



Indo French Chamber of Commerce  
and Industry

# *RECRUITMENT & HR SERVICES*



# PREAMBLE

At the **Indo-French Chamber of Commerce & Industry (IFCCI)**, our HR & Recruitment Services team acts as a dynamic bridge between premier talent and leading Indo-French enterprises. Established in **2012**, under the aegis of the **Ministry of Foreign Affairs & International Development, Government of France**, the department has cultivated a specialized, self-sustaining team of human resource professionals, driven by a passion for shaping workplaces and strengthening organizations.

Combining exclusive **recruitment solutions** with strategic **HR advisory, learning** initiatives, and **compliance** frameworks, we deliver a holistic approach to talent management for our members. Empowered by IFCCI's robust Indo-French ecosystem and the influential **HR Committee**, we foster collaboration, innovation, and industry best practices — making us your trusted partner in the ever-evolving world of work.



# Key Qualifications



## Who We Are

We are a specialized and agile team dedicated to bridging talent gap between India and France. With a deep understanding of both cultures and markets, we act as a strategic link — connecting Indian and French professionals with organizations that value cross-cultural expertise.



## What We Do

We support French companies in hiring top-tier Indian talent, with a unique focus on French-speaking Indian professionals. Simultaneously, we assist Indian businesses expanding into France by helping them recruit local French talent, facilitating smooth market entry and integration.



## What We Solve

French organizations often come with a mindset of structured excellence, while the Indian market thrives on agility and dynamism. We help French companies navigate this high-growth, fast-evolving environment by offering insights, adaptability, and on-ground solutions — doing what internal teams often can't.



## How We Do It

We combine structured processes with intuitive understanding. Leveraging technology, cultural fluency, and close relationships with our French partners, we identify challenges, decode expectations, and deliver tailored talent solutions that align with each organization's long-term goals.



# How We Work

Delivering Talent with Insight, Strategy, and Cultural Intelligence



## Talent Acquisition | 01

We specialize in precision hiring through executive search and middle to senior-level recruitment, ensuring our clients find professionals who not only meet the skillset but also align with their cultural and strategic vision.

## Learning & Development | 03

The IFCCI HR Committee offers cross-cultural integration programs, French language training, and first-time manager workshops to support effective Indo-French collaboration. We also provide bespoke coaching solutions, tailored to individual and organizational development needs.

## 02 | HR Advisory

From compliance frameworks to industry benchmarking and HR best practices, we provide actionable insights and strategic guidance tailored to Indo-French operations — helping companies build strong, future-ready HR systems.

## 04 | HR Committee

Our vibrant HR Committee brings together industry leaders for knowledge-sharing, and policy shaping — enabling us to stay ahead of market trends while nurturing a collaborative ecosystem of HR excellence.



# Sectors We Serve

## Empowering Indo-French Growth Across Diverse Industries

We work with a wide spectrum of French and Indian companies, from high-impact startups to established multinational leaders, delivering tailored talent solutions and HR support across sectors.

### Industrial & Manufacturing

Precision hiring for engineering-driven sectors including automotive, aerospace, machinery, and smart manufacturing.



### Luxury, Consumer & Lifestyle

Supporting luxury houses and lifestyle brands with bilingual talent and cultural fluency — from fashion and cosmetics to fine living.



### Healthcare & Pharma

Connecting leading pharmaceutical and healthcare companies with professionals who drive innovation, compliance, and care excellence.



### BFSI

Delivering talent and advisory solutions across banking, financial services, insurance, and professional services.



### Business Services & Trade

Facilitating Indo-French business expansion across logistics, consulting, retail, and international trade.



# Leading Companies We Work With

**AIRBUS**

Capgemini

 **Air Liquide**  
creative oxygen

**SERVIER**  
moved by you

 **TRILEGAL**

 **DIAM**

  
**LESAFFRE**

**JCDecaux**

**pluxee**

 **SBS**

  
**MICHELIN**

**amadeus**

  
**SHANTI**  
TRAVEL

  
TotalEnergies

BONCEURS

école  
**intuit.lab**

.ULTRACONFIDENTIEL

 **SAFRAN**





# Recruitment Services



# IFCCI RECRUITMENT PROCESS





# Standardized Search Process



01

## Client Engagement

Building a Strong Foundation- Understanding the client's hiring needs, company culture, and role requirements.

- **Company & Leadership Insights**
- **Compensation & Benefits Benchmarking**
- **Understanding the Hiring Process**

02

## Mandate Briefing

Detailed discussion on job descriptions, salary benchmarks, and process timelines.

03

## Sourcing & Shortlisting

Using job portals, LinkedIn Recruiter, IFCCI website, and Internal Candidate Database to identify suitable candidates.

04

## Interview Coordination

Scheduling and facilitating interviews between candidates and clients.

05

## Selection & Offer Management

Salary negotiations, document verification, and finalizing the offer.

06

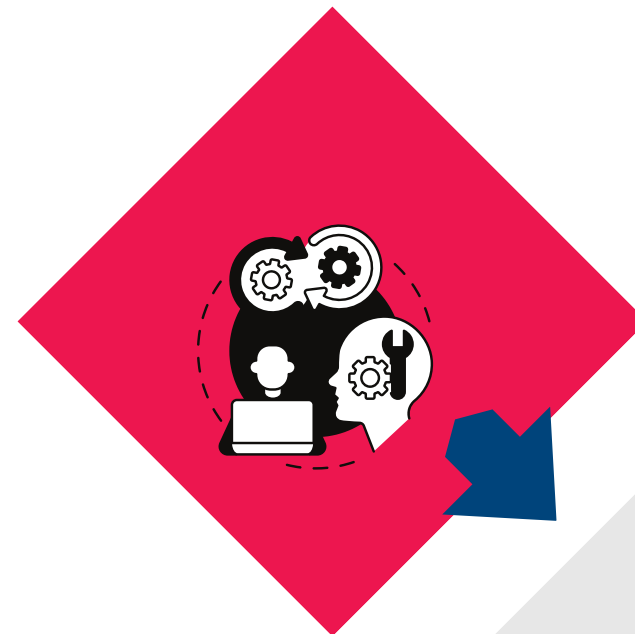
## Onboarding & Follow-Up

Ensuring a smooth transition for the candidate, including post-joining pulse checks.

# 4 Quadrant Candidate Assessment Approach

## 01 | Technical & Professional Fit

- Educational background
- Hard skills & relevant experience
- Current & past team structures
- Industry exposure & domain expertise



## Super Skills & Growth Potential | 02

- Personality & articulation
- Communication & presentation skills
- Scalability & adaptability
- Fungibility of skills (transferability across roles/functions)



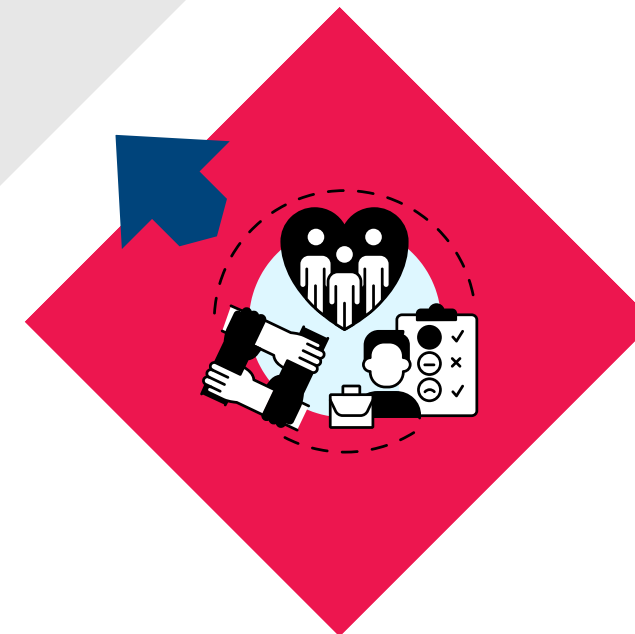
## 03 | Personal Considerations & Push Factors

- Family situation & work-life balance expectations
- Commute feasibility & flexibility needs
- Key dissatisfaction points in the current role (push factors)
- Urgency & motivation for seeking a new job



## Opportunity Attractiveness & Pull Factors | 04

- Role enhancement & career progression
- Company culture & candidate alignment
- Offered CTC vs. current CTC
- Challenges & growth prospects in the new role



# Candidate Salary Negotiation & Exit Management

## Ensuring a smooth hiring transition through

### Salary Negotiations

Aligning client expectations with candidate compensation demands.

### Document Verification

Ensuring all necessary documents are collected for background checks.

## Exit Period Support

Managing candidate expectations during notice periods.

Keeping engagement high to avoid last-minute offer withdrawals.

Providing career transition support if required.



# Joinings, Post-Joining Pulse Check & Payments

## Final steps in the recruitment process:

### 1. Joinings:

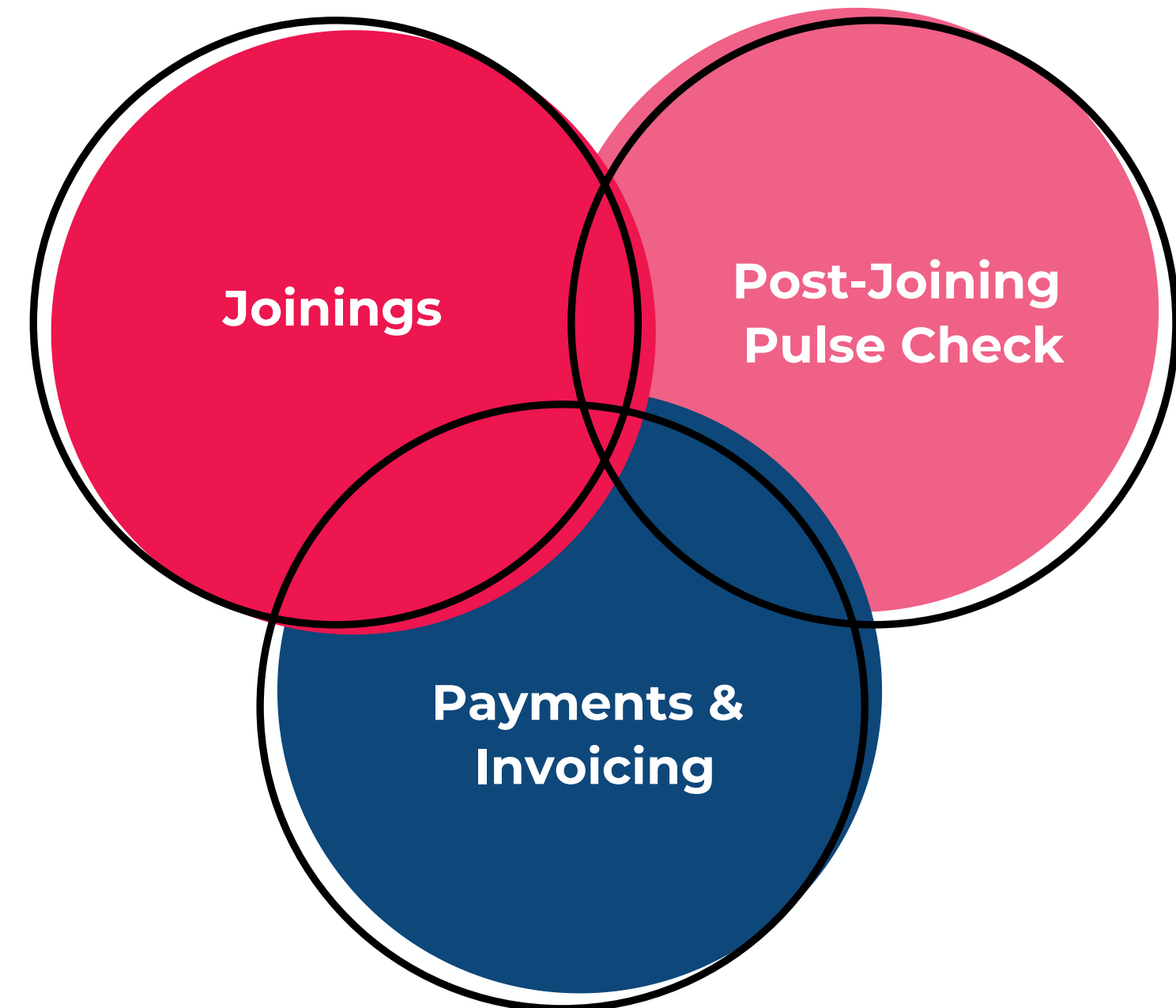
Coordinating with the client and candidate for a smooth onboarding experience.

### 2. Post-Joining Pulse Check:

- Regular follow-ups with candidates within the first 30-60-90 days to ensure job satisfaction.
- Addressing any concerns to prevent early attrition.

### 3. Payments & Invoicing:

- Aligning with clients for timely payment processing.
- Ensuring adherence to service agreements and follow-ups on pending payments.



**THANK  
YOU**