TESTQ Technologies

... making **IT** *better !*

Staffing Services (India)

Your Strategic Partner for IT Talent in India and APAC

www.testqtech.com

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COMPANY PROFILE – TESTQ Technologies

MISSION

Help our stakeholders achieve their strategic goals by providing smart solutions

VISION

To become the best business and IT consulting organisation for our stakeholders

- Founded in 2007 (TESTQ India: 2014)
- Turnover: 5+ Million USD (2024)
- Statutory and operational presence in UK, Europe, India and the US
- An ISO 9001:2015 and Cyber Essentials certified organisation
- Sponsor of Skilled Worker Visa in the UK
- Inhouse ATS and HR Systems compliant to local laws
- Key clientele companies :
  - Professional / Staffing Services: Indian IT companies and UK Businesses
  - Business Consulting: Technology Services and Integration companies
  - Testing: Public and Private Sector UK companies
  - BPO: SME companies from the UK
- Global Headcount: 75+
- Global Capability Centre in India

DIRECTOR PROFILE – Dhananjay Patil

- 20+ IT years of IT and entrepreneurship experience
- Management (NMIMS, Mumbai) and Mechanical Engineering graduate
- Resident : Permanent UK Resident and Indian National
- PRINCE2/ISEB Certified professional
- Multi disciplined Operational expert

TESTQ CORE VALUES

SPEED OF EXECUTION

We have a right experience, processes and skills in place to understand your software services needs and have an ability to respond in the shortest timescales

PROCESS CAPABILITIES

TESTQ helps businesses to implement scalable solutions, technologically sound productivity tools to improve operational efficiency and gain flexibility across industries and enterprise functions.

DOMAIN EXPERTISE

Thanks to our diverse client portfolio, we offer variety solutions to cater all industry segments by deploying efficient team of subject matter experts.

FOCUS ON QUALITY

Our engagement always focuses on adapting to client's quality processes or design one from the scratch to make sure the quality objectives are achieved.

ACCESS TO TALENT

We also have access to quality talent in all areas of offerings and can rapidly deploy them for our clients at various positions.

FOCUS ON VALUE

Our engagement covers entire value chain for our clients making sure that the clients derive highest ROI in our areas of engagement.

TESTQ Technologies – Services Offerings

TESTQ PROFESSIONAL SERVICES

TESTQ BUSINESS CONSULTANCY

TESTQ INFORMATION TECHNOLOGY SERVICES & SOLUTIONS

TESTQ DIGITAL MARKETING

TESTQ TESTING SERVICES

TESTQ OFFSHORE BUSINESS PROCESSING

TESTQ STAFFING SERVICES (INDIA & APAC)

Services Offering in Focus: STAFFING SERVICES (INDIA & APAC) :

STAFFING SERVICES (INDIA & APAC) :

- **Your Strategic Partner for IT Talent in India & APAC:**
  - Leverage TESTQ's 18-year legacy in the UK and India
  - Seamlessly source, vet, and deploy top IT talent across the region
- **Deep, Vetted Talent Pool:**
  - Access to 1,000+ pre-screened candidates
  - Proper background, technical and cultural-fit assessments
- **Agile, Scalable Delivery Model:**
  - Quick Ramp team up or down using flexible engagement
  - Replacement guarantees and performance SLAs
- **Compliance & Quality You Can Trust:**
  - Local labour-law expertise and rigorous governance
  - Minimized risk through standardised, audit-ready workflows
- **End-to-End Support & Integration:**
  - From requirement-gathering through onboarding and payroll
  - Ongoing performance management and reporting
  - Hybrid model embedding with TA, vendor-management and delivery teams

TESTQ STAFFING SERVICES (INDIA & APAC)

TESTQ PROFESSIONAL SERVICES

Quick word: Our UK /Europe : Professional Services

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Overview :

Access to talent is a vital component and requirement of any successful business strategy. TESTQ provides extensive range of services tailored to suit our client's specific recruitment needs. Our knowledge and high level of experience empowers our clients; by reducing their operational costs and allowing them to entrust their recruitment responsibilities to TESTQ Technologies they are enabled to commit to their core business.

Objective :

The technology industry is dynamic and revolutionising. Finding that purple squirrel requires expertise. With the transformation in the way candidates are hired, we prefer a consultative approach and personable service that help us in picking the right candidate while managing an effective application process and mapping contender profile with the customer requirement objectively.

AS A SPECIALIST IT RECRUITMENT WE SUPPORT FOR

- Permanent Hiring
- Fixed Term Contract Hiring
- Contract Hiring
- Temporary Hiring
- Executive Hiring
- Graduate Hiring
- Staff Augmentation
- Recruitment Process Outsourcing

TESTQ Professional Services: Key Information

Strong UK and Europe Practice:

- ❑ Specialist IT recruitment and talent management services, including contract, permanent, and executive hiring for the UK and Europe.
- ❑ Statutory entity compliant with local laws and regulations
- ❑ 15+ Technical Recruiters (Onsite and Offshore)
- ❑ 5+ Management team including candidate and client support
- ❑ Inhouse Applicant Tracking System [**TAMIS**] covering the entire recruitment lifecycle and candidate management
- ❑ Compliant operations: GDPR, Employment and contract laws, The Conduct and AWR regulations, RTW Checks, Off-Payroll Working Rules and so on.
- ❑ Key Clients: Leading IT services companies and UK businesses
- ❑ Deep, Vetted 50K+ Talent Pool grouped by region, technology, availability, skills and levels
- ❑ Agile, Scalable Delivery Model utilising latest tools and systems

TESTQ PROFESSIONAL SERVICES

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TESTQ Technologies – Engagement Models

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Few Staffing Models

1 Permanent Staffing

(Ideal for strategic, long-term initiatives)

Build a core team with professionals who align with client's culture and vision.
Strengthen internal capabilities with trusted, long-term hires.

2 Contract Staffing

(Perfect for short-term projects or sudden scale-up needs)

Deploy skilled professionals on demand for temporary or project-based assignments.
Enjoy hassle-free compliance and payroll management.

3 Contract - to - Hire

(Best for performance validation before permanent hire)

Assess candidate fit and performance on the job before making a long-term commitment.
Reduce hiring risks with a flexible "try before you buy" approach.

4

...Many more!!

TESTQ STAFFING SERVICES (INDIA & APAC)

Dynamic Growth & Tech-Driven Evolution

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Indian Staffing Market
(Riding the Wave of Digital Transformation)

01 Robust Flexi-Staffing Growth

- Indian flexi-staffing surged around 10% recently
- IT flexi-staffing projected to grow further
- Shift to outcomes-based, long-term contracts

02 Tech Revolutionizing Recruitment

- AI & Automation reshaping sourcing, screening, and onboarding
- AI-powered tools boosting efficiency and accuracy
- Digital hiring: A new norm for speed and reach

03 Skills Over Degrees

- Emphasis on practical skills, certifications, and experience
- Addressing emerging tech critical skill gaps (AI, Cloud, Cybersecurity)

04 New Labor Codes & Compliance

- Transition to four consolidated Labour Codes underway
- Impact on payroll, social security, and fixed-term employment
- Focus on universalizing social security and simplifying compliance

TESTQ STAFFING SERVICES (INDIA & APAC)

Evolving Workforce & Strategic Imperatives

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Key Trends:

- Agility
- Remote Work &
- Talent Imperatives

01

- White-collar gig jobs increased 17% YoY
- Increasing adoption of hybrid workforce models

Rise of the Gig Economy

Remote Work as a Permanent Fixture

02

- Expanded talent pool beyond metros [Tier-2/3 cities]
- cost savings for employers (real estate, operations)
- High employee preference, contributing to retention

03

- Emerging technologies talent crunch (AI, ML, Cybersecurity)
- Continuous upskilling is crucial to stay relevant

Addressing Skill Shortages & Upskilling

Strategic Partnership Focus

04

- Staffing firms as becoming strategic partners
- Emphasis on talent attraction, wellbeing, and long-term retention strategies

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Our Approach – Strategic and Methodical

Deep Market & Domain Specialisation

1

Focused expertise in IT domains and APAC market nuances for highly precise talent matching.

Proactive Talent Pipelining

2

Continuously building and nurturing pools of in-demand and emerging skills, ensuring readiness for rapid deployment

Data–Driven Decision Making

3

Leveraging advanced analytics and market intelligence to optimise strategies and predict future talent needs effectively.

Client–Centric Consultative Partnership

4

Moving beyond transactions to understand your long-term business strategy and APAC expansion goals.

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Delivery Model: Integrated, Tech-Powered & Flexible Solutions

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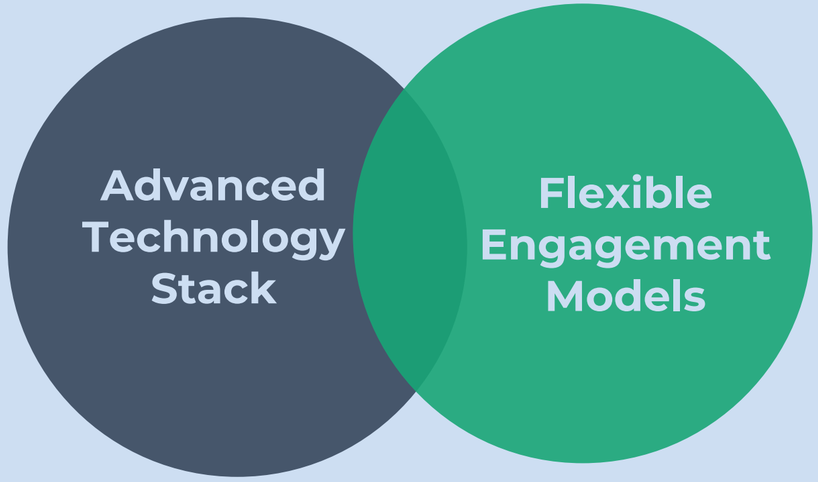
Advanced Technology Stack

- **AI-Powered ATS/CRM** — Streamlined candidate management, from sourcing to onboarding using TAMIS
- **Intelligent Sourcing Tools** — Leverage AI for deep web sourcing and passive candidate identification
- **Automated Communication** — Enhance candidate experience and accelerate interview scheduling
- **Virtual Assessment Platforms** — Conduct efficient online skill evaluations and video interviews



TAMIS

Talent Acquisition Management Information System

- Real-time MIS Dashboard
- User Management
- E2E Recruitment Management
- E2E Candidate Management
- Multiple Stakeholder Views
- Statutory & Compliance Management

Flexible Engagement Models

- **Permanent Staffing** — Rigorous, in-depth screening for long-term cultural and technical fit.
- **Contract Staffing** — Rapid deployment of specialized talent with TESTQ managing full HR, payroll, and benefits
- **Contract-to-Hire (C2H)** — "Try before you buy" option for risk-mitigated permanent conversions
- **Staff Augmentation** — Seamlessly integrate our highly skilled talent into your existing project teams

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Value Proposition

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Delivering Value: Compliance, Talent & Agility

01

- Dedicated team ensures 100% Compliance & Governance
- Meticulous management of payroll, statutory deductions and benefits
- Transparent documentation and robust internal audit processes
- Proactive risk advisory on complex labour regulations.
- Candidate Experience & Retention

02

- Effective strategies for remote/hybrid workforce management and engagement
- Opportunities for continuous upskilling and career development for deployed talent
- Dedicated grievance redressal for all contract employees

03

- Precision Talent, On-Demand: Access to the exact skills needed, when you need them.
- Risk-Free Growth: Mitigated hiring and legal risks, ensuring peace of mind.
- Operational Agility: Scale teams efficiently, optimizing resources and time-to-market.
- APAC-Ready Workforce: Providing culturally aware talent optimised for regional success.

TESTQ STAFFING SERVICES (INDIA & APAC)

Technology Domains

We specialise in sourcing skilled professionals across critical technology domains:

- **Cloud & DevOps**
  AWS | Azure | GCP | SRE | Kubernetes
- **AI/ML & Data**
  Data Engineers | Data Scientists | Business Intelligence | Big Data
- **Enterprise Applications**
  SAP | Oracle EBS/Fusion | Salesforce | Microsoft Dynamics
- **Software Development**
  Full-Stack (Java, Python, .NET) | Mobile Development | Embedded Systems
- **Cybersecurity**
  Penetration Testers | Security Architects | GRC Specialists
- **QA & Testing**
  Automation | Manual Testing | Performance Testing | API Testing
- **Project & Program Management**
  Scrum Masters | Agile Coaches | PMO Experts
- **Emerging Technologies**
  Blockchain | AI/ML | AR/VR | Edge Computing | Quantum Technologies

...Many More !!!

TESTQ STAFFING SERVICES (INDIA & APAC)

Success Stories & Metrics

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- **Quick domestic and international team ramp up for our global IT company client for their client's [American multinational financial services and bank holding company] investment management software platform**
  - Team Size: Built a 10+-member cross-border DevOps & QA squad
  - Ramp-Up Speed: Full team live within 4 weeks (vs. industry avg. 8 weeks)
  - Time-to-Hire: 18 days average fill-time (40% faster than SLA)
  - Offer Acceptance: 90%
  - 6-Month Retention: 100%

- **Skilled IT professionals for our Indian banking and financial services company that offers banking products and financial services for corporate and retail customers in the areas of personal finance, investment banking, life insurance, and wealth management.**
  - Placements: 15 specialised IT hires (core banking, insurance, wealth)
  - Avg. Fill-Time: 16 days
  - Technical Pass-Rate: 100% of candidates clear probation
  - Offer-to-Join Ratio: Above 75%
  - Cost Savings: 20% lower total cost of hire vs. in-house sourcing

- **A UI/UX Team build up for a personalized adaptive learning online music class pioneer in India:**
  - UI/UX Team Size: 4 niche designers & front-end specialists
  - On-board Time: 3 weeks from brief to deployment
  - Iteration Cycle: 25% faster prototype turnaround
  - User Satisfaction: 4.7/5 average rating on design prototypes
  - Retention at 3 Months: 100%

TESTQ STAFFING SERVICES (INDIA & APAC)

Success Stories & Metrics (Continue)

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- **Cybersecurity and JAVA technology professional squad build up for an Indian multinational technology services company primarily engaged in cloud computing, internet of things, endpoint security, big data analytics and software product engineering services**
  - Squad Composition: 10+ Cybersecurity + Java engineers
  - Deployment Time: 5 weeks to full bench ready
  - Compliance Rating: 100% pass on internal security audit
  - Vulnerability Reduction: 30% fewer critical bugs vs. prior team
  - On-shore/Off-shore Split: 30/70

- **Niche Cloud and AI/ML professional hybrid model hiring for a global information technology services company that provides digital engineering and technology services for companies in the financial services, healthcare, communications, media, entertainment, travel, manufacturing, and technology industries worldwide**
  - Hires: 10 Cloud architects + 5 AI/ML specialists
  - Avg. Time-to-Fill: 4 weeks
  - Hybrid Model Efficiency: 25% cost saving vs. pure on-site
  - Billable Utilisation: 85% first-quarter utilisation rate
  - Client NPS: 9.2/10

…Many More !!!

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NEXT STEPS:

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Please talk to us about:

- ❑ Pilot engagement offer: “Try & Hire”
- ❑ How to get started: Discovery call → SLA → Resource deployment
- ❑ Talk to our Leadership and Delivery Team

Contact Details for Staffing Services (India)

❑ **Office address:**

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