



**BESPOKE HR SERVICES & SOLUTIONS**

## THE AD ASTRA DIFFERENCE

No two HR requirements are the same and Ad Astra is definitely not your run of the mill organization that dishes out one-size-fits-all HR services & solutions.

Instead, Ad Astra tailors customized solutions out of the fabric that comprises proprietary tools, expertise and experience that fit our clients and candidates like a comfortable glove.

Using our considerable industry experience, deploying the most relevant solution from our repertoire of services, we measure clients' requirements and design and craft smart and unique HR solutions for our clients - be it identifying star talents or putting in place HR protocols and processes - ensuring they are outfitted perfectly and maintain their leadership position in their respective markets or areas of operation.

NO TWO REQUIREMENTS ARE EXACTLY THE SAME



## OUR CREDO

Ad Astra, established in January 2007 and headquartered in Bangalore, is a leading end-to-end HR solutions company with a focus on Executive Search, Recruitment, Temporary Staffing, HR Consulting, Recruitment Process Outsourcing and other customized staffing services to various organizations. Ad Astra is the fastest growing recruitment company in India ; also boasting Pan-India presence & International reach.

*Ad Astra*, Latin for 'reach for the stars', best describes our business philosophy.

We are committed to help organizations identify star talents in order to maintain leadership positions in their chosen markets and thus transform organizational capabilities. With candidates we position ourselves as career architects who unfold superior opportunities thus enabling them to reach for the stars.

As a partner to your business, we help providing cost-effective human resource solutions that will maximize the value of your people. As a client you will benefit from the Ad Astra advantage of

- **Pan-India Presence & International Reach**
- **Specialty Practices**
- **Experienced Team**
- **Technology Suite**
- **500+ Clients**
- **Personalized Service**

Using our industry expertise, strong business and technology insights and passion, we work closely with clients and deliver solutions that enable organizations grow faster and enhance productivity.

Our core team of consultants operates out of strategically located offices spread across India , organized around a single-profit center partnership. This model of operation is designed to eliminate competitive barriers between offices and allows us to function seamlessly when engagements call for mobilization of resources across the country.

Our management team has more than 250 man-years of cumulative experience in HR consulting, and we pride ourselves in building successful businesses and long term relationships with our clients.



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## OUR SERVICES

Ad Astra offers an end-to-end spectrum of HR services, encompassing technology and people to allow clients focus on their core business activities. Specific industry knowledge and consultants with in-depth functional area expertise, back each of our services. It is an assuring combination, one that understands your business and qualifies candidates effectively. At the outset, once the brief is understood, consultants best suited to articulate and present the opportunity in a compelling manner, are designated to the assignment. These designated consultants - in effect Client Brand Ambassadors - validate potential candidates through a stringent recruitment process, only after which are they presented to clients.

### Astral Honchos

Leadership cadre hiring  
Placement through head hunting & networking

### Astral Melange

Buffet of recruiting options  
Database, advertised, turnkey and selection solutions

### Astral Campus Bridge

Campus hiring & strategy  
Leveraging on campus relationships

### Astral Consult

HR Solutions  
HR best practices, subsystems & training

### Astral Temp

Workforce management solutions  
Providing temporary staffing solutions onsite

### Astral Payroll

Outsourced payroll service management  
Payroll, reimbursements & compliance management

### Astral Connect

Outsourcing of recruitment processes  
Complete ownership of the client's recruitment processes

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#### Astral Honchos:

Astral Honchos is our service dedicated to validating profiles at leadership roles in your organization. We follow a stringent validation process for executive search and act as ambassadors for your business and your brand. We dedicate an exclusive consultant to each assignment, a professional best suited to present the opportunity compellingly, articulating the nuances of the position and commenting meaningfully on the cultural aspects of your organization. With our in-depth knowledge of both the role to be filled and the market, we are geared to source some of the best candidates for your business, ranging from inspirational leaders to strategists.

#### Astral Mélange:

Astral Mélange is our recruitment service designed to place high caliber executives at various levels in your organization.

- **Astral Vault:** We have an extensive and comprehensive database of professionals across skills, verticals and industry. Astral Vault provides next-generation leaders & star candidates to our clients from a vast & validated talent pool.
- **Astral Reach:** Astral Reach is our service tailored to source specialized talents through creative and informative advertisements. We provide end-to-end services like design and development of advertisements, media planning, co-ordination, screening and short-listing of profiles, preliminary interviews, etc., through online and offline channels.
- **Astral Medley:** This is our customized staffing solution for clients planning to hire bulk resources. This may be a one-service solution or a hybrid that uses a number of methodologies that could include Executive Search, Media Advertising, the Ad Astra database or informal networking.

#### Astral Campus Bridge:

Astral Campus Bridge enables the formulation of end-to-end campus hiring strategies for our clients. With our vast reach and expertise, we help clients identify campuses best suited to them. Ad Astra with its pan-India presence helps its clients connect to various campuses, make presentations to and hold pre-placement talks with candidates, assess them, offer roll outs and co-ordinate post-offer and on-boarding processes.

#### Astral Consult:

Astral Consult is our specialized service that focuses on clients' HR objectives and business environments, and provides flexible and innovative HR strategies & systems. In today's dynamic market, clients need specialist skills and capabilities to react and adapt quickly to gain a competitive edge. And to do this, clients require the right expertise and knowledge accessible and available at short notice. We provide comprehensive HR solutions be it HR sub-systems, training, employee satisfaction surveys, HRMIS or to set up entire end-to-end HR systems. Astral Consult enables our clients to implement HR best practices and expend less management, allowing them to focus on HR and business strategies. This combined with a result-driven approach and an appetite for sharing risk, makes Ad Astra a true strategic HR partner.



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#### Astral Temp:

Astral Temp is our temporary staffing service that enables clients to meet peaks in staffing, expand and contract their workforce and expenses, commensurate with market dynamics. This wing of Ad Astra takes care of our clients' temporary recruitment needs, without the onus of permanent employment and associated management time. To manage our clients' specific requirements we have three options under Astral Temp:

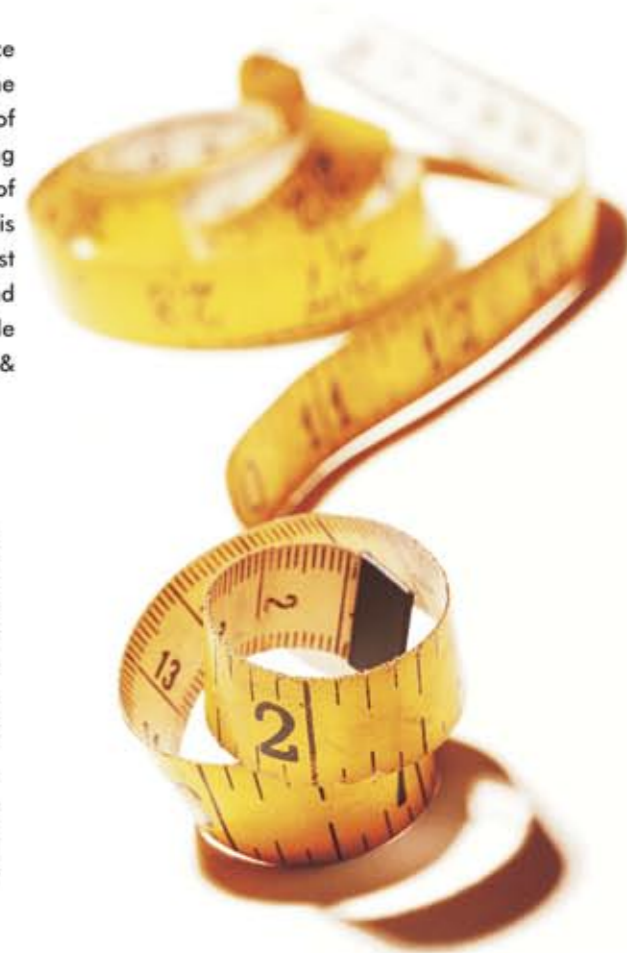
- **Flexi Staffing Solutions:** This service option is used to staff our clients' short or long-term specific project requirements. Depending on the clients' specifications, we identify, screen & recruit the resource and assign them to the clients' site.
- **Temp to Perm Staffing Solutions:** This service option allows the client to evaluate a potential employee's skills and abilities on the job, before extending a formal employment offer.
- **On-Site/Off-Site Workforce Management:** This option is deployed to manage the flexible staff identified by the client, transition them on to our rolls and handle all administrative aspects related to the employee (HR, Payroll & benefits administration).

#### Astral Payroll:

Astral Payroll is our service that allows our clients out-source their payroll procedures and processes, and includes all the activities related to management & administration of employee payrolls. Out-sourcing the payroll accounting services of the company relieves our clients of the burden of tedious administrative and routine responsibilities. It is cost-effective, helps clients focus on core business and most importantly, enables growth without manpower and administrative constraints. Ad Astra offers tailor-made solutions to suit organizations of all sizes, from small & medium enterprises to large ones.

#### Astral Connect:

Astral Connect facilitates Recruitment Process Outsourcing (RPO). Through our network of centers, we work in partnership with organizations to develop and deploy HR strategies that optimize the use of all recruitment channels whilst maximizing brand value, implementing best practices and avoiding unnecessary spend. Astral Connect gives clients the competitive edge as it provides them the ability to rapidly acquire the best people, reduce operational costs and risks and gain access to consultancy expertise to develop their HR strategies. Core to the success of this service is Ad Astra's commitment to transfer skills and share best practices with clients.





## OUR SPECIALITY PRACTICES

### Sector Practices

- INFORMATION TECHNOLOGY •
- IT ENABLED SERVICES •
- BFSI •
- MANUFACTURING & ENGG. •
- INFRASTRUCTURE •
- MEDIA & ENTERTAINMENT •
- RETAIL & FMCG •
- VENTURE ENGINE •

### Functional Practices

- HUMAN RESOURCE
- FINANCE
- SALES & MARKETING
- OPERATIONS

Focus areas  
complimenting  
each other  
for better  
market reach

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## REACH US:

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**ad astra®**

*Unfolding Opportunities Transforming Capabilities.*

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