

# PIND Consultants

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# Introduction

## What is PIND Consultants?

1. A consultancy company promoted by an expert with 35+ years of domain + SAP experience
  2. Experienced in large SAP projects covering implementations, roll-outs, AMS, upgrades and business transformation
  3. Specialists in SAP Interviews and Recruitment
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## Contact Details:

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**Our aim: To make your SAP project a success!**

# Overview

- PIND stands for Process Improvement, Innovation and Digitalization
- Uses tools like TPDA , BPML, etc.

## Current focus:

Interview and Recruitment services for SAP

Service Type 1	Service Type 2
Interview and Recruitment	Only Interviews

# Why PIND consultants?

## Typical Scenario

- **An SAP Customer identifies an Implementation Partner(IP)**
- **IP hands over the baton to HR for resourcing**
- **HR relays it to Internal/External Recruitment Agents (RA)**
- **RA submits resumes**
- **HR organizes interviews and assigns resources to a project**

## Common Pain Points

- **Non-availability of SAP experts in the HR team**
- **Absence of an efficient interview panel**
- **High cost of diversion of project members to the interview panel**
- **Absence of timely interview feedback to HR, resulting in joining delays**
- **Interviews are general in nature without considering project-specific requirements**

# Our Solution and Tools

## Solution

- **Experts with 15+ years of experience in various types of SAP projects**
- **750+ SAP interviews over the past 20 years**
- **Covers Aerospace, Automotive, HLS (with special focus on FDA guidelines), (TME), FMCG, BFSI, Manufacturing(MFG)**
- **Focus on a wide range of modules/areas like HR, MM, FSCM, PS, PP, SD, PM, FICO, QM, etc**

## Tools

- **Interview Feedback Sheets(IFSs) in our standard template**
- **Exhaustive list of questionnaires for positions starting from Trainee to Program Manager**
- **Different kinds of interviews like personal, telephonic, video-conferencing**
- **Audio and video recordings(based on customer's request)**
- **Transcripts for the recorded files**

# Our Service Model

## **Interview and recruitment**

- **Preparation of Roles and Responsibilities based on inputs from customers**
- **Preparation of JD's**
- **Identification of SAP resources**
- **Collection of suitable resumes**
- **Conducting interviews**
- **Submission of Recommendation package**

## **Only Interviews**

- **Collection of resumes from the customer**
- **Conducting interviews**
- **Submission of Recommendation package**

# Our Service Model

## Our Differentiators

- **17+ Years Of SAP Experience**
- **750+ Interviews across key modules**
- **Comprehensive Structured Interview Feedback Sheet (IFS)**
- **Exhaustive questionnaires for different positions**
- **Flexibility in our interview timings to suit different Time Zones**
- **Audio and Video Recordings of Interviews (to support IFS)**

## Your Benefits

- **Hassle-free SAP recruitments**
- **Focus on project-specific SAP resources**
- **Savings in valuable cost and time of your current Project Team**
- **We are available 24/7**
- **Delays due to missed interviews avoided**
- **Highly intensive interviews**

# Key features of our Model

## Interview and recruitment

- **Charges will apply only if a candidate is selected by the customer**
- Payment terms: Negotiable
- Payment currency: **INR** if project location is India and **USD** if outside India
- Any other terms: To be mutually agreed upon

## Only Interviews

- **Charges will apply for every candidate recommended by PIND consultants**
- Payment terms: Negotiable
- Payment currency: **INR** if project location is India and **USD** if outside India
- Any other terms: To be mutually agreed upon



# Our Readiness

- ✓ Necessary infrastructure
- ✓ Expert interview panel
- ✓ Audio and video recording capabilities
- ✓ Structured Interview Feedback Sheets
- ✓ SAP questionnaires for the interviews

**As Interview Service Providers, we play a major role in identifying the right candidates for the success of your project.**

Any Questions?  
Reach us at [contact@pindconsultants.in](mailto:contact@pindconsultants.in)

Thank You!