

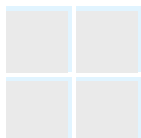


Technician Recruitment For Middle East & N African Dealers

NavnitPFI Recruitment

NavnitPFI Recruitment is a company; jointly owned by PFI and Navnit Group Mumbai India. It was established to provide Middle East and N African Dealers with a specialist recruitment service to source high caliber technicians from the Indian automotive market.

NavnitPFI Recruitment has access to the pool of technicians trained by the Navnit Technical Academy and this; together with Navnit Group's local knowledge and access to the Indian technician market; enables us to provide Middle East Dealers with a specialist technician recruitment service.



Plus Four
International
www.plusfour.com/recruitment

NavnitPFI Technician Recruitment

NavnitPFI Recruitment helps Middle East and N African Dealers to evaluate, recruit, induct and appoint experienced retail motor industry technicians.

- ▶ NavnitPFI Recruitment provides an induction service for all successful candidates before they move to the Middle East region.
- ▶ NavnitPFI Recruitment provides Dealer Managers who want to interview potential candidates in India with interview facilities at their Mumbai offices.

NavnitPFI's Contract with the Dealer

- ▶ Following commissioning NavnitPFI agrees a vacancy brief in the form of a Job and Person Specification with the Dealer.
- ▶ NavnitPFI provides the Dealer with regular reports on the recruitment activities.
- ▶ NavnitPFI conducts an initial assessment of all applicants and pre-interview and evaluate all candidates.
- ▶ Candidates are screened against the Job and Person Specifications and any specific factors requested by the Dealer.
- ▶ Following the initial assessment, NavnitPFI provides a shortlist of candidates for the Dealer to consider.
- ▶ NavnitPFI makes all interview arrangements.
- ▶ NavnitPFI contacts successful and unsuccessful candidates on behalf of the Dealer
- ▶ Successful candidates be given an induction from NavnitPFI covering:
- ▶ The Dealer is responsible for all visa and resident issues although key questions can be included in the candidate screening process.

PFI Recruitment Fees

- ▶ Fees are agreed at the start of the assignment and are based on either a fixed fee; a percentage of the candidate's annual salary, or combination of the two.
- ▶ Recruitment fees are usually split into 3 staged payments.
 - 30% on commission of the assignment.
 - 30% when PFI supplies a short list of candidates to the Dealer.
 - 40% when the successful candidate starts.



Next Steps

If you have a technician vacancy or you would like to discuss your recruitment needs please contact Plus Four International at E-mail: recruitment@plusfour.com or

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We look forward to helping you with your technician recruitment!

