



GreenPepper™

What's next
rpo in HR
services
recruitment process outsourcing services

greenpepper.in | ISO 9001:2008 certified

GreenPepper™

GreenPepper Consulting India Private Limited, a new generation HR services company, founded in 2007, by a team of HR professionals, is already a force to reckon with in HR space. In the last 4 years, we worked with 275+ clients across India, Middle East, Africa and US and recruited more than 1500 professionals. Innovative solutions, deep industry experience, and delivery execution that consistently exceed our client's expectations fueled GreenPepper's rapid growth.

Powered by leading-edge technology, wide career network, domain expertise, social media, recruitment insights and youthful energy, GreenPepper can offer RPO services to ensure your business results.

Recruitment Process Outsourcing can provide a great ROI. It can free the HR team up to focus on strategic HR goals. It can cut your hiring costs, grow your employment brand, build your talent community, and give you the flexibility to ramp up hiring quickly when needed.

GreenPepper partners with companies to help them attract, recruit, hire and retain the talent they need to grow their business, at a fraction of the cost of normal staffing solutions.



We serve as an extension of your HR team. Our customized recruiting solutions, for large hiring projects or individual hires, are developed with the client through an initial recruiting assessment. Once the goal is established, the recruiting is delivered by seasoned recruiters, supported by unique technology solutions and methodology.

Our clients range from the big corporates, to midsize growing companies and start-ups.



"RPO can help you to reduce the pain, panic and frustration of recruiting. Leave it to us. You can focus on strategic business goals."
Krishna Kumar, CEO.

"My team can guarantee you a hassle free experience in recruiting. With new ideas and tools, we will continue to serve you better each time."
Nisha J.K, Director.



Krishna Kumar
Co-Founder & CEO



Nisha.J.K
Co-Founder & Director

Scope of RPO/HRO Services that GreenPepper offer you

▶ HR projections and budgeting	▶ Background verification
▶ Competency mapping	▶ Database management
▶ Recruitment Process Analysis	▶ Skills testing/ Assessments
▶ Employer branding	▶ Offer Management
▶ Social media branding	▶ Relocation assistance
▶ Salary benchmarking	▶ New hire induction and training
▶ Employee Referrals Management	▶ Vendor management
▶ Creating Job Descriptions	▶ Managing campus recruitments
▶ Interview skills training	▶ Payroll and Employee Benefits Administration
▶ Headhunting	▶ Group Health Insurance
▶ Ad response management	▶ Rewards and Recognition programmes
▶ Outbound training	▶ Professional networking guidance for senior managers
▶ Soft skills and leadership training	▶ HR Automation
▶ Statutory Compliance	▶ Start up HR kit



How we understand your need

- ▶ Outline your current process, including approvals, assessments and on-boarding
- ▶ Average cycle times currently (time to present the person hired, time to accept, time to start)
- ▶ Average cost-per hire-currently and specifically how those numbers were derived
- ▶ Current recruitment infrastructure that the RPO will replace (i.e. how many recruiters, administrative staff members, types of technology, technology support staff, etc.)
- ▶ Number of hiring managers to be supported and their locations
- ▶ Job detail - Job titles, brief description of responsibilities, salary levels, exempt/nonexempt, locations, number of hires for each in the previous year and expected number of hires in the upcoming year
- ▶ Actual hires by source for the previous year, including internal transfers, employee referrals, job boards and agencies
- ▶ Employee referral programs
- ▶ Any other existing relationships with Human Resources outsourcing vendors
- ▶ Existing service level agreements with hiring managers
- ▶ Hiring manager and candidate quality survey responses
- ▶ Diversity objectives
- ▶ Retention data
- ▶ Areas of hiring difficulty
- ▶ Employment branding activities and budget
- ▶ Understanding your company culture