

Recruitment & Staffing

Build your recruitment support team in India.
Give your consultants more time for relationships.



When every vacancy competes for consultant time

A vacancy draws on much more than a consultant’s judgement. Research, screening, scheduling and record updates compete with client development and candidate conversations. When these tasks lack consistent criteria and clear ownership, extra headcount can leave the same bottlenecks in place.

WHERE CAPACITY GETS STRETCHED

THE BUSINESS CONSEQUENCE



Sourcing starts from scratch



Repeated research slows the first usable shortlist and takes time from client development.



Screening varies by recruiter



Poorly matched profiles create rework and reduce confidence in candidate submissions.



Coordination grows with volume



Interview bookings, documentation and database updates compete with candidate conversations.



Hiring demand arrives in waves

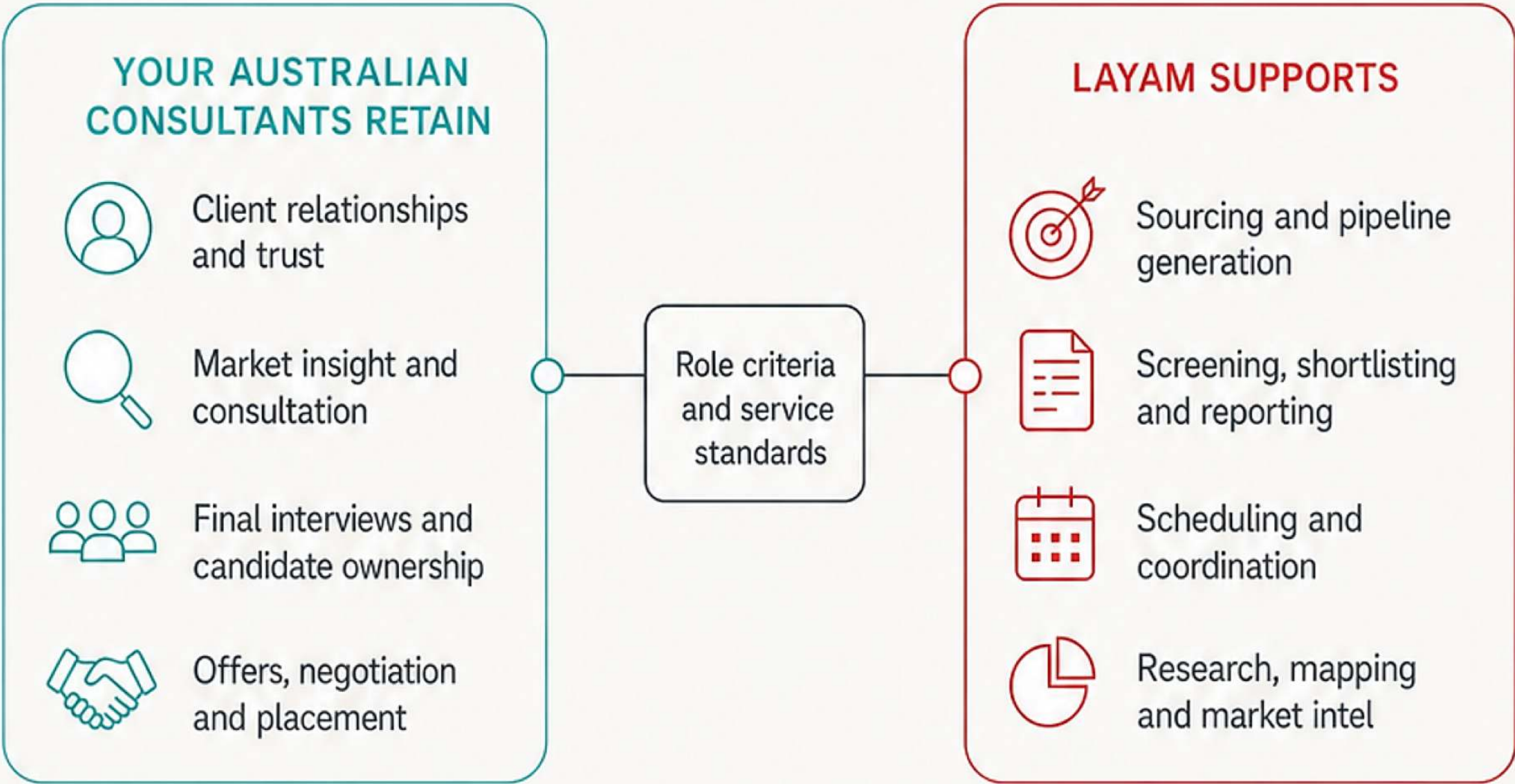


The agency must absorb peaks while maintaining service across existing accounts.

A dedicated team behind your recruitment desk

Our GCC and ODC operating model is designed to extend the capacity, speed and consistency of your recruitment function without replacing your local consultants.

We combine onshore ownership with offshore execution to deliver more candidates, faster shortlists and higher-quality hires.



Keep the support team connected to your desks

- ✓ Daily or weekly huddles and priorities
- ✓ Shared dashboards, pipelines and scorecards
- ✓ Continuous feedback and service improvement

Research, screening and coordination your desks can use

Our teams deliver structured support that reduces administrative load, improves candidate experience and keeps your pipeline moving.



Research and sourcing

Target-company mapping, candidate research and reusable talent lists against an agreed brief.



Initial screening and assessment coordination

Profiles checked against agreed criteria, with evidence, gaps and assessment status clearly recorded.



Interview and offer administration

Interview scheduling, status updates and preparation of approved offer documentation for local review.



Onboarding and ongoing administration

Document tracking, customer relationship management (CRM) record updates, and agreed payroll inputs or deployment reports, with missing information flagged.

A useful shortlist starts with a calibrated brief

Calibrate the brief with sample profiles before increasing volume. Agree mandatory criteria, evidence requirements and what must be escalated. Record feedback on rejected profiles so the support team learns the desk’s expectations rather than repeating the same errors. Work within approved systems, candidate-contact permissions and data access. A shared queue records the owner, next action and due date. Regular reviews address shortlist quality, ageing work and recurring exceptions; documented processes reduce dependence on any one individual.



Measure shortlist quality and consultant time released

The aim is more consultant time for clients and candidates, supported by consistent recruitment execution. Measure the quality of the work handed back as well as the volume processed.



Faster response to a vacancy

Time from an agreed brief to the first shortlist accepted for consultant review.



Less repeated screening

Shortlist acceptance rate and reasons for rejected profiles.



More productive consultant time

Net time released after allowing for review and coordination.



Reliable candidate administration

Record accuracy, overdue actions and documentation completeness.

Recruitment experience with ongoing team support

Layam combines recruitment mobilisation experience with the operating support needed to sustain an India-based team. Role assessment, training to desk requirements and regular performance reviews help keep sourcing, screening and administration aligned with your consultants' needs.

REPORTED RECRUITMENT MOBILISATION

3,200

potential candidates

1,600

progressed to interviews

400

production engineer requirements



Two weeks • Recruitment coordination at scale in the original hiring engagement.