

GOLDEN FORTUNE CONSULTANCY

COMPANY PROFILE

Company History

Formed in 2018, Golden Fortune Consultancy has rapidly become one of India's leading providers of recruitment services. Our high profile attracts a stream of quality employment from national and international companies. We endeavor to supply a quality and innovative service to all clients. We are providing an unrivalled service to a specialist area of the global market. Our mission is to manage talent for sustainable growth, in order to build intimate relationships of enduring value. We aim to secure, retain and align talent towards our clients' strategic goals, whilst supporting individual candidates to actualize their potential, manage their aspirations and achieve their career aspirations. Client retention and commitment are the focus of our practice.

Our capability in the provision of recruitment services is reflective of the extensive experience of our recruitment team. Our team has developed unrivaled networks which we use to benefit you in the recruitment process.

Business Consultancy

Focused in expansion phases and internationalization of operations, Non-Governmental Organizations, Education and Training Organizations, Golden Fortune Consultancy offers quality services.

Innovation

Golden Fortune Consultancy is constantly investing to improve its state-of-the-art knowledge not only in the domains of its core expertise but also in advanced technological areas that would potentially create new business activities, enhancing its service offering.

Service Quality

We at Golden Fortune Consultancy believe in ensuring a valuable service quality. Through our affirmative approach and practices we have been able to add value propositions in our services. We aim towards improvising our service quality through comprehensive research to reach innovative answers.

Our focused methodologies towards workforce solutions foster competent recruiting process and improvising on talent quality delivery.

Our Multifaceted Team

Our strength lies in our multifaceted team of professional consultants holding credentials of being highly specialized and experienced in the industry/sectors they serve. We are associated with best of talent which are capable of harnessing new pool of talents.

Our workforce culture is equipped with new technology and techniques to maintain reliable quality assurance. Being a leading HR firm we understand our responsibility to change our mechanism from time to time so as to keep pace with the changing employment scenario and skill sets demand. Hence, our team is oriented towards taking timely demand and needs analysis, available and upcoming skill set in the market, talent review etc. to provide unparalleled quality service to our clients.

Our Recruitment Process

Golden Fortune has an extensive recruitment program designed to find the very best candidates for you. We are confident in our ability to match the right people to the right positions based on careful analysis of their skills, experience and personality. Upon receiving instruction to recruit new employees, we will meet with the appropriate members of your team to obtain a job description and discuss selection criteria. We believe our quality service is enhanced through client interaction. Our repeated business from satisfied clients is a reflection of this.

Our Values

Golden Fortune revolves around three main principles;

Collaboration; creates an effective and educated workforce, leading to a sense of community. We consider this imperative to success. We work together as a team, while also working closely with clients and candidates to achieve optimum results.

Responsibility; at Golden Fortune we understand the responsibility we have to our clients and candidates alike. Both retention and commitment are crucial to enhance profitable growth for you our client.

Customer Service; the consultants at Golden Fortune guarantee exceptional customer service. They hold clients requests at the core of their recruiting practice. Customer satisfaction is vital.

Strategy & Vision

Vision statement

Our vision is to be referred as the most favorable company in recruitment process. To change the perception of recruitment by devoting ourselves to the happiness of our clients, candidates and staff.

Mission statement

Our mission is to manage talent for sustainable growth, in order to build intimate relationships of enduring value. We endeavor to be considered a trusted and valuable company. We will continue to acquire relevant information and expand our knowledge and expertise to ensure this.

Values

Since the foundation of our company in 2018 aim was to build an organization with a clear view and strategy that will constantly look ahead and keep operating at the forefront of technology developments and to be an innovative, knowledge-based company. Our vision of knowledge and innovation is people-oriented, as the protagonists are the people who research, and innovate to create solutions. Over the following years our vision took shape.

Business goals & objectives

Looking at the future, we are highly confident that Golden Fortune Consultancy, has the strong background and the appropriate vision but also the flexibility that will allow it to continue its development and face the challenges of the new era.

Golden Fortune consultancy is paving its own path with a clear strategy for the future.

Growth strategy

The utilization of accumulated expertise, know-how and the dynamics of its partnerships, will allow the company to positively respond to the challenges of our times and provide expert, state of the art solutions that lead straight to the point of its customer needs.

Purpose

At Golden Fortune we believe our purpose is to fit qualified candidates to potential jobs. We also assist candidates to secure the best possible opportunities in the market. For clients we aim to provide outstanding recruitment services and solutions to acquire the best talent in the market. We will find the best possible candidate for your company.

Why Golden Fortune Consultancy

We believe there is no substitute for experience and dedication. Our clients want to achieve growth, competitive advantage and positive organizational change, and Golden Fortune is here to ensure this. We provide broader, deeper and faster access to an exclusive community of candidates.

We understand the importance of providing the right person for the right position. For clients, we combine industry knowledge with an understanding of your company culture to deliver the very best qualified candidates who are also the right fit for your organization. For candidates, our consultative approach means we can proactively advise you on choices for your next role and we will stay in contact post-placement.

Trust us with our vast network and expertise to deliver intelligent resourcing through a combination of market insight, technical excellence and outstanding competitor knowledge.

Clients

OUR COMMITMENTS OUTLINE OUR PASSION AND DEDICATION TO ALL FACETS OF OUR BUSINESS AND THE MARKET WE SERVE. WE ENDEAVOR TO BETTER OURSELVES AND IN TURN CONSTANTLY IMPROVE OUR SERVICE FOR OUR CLIENTS.

At Golden Fortune we accommodate a wide and diverse range of clients and candidates. Our clientele range from global corporations to small start-up companies.

We work across all levels and all industries. Through this diversity we provide a service like no other. Our team has excellent specialist knowledge in their sectors and a thorough understanding of the issues faced by organizations. We provide a personal consultancy service that revolves around integrity.

Our promise to you is to provide first class representation, while also providing expertise to help you make the right hiring decisions.

What we promise

- To work in close coordination with our clients for their global executive search requirements.
- To provide value-added expertise during and after every assignment
- To execute each and every assignment diligently and with integrity.
- To adhere to the strict norms of the clients work and their code of ethics.
- To thoroughly check short-listed candidate diligence.
- To treat each and every candidate respectfully.
- To provide guarantee period for each and every recruitment and selection.

Consultants

The team at Golden Fortune work closely together to achieve optimum goals. Our consultants are skilful professionals who offer an unmatched service. We pride ourselves on making valuable and lasting relationships with clients and candidates. Your Golden Fortune consultant has the expertise and experience to

appreciate all your staffing and hiring needs, while offering inside and invaluable knowledge on their sector.

We will advise you on the market, skills availability and the right methodology to recruit the right employees for the position. We supply the best possible candidates in the marketplace suitable to all your staffing demands. We work closely with both our clients and candidates and recognize an inherent dual-responsibility to both. We believe that continued interaction with clients and candidates alike leads to success. Our goal is to provide you with security in recruitment and a high level of certainty that the right candidate is chosen for the right position and are compatible.

Our Unique Process

Our selection criteria include several key components that will need to be verified before the recruitment process begins. For example, we would need to establish the skills and experience required, technical competencies and key performance indicators for the position, which would be provided in writing for your approval. We will then create the Job Personality Profile to provide us with the personality traits to look for during the recruitment process.

Golden Fortune uses a personality profile system to profile both the job and candidate personalities. We will analyze the job's required traits and the adaptations that may be made in behavior, in order to meet the needs of a working situation. This provides us with the key personality traits that we will be looking for during the recruitment process and forms the basis for the behavioral based interview questions.

Step 1: The Role

We listen to our client to identify each trait required for their position; skills, experience, and attitude. Our priority is to get background information relative to the job. The more information we gather, the more successful the placement.

Step 2: The Search

It is this early stage that makes what we do unique. Firstly we actively source candidates using standard online and print advertising, candidate database and candidate referrals. Secondly we utilize our extensive personal networks. We have a strong network of proven candidates that reflect the ethos and the quality of what we do in their own work, and we attempt to avail of these where possible.

Step 3: Selection Process

The best candidates are then shortlisted and interviewed face-to-face. Applying all the information we gathered in Step 1 and vast industry knowledge of the recruiters, we can make an accurate judgment to whether the candidate is exactly what the client wants.

Step 4: Reference Check

All candidates supply a minimum of three work references, we verify all the candidate's abilities, work history and qualifications. If a client requires we can also facilitate Drug and Alcohol tests as well as Police Clearance checks.

The successful candidate is placed with our client. If the client feels that the candidate is not fully suited then we offer to replace the candidate free of charge. Our account managers will be available to liaise with the client throughout the replacement process.

Sourcing

GOLDEN FORTUNE RECRUITMENT SPECIALISES IN FINDING CANDIDATES THAT NEWSPAPER ADVERTISEMENTS ARE DIFFICULT TO SOURCE. EFFECTIVE SOURCING IS CRUCIAL TO ANY RECRUITMENT PROGRAM.

Headhunting

We believe that for certain positions a search program could be an effective way of sourcing candidates. The program would involve contacting people in the industry to ask whether they know of anyone who may be interested in the vacancies. By using this approach we are indirectly asking whether they might be interested in the role.

Newspaper Advertisement

We can run press advertising across India. We use a unique layout and design to attract attention and will also ensure that the content of the ad creates an impact to entice candidates to apply.

Internet Advertisement

Internet advertising works very well provided it is managed correctly. Advertisements are presented to a job seeker in date order, i.e. the most recently placed ad will be at the top of the list. We have a recruitment administrator who is responsible for ensuring that the ads we place remain at the top of this list by refreshing them on a regular basis. We also monitor the statistics relating to each ad to see how many people have viewed the details, versus how many have applied for the position.

Candidate Referral Program

The Candidate Referral Program is designed to reach a much wider group of people than just the applicants registered on our database. We ask our candidates whether they know of anyone who may be interested in the current vacancies.

Candidate Database Search

Our candidate database is full of experienced and talented people. This valuable point of reference allows us to search any criteria including; skills, experience, location and availability date, amongst other things. This system also allows us to see the candidate's previous work history making it very easy for any consultant to review the candidate's details and quickly decide whether they are suited to a position.

Personality Profiling

We believe that a successful match between the job and candidate will improve longevity of a placement and will also provide key management and motivational

suggestions. During the process the personality of the candidate will be verified at three different stages; during the interview, from the results of the personality profile and during the reference check. All candidates will be asked to complete a questionnaire which will provide a report of their internal, external and summary profiles along with a textual report indicating strengths, weaknesses, management styles etc. This profile is then assessed alongside the Job Personality Profile to see how well suited this candidate is to the position.

Behavioral Based Interview

The basic premise behind behavioral based interviewing is this; the most accurate predictor of future performance is past performance in a similar situation. It provides a more objective set of facts allowing a consultant to make a more informed decision about whether a candidate is suited to a position.

Reference Checks

Golden Fortune has an advanced, customized reference checking utility. The benefits of this system are; that it streamlines the process even further and it ensures that a candidate's personality and ability to meet the selection criteria are verified for a third time. The program is quick and easy to use ensuring that we can present candidates to you as quickly as possible.

Skill Testing

Golden Fortune has specific testing software with numerous tests available. We ask all candidates registering for work to complete a Spelling, Grammar, Numeracy & Reasoning test. We would be happy to include further testing in the process if required. Once the above process has been completed we will present short-listed candidates.

Capabilities

The following are the Permanent & Contract Placements Golden Fortune Consultancy make across the Globe.

Senior & Executive Management Roles

Managing Directors and CEOs

Facilities Managers

Operations Directors and Managers

HR Directors and Managers

Finance Directors

Sales Directors and Managers

IT Directors

Marketing Directors and Managers

Change Managers

Supply Chain experts.

Non-Executive Directors

Engineering & Technical

Engineer AutoCAD Drafters/ Designers

Field Technician

Production Engineer

Geologist

Project Engineer

Chemical Engineer

Geotechnical Engineer

Proposals

Civil Engineer

Land/ Site Development

QA/ QC Engineer

Compression Engineer

Engineer

RF Engineer

Controls/ SIS Engineer

Manufacturing Engineer

Stress Analysis Engineer

Design Engineer

Mechanical Engineer

Structural Engineer

Drilling Engineer

Offshore Engineer

Subsea Engineer

Electrical Engineer

Petrochemical Engineer

Test Engineer

Facilities Engineer

Process Engineer

Trades & Labor

Carpenters

Diesel Fitters

Civil supervisors

Formworkers

Plant Operators

Earthworks supervisor

Steel Fixers

General Labourers

Construction manager

Concreters/Patchers

Trade Assistants

Construction

Dogman/Riggers

A-Grade Electricians

Superintendent

Scaffolders

Electrical Engineers

Project managers

Welders/Boilermakers

Electrical Estimators

Finance

Accounting Clerk

Bookkeeper

Senior Accountant

Accounting Manager

Controller

Staff Accountant

Accounts Payable

Cost Accountant

Tax Account

Accounts Receivable

Credit & Collections

Auditor

Financial Analyst

Billing Clerk

Payroll Specialist

Network Engineer

Business Intelligence

PC Technician

Data Center Support

Project Manager

Data Management

Security Analyst

IT Manager/ Director

Database Developer

Security Engineer

Maintenance/Support

Desktop Support

Software Developer

Technician

Network Administrator

Testers

Disaster Recovery

Network Architect

Analysts

Office Support

Administration

Data Entry Staff

Executive Assistants

Receptionists

Accounts Clerk

Contracts

Personal Assistants

Office Manager

Hospitality

Administraton Support

Assistant Manager

Assistant Operations Manager

Banquets Manager

Bar Attendant

Bar/Beverage Staff

Barista

Chef – Apprentice

Chef – Assistant

Chef – Executive

Chef – Head

Chef – Line

Chef – Pastry

Chef – Pastry

Chef – Sous

Chef – Banquets Sous

Chef – Breakfast

Chef – Commis

Chef – Demi

Conference & Events Sales Executive

Conference & Functions Coordinator

Delivery Driver

Demi Chef de Partie

Duty Manager

Duty Supervisor

Food & Beverages Manager

Food & Beverages Supervisor

Front Office Attendant

Front Office Duty Manager

General Manager

Kitchen Manager

Maitre D'

Night Auditor

Operations Manager

Restaurant Manager

Sales Manager

Sommelier

Venue Manager

Wait Staff

Our Commitments

We committed towards establishing a leading business solutions that assist in increasing the capabilities of our clients. We strongly believe in building a value of trust, honesty and transparency with our clients so as to develop long term relationships and to adopt flexible approach as per their needs.

