESS

A Brief Story About The Problems

Understand the goals, objective of our client's business and the open position in client's company with respect to projected growth.

Understand the necessary skill set, experience, potential, attitude and aspiration of an ideal candidate required to fill the open position.

Establish candidate search process quickly and effectively utilizing all our extensive search tools, major job portals and in-house database.

Conduct thorough screening through telephonic discussion candidate ensuring their skill, experience, potential and aspiration.

Actively manage the entire recruitment process right from beginning to end offering complete support throughout the recruitment process.



Few of our specialized areas that we can help you in recruitment needs are:

TOP EXECUTIVES AND MANAGEMENT EXECUTIVES

- SALES & MARKETING MANAGER
- BUSINESS DEVELOPMENT MANAGER
- GENERAL MANAGERS
- ADMINISTRATIVE / HR MANAGER'S
- ACCOUNT & BOOKKEEPER
- OPERATION MANAGERS
- DIRECTOR'S / CO-FOUNDER'S
- LECTURER

SKILL WORKER'S

- ENGINEER - (Hardware, Telecom and Networking, Civil, Mechanical, Electrical, Chemical etc)
- AUTOMOBILE - (Technician, Mechanic, Engineering)
- Technical Staff (HVAC, HSE, Refrigeration, Electrical etc)

ICT INDUSTRY

- Information Technology Professionals (Software Engineers, Designers, Specialized IT Consultants, SAP Consultants and Technicians, Oracle Experts)
- Telemarketing, Administrative and Customer Support Professionals

HOSPITALITY

- CHEF | COOK (HOT&COLD)
- F&B SUPERVISOR'S
- RESTAURANT MANAGER'S
- HOUSEKEEPING SUPERVISOR'S
- WAITER'S, KITCHEN STEWARD
- FITNESS INSTRUCTOR
- LIFE GUARD, POOL ATTENDENT
- GARDNERS, CLEANER
- MACHINE OPERATOR'S
- FLOOR SUPERVISOR



Our Source of Recruitment

We have access to a wide stream of sourcing methodologies to assist us in meeting your business need:

Direct Mailing

Assessment Centers

Executive Search & Selection

Access to Specialized Internet Portals

Contingency Database Search

Strong Candidate Network

Local & National Advertising Campaigns in Specialist Publications

Industry experience

Here is a snapshot of some of the industries we specialize in, which includes start up's and SME's organizations

- Supermarket Employees (Middle East)
- General Labours (Romania)
- Skill Workers - Chef, Cook, Baker, Driver, Technician, Mechanic, Automobile, Electrician, (Romania)
- Engineers, IT Industry (Germany, Romania)
- Business Visitor Visa (Europe, Canada)
- Domestic Workers (Dubai, Oman, Malaysia)
- Garment Industry (Romania, Dubai)
- Professional Skill Workers (Canada)
- Permanent Resident (Canada)
- Investor Programs (Italy, Greece, Malta, France)
- Business Establishment (Canada, Europe, Azerbaijan)



INTERVIEW WITH THE CEO

Dananjaya Weerasinghe talks Resident Immigration Consultancy.

Q: What led you to set up Resident Immigration Consultancy??

A: I saw a gap in the market for a truly flexible and personalized recruitment agency to provide a service as a true 'Business Partner' to clients and candidates alike and I decided to take the plunge and set up my own business. The recruitment, Immigration & Tourism industry at the time, was dominated by large multinationals with rigid structures and often inflexible working practices and I believed that an independent agency would be better placed to offer a tailored and flexible service with the ability to respond quickly to the ever changing demands within the recruitment industry. I have never looked back.

Q: You are not the biggest, why not go to one of the big national agencies??

A: Yes, we're not the biggest however we view this as a positive. Being an independent and privately owned agency we are best placed to respond quickly and innovatively to our clients and candidates ever changing requirements and 'bespoke' our services accordingly. Big isn't always best as someone once told me! We offer a professional, effective, and personalized service that we have been told on many occasions, far exceeds the service you could receive from some of the larger, national agencies. I have a "hands on" involvement across all aspects of the recruitment service we provide which in effect means that decisions can be made quickly, giving our business the flexibility and continuity that you just can't get when working with a larger agency. We invest heavily in training our staff and maintain strict quality control procedures covering all aspects of our service and regulatory requirements.

Q: What can you expect from Resident Immigration Consultancy??

A: Honesty, transparency & integrity. A team of dedicated, enthusiastic & professional consultants with a combined 05 years immigration, Student visa & recruitment experience and backgrounds which complement the specialized sectors which they work in. We put everything we have into ensuring that both our clients and candidates receive a professional and personalized service from start to finish and everywhere in between. We love what we do and I am convinced that the passion we have for our work translates into the service that we offer..

Thank You!

WAITING FOR JOINT VENTURE

Greetings from Resident Immigration, It is a pleasure for us to have the chance of taking up a joint venture with your organization and requirements. I am confident that our crew can look for the appropriate and right aptitude that could add stability and boom to the growth of your organization while keeping intact the customs and code of conduct of an ideal organization.



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