



# KAUSHIK JANASHAKTI INTERNATIONAL PVT. LTD.

(A Pioneer recruitment agency in nepal)



Pingalasthan-8, Kathmandu, Nepal



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Kaushik Janashakti International



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## COMPANY PROFILE

Founded in 2002, Kaushik Janashakti International Pvt. Ltd. swiftly ascended to the forefront of Nepal's overseas recruitment agencies. With a robust presence across major cities, advanced methodologies, dedicated professionals, ample infrastructure, and well-equipped offices boasting private interview spaces, we proudly maintain our leading position. Our unique policies and approaches set us apart, ensuring unparalleled service excellence.

Company Name	: Kaushik Janashakti International Pvt. Ltd.
Government License No.	: 330/059/60
Company Registration No.	: 19614/059/60
Estd.	: 2002 AD
Banking Services	: Prime Commercial Bank Ltd.
Capital	: NRs. 20,000,000 (Twenty Million)
Paid Capital	: 10,000,000 (Ten Million)
Member	: Nepal Association of Foreign Employment Agencies



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## INTRODUCTION

Kaushik Janashakti International Pvt. Ltd. stands as a premier manpower recruitment agency situated in Nepal's vibrant capital, Kathmandu. Founded on August 29, 2002 A.D. Our mission is rooted in contributing to the nation's development by tackling unemployment head-on. Endorsed by the Labour Ministry under the License No. 330/059/060 of the Government of Nepal, our extensive experience in recruitment ensures unparalleled client satisfaction. Dedicated to facilitating employment opportunities abroad for Nepali workers, we strive to excel in our endeavors.

### Message From Chairperson

Our company is dedicated to addressing a wide range of recruitment needs from Nepal, striving to provide exceptional service to our clients. With our extensive expertise in manpower services, we assure our clients of high-quality recruitment across skilled, semi-skilled, and non-skilled labor categories. Our commitment to excellence has established us as a leading firm in Nepal. Nepalese individuals are renowned for their loyalty, honesty, and diligence, qualities consistently praised by our clients worldwide. We are confident that Nepalese workers will greatly contribute to the smooth operation of your company or agency. We are always available to meet your needs, wherever and whenever convenient for you.

Backed by a team of dynamic and experienced professionals, we excel in recruiting unskilled, semi-skilled, skilled, and professional manpower globally. Our stringent selection processes ensure we match the specific requirements of our esteemed foreign employers. Punctuality is paramount to us, and we leverage modern trade technologies to uphold this value. Our well-equipped, computerized office system, complemented by a vast database and efficient personnel, enables us to meet deadlines consistently. We hold our foreign employers in high regard, prioritizing the provision of suitable workers and constantly striving for quality and excellence in our services.



### Message From Managing Director

In my capacity as the Managing Director of Nepal Manpower Limited Pvt. Ltd., I assure our valued customers that our services will always be of the highest standard. With a decade of experience in this industry, I have engaged with clients from various regions including Romania, Dubai, and beyond. Proficient in both Hindi and English, I am committed to championing causes such as environmental sustainability, equality, and corporate social responsibility. Rest assured, we will continually strive to excel and remain proactive in addressing pertinent issues.



### Message From Operation Director

Our mission is twofold: aiding organizations in recruiting top-tier administrative and human resources personnel to achieve their goals and fostering a highly engaged and productive workforce. I am convinced that my analytical prowess, coupled with my enthusiasm for problem-solving, positions me as a valuable addition to your operations team. With confidence in my capacity to streamline and enhance processes, as well as my robust communication and leadership skills, I am poised to excel in the role of Operations Director.

## Objectives

We specialize in connecting skilled, dedicated, and highly motivated Nepali workers with employment opportunities abroad, tailored to the needs of our valued clients across the globe. Our reputation for providing fast, transparent, and trustworthy services has earned the satisfaction of both overseas employers and job seekers, prompting us to continually explore and expand international opportunities for Nepalese workforce recognition worldwide. Our ambition is to significantly enhance our service offerings across all sectors, establishing ourselves as a distinguished leader among Nepal's overseas recruiting agencies. With our commitment to thorough candidate screening, we ensure the right individuals are placed in the right positions. Furthermore, we take pride in cultivating professional relation-

ships with overseas organizations, agencies, and companies to deliver skilled human resources effectively. We specialize in connecting skilled, dedicated, and highly motivated Nepali workers with employment opportunities abroad, tailored to the needs of our valued clients across the globe. Our reputation for providing fast, transparent, and trustworthy services has earned the satisfaction of both overseas employers and job seekers, prompting us to continually explore and expand international opportunities for Nepalese workforce recognition world

## Our Values

Kaushik Janashakti International Pvt. Ltd. upholds professional ethics and integrity, ensuring that both employers and candidates receive courteous and prompt communication.

## Mission/Vision

Our aim is to enhance Nepal's economy during the nation-building process by tackling unemployment through top-tier international recruitment services for both employers and job seekers.

Our mission is to extend support in the nation-building endeavor by furnishing skilled Nepali talent to esteemed global entities, thus bolstering the nation's economy and mitigating unemployment through strategic placement of proficient workers in global corporations.

### Integrity

We maintain unwavering integrity across all our endeavors, ensuring the highest standards are upheld. Our recruitment procedures undergo regular analysis and validation to assess their return on investment.

### Quality

Our team consists of seasoned recruiters dedicated to delivering exceptional service at every stage of the candidate search process, ensuring top-tier talent acquisition.

### Commitment

We cultivate relationships that foster positive impacts through consistent communication and opportunities for feedback solicitation.

### Teamwork

We maintain the utmost integrity in every action we undertake. Our recruitment process undergoes regular analysis and validation to assess its return on investment.

### Respect For People

We place our immense trust on people and encourage them in every respect and commend the team work.

### Communication Skill

We skillfully communicate available opportunities and manage the hiring process in an efficient manner.

### Personal Accountability

We are personally accountable for delivering services through our offices.

### A Will to Win

We demonstrate a firm determination to conquer the market by leveraging innovative recruitment strategies.

## OUR SERVICE COMMITMENT

The following is a service commitment that details the response time, and clarifies expectations for the recruitment service that is provided.

### Timely Responsiveness

We commit to reaching out to clients within one business day of receiving a request for recruitment assistance.

### Strategic Recruitment

Our recruiters employ inclusive strategies to present our clients with a diverse pool of candidates, ensuring they have the opportunity to hire the most suitable person for the job.

### Talent Management

We uphold consistency, integrity, and confidentiality in managing collected data.

### Candidate Presentation

Only candidates who meet job qualifications will be promptly presented to clients.

### Client Feedback

In the event that 48 hours pass without receiving feedback after candidate presentation, we will proactively contact the client.

### Interview Scheduling

Upon client direction, we take charge of scheduling interviews.

### Successful Placement

We endeavor to assist in filling required positions within specified timeframes.

### Effective Communication:

We maintain open communication channels, frequently engaging in meetings to provide appropriate support.

### Insurance Coverage

Candidates are guaranteed by our replacement warranty, subject to individual client contract terms and conditions, at no extra cost. Service fees are negotiable on a contractual basis.

### Performance Evaluation

We regularly assess various performance metrics, including productivity, recruiter efficiency, client satisfaction, data integrity, time to start, and new hire turnover.

### Productivity Measurement

We utilize a matrix to evaluate recruiters' ability to close requisitions within their overall workload.

### Recruiter Efficiency Index

A formula is employed to accurately gauge the effectiveness of recruiters' recruitment activities and hiring process management.

### Client Satisfaction

We actively seek client feedback to enhance performance and achieve mutual goals.

### Data Integrity Maintenance

Consistency and integrity of our systems are upheld through frequent data audits.

### Time to Start

We measure the duration between project commencement and the successful candidate's start date.



# Recruitment Process



1

The company is easy to do business with. We maintain regular communication and we are always accessible to all stakeholders. So when it's time to find your next top candidates, please reach out to us by e- mail, call or text. Of course we'll discuss basic qualification to understand your requirement. Once a recruitment drive has been established, we source and identify candidates through an extensive relationship driven network of professionals.

2

Legal documentation from the employer consisting of Demand Letter, Power of Attorney, Service Agreement, Guarantee Letter, Employment Contract, Company Profile and other necessary documents duly attested by either of the following: Nepal Embassy, Counselor of Nepal, Chamber of Commerce located in the country of the Employer.

3

When candidates are identified, we conduct thorough competency, situational and behavioral based- interviews by the company team under the guidelines of the Employer or Facilitate Interview of workers by the delegates of Employer Company. We check medical fitness and criminal records of selected individuals then present the documents for visa approval.

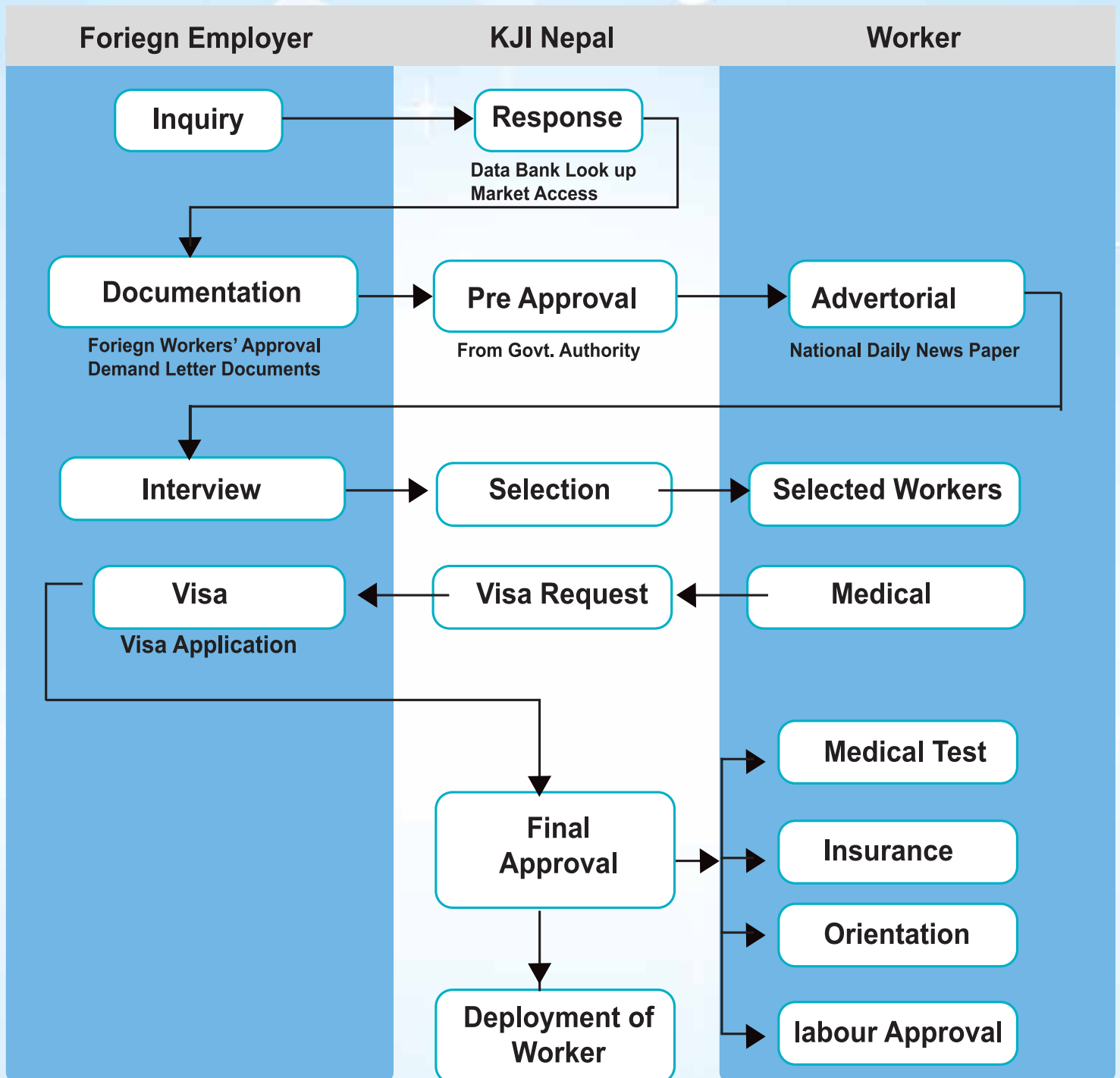
4

Pre-approval from the Department of Foreign Employment, Nepal. As mentioned in the Demand Letter and the subsequent pre-approval, we will publish advertorials in any daily newspaper for the recruitment of workers. These steps shall follow after the original documents are received in Nepal.

5

Once the visa obtained, we proceed to final approval of workers from the Department of Foreign Employment, Nepal. The workers will be departed from Nepal to the destination country via reliable airlines according to the mutual consent of the employer.

# Recruitment Chart





## We Provide

We provide our overseas clients with the following categories of manpower:

### Industry / Factory

- Project Manager
- Operation Manager
- Engineer ( All Types)
- Supervisor
- Foreman
- Technicians  
(A/C, Electrical  
Accessories, Electronic  
& Mechanical)
- Machine Operator
- Production Operator
- Factory Worker
- Packaging Worker
- General Worker
- Helper

### Hospitality & Tourism

- Manager
- Department Officer (F&B,  
Laundry)
- Marketing Executive
- Ticketing Staff
- Supervisor
- Public Relation Officer
- Front Desk/Back Desk Staff
- Air Hostess
- Ground Handling Staff
- Baggage Handling Staff
- Customer Care Executive
- Captain
- Chef
- Cook (Continental, Chinese)
- Indian & Arabic Cuisine)
- Bakers & Confectioners
- Barista
- Crew Member
- Waiter/Waitress
- Laundryman
- Store Keeper
- House Keeping/Room  
Attendant
- Bell Boy
- Kitchen Helper
- Helper
- Steward
- Dishwasher
- Cleaner

### Sales & Marketing

- Manager
- Sales Executive
- Sales Supervisor
- Merchandiser
- Promoter
- Salesman (Indoor  
& Outdoor)
- Salesgirl ( Indoor  
& Outdoor)
- Cashier

### Garment & Textile

- Production
- Manager/Supervisor
- Patterns Maker
- Cutting Master
- Tailor
- Pressman
- Checker
- Helper
- Operation Manager
- Security Incharge
- Civil and Armed  
personnel
- Security Guard
- Watchman
- BodyGuard
- Life Guard

### Construction

- Project Manager
- Quality Control
- Manager/Supervisor
- Engineer [All Types]
- Foreman
- Supervisor
- Draughtsman
- Interior Decorator
- HVAC Supervisor/
- Technician
- Steel Fixture
- Tile Fixture
- Mason (Block,  
Marble & Plaster]
- Painter
- Plumber
- Carpenter
- Electrician
- Welder (Arc, TIG &  
MIG)
- Scaffolder
- Reinforce Fitter
- Blacksmith
- MEP Technician
- Concrete Specialist
- Aluminum/Steel  
Fabricator
- Heavy Equipment Operator  
[Tower Crane, JCB, Loader,  
Dozer, Excavator & Shovel]
- Construction Worker
- Building Worker
- Loading/Unloading Worker

### Miscellaneous

- Beautician
- Care Giver
- Domestic Worker
- Agriculture Worker
- Domestic Helper
- Gardener

### Finance & Office Automation

- General Manager
- Sales/Marketing  
Executive
- Finance Officer
- Accountant
- Cashier
- HR Manager
- Procurement
- Officer
- Public Relation  
Officer
- Front Desk  
Executive
- Customer Care  
Executive
- Call Center Agent
- Admin Assistant
- Secretary
- Document  
Controller
- Store Keeper
- Clerk
- Typist
- Receptionist
- Messenger
- Office Boy
- Tea Boy



## Demand Letter

A format letter issued by the employer addressing Kaushik Janashakti International Pvt. Ltd. with full details of the job categories, number of worker, monthly salary contract period working hours and all the perks and facilities including food accomodation medical and others facilities that they deserve.

## Legal Documents & Certificates



## Power Of Attorney

A format letter issued by the employer authorizing Kaushik Janashakti International Pvt. Ltd. to act on behalf of the employer in recruiting the required number of workers and to carry out all the necessary formalities related with the respective Embassy and the related agencies of the Government of Nepal.



## Inter Party Agreement

This agreement is made between the Employer's companies and recruiting Agency stating clearly the terms and condition and condition regarding manpower supply from Nepal.



## Employment Contract

This agreement is made between the employer and the Employees starting clearly and precisely all the terms and conditions and condition Regarding manpower supply from Nepal.

## Guarantee Letter

A letter issued by the employee's company to Department of Foreign Employment Services Nepal to assure that all the candidates are under the employer's company responsibility by proving all the facilities and services as mentioned in the demand letter.

A panoramic view of the Dubai skyline at night, featuring numerous illuminated skyscrapers and the Burj Khalifa on the right side.

# UAE

## Valuable Clients

- UAE THRIVE SECURITY AND CLEANING SERVICES
- UAE TAJ FORCE SECURITY SERVICES L.L.C
- UAE CONDOR BUILDING CONTRACTING LLC
- UAE ARAGIL ELECTROMECHANICAL CONT. LLC.
- UAE AL GHAROUB MARBLES & CERAMICS
- UAE JAWDAH ALIA CLEANING AND SECURITY SERVICES
- UAE ESKAY EXPERT BUILDING CLEANING SERVICES LLC
- UAE TIVOLI DOME SECURITY SERVICES L.L.C
- UAE BUREAU OF MIDDLE EAST RECYCLING LLC
- UAE BUREAU OF MIDDLE EAST RECYCLING LLC

A night view of the Petronas Towers in Kuala Lumpur, Malaysia, with the twin towers illuminated and connected by a skybridge.

# Malaysia

## Valuable Clients

- Malaysia SAGA EMAS SECURITY SDN. BHD.
- Malaysia NEWSTAR PROTECTION SDN BHD
- Malaysia SUN ENG HUP AUTO TRANSMISSION SDN.BHD.
- Malaysia YAL BULKPacking SERVICES SDN BHD
- Malaysia VERSATILE PROTECTION SDN. BHD.
- Malaysia VERSATILE PROTECTION SDN. BHD.
- Malaysia EVERWIN PLASTIC SB.
- Malaysia CHE LIANG ENTERPRISE
- Malaysia LUCKY FAMOUS RESTAURANT SDN BHD
- Malaysia THE TREE FOOD INDUSTRIES SDN.BHD.
- Malaysia SAM ALUMINIUM & GLASS ENTERPRISE
- Malaysia HAN LEE HENG RESTORAN
- Malaysia LIM OH PAH
- Malaysia HARUMI RESTAURANT
- Malaysia SOON BEE CHAN RICE MILL SDN.BHD.
- Malaysia HUPSHENG FURNITURE INDUSTRIES SDN BHD
- Malaysia THAM & SON ENTERPRISE
- Malaysia K.H.METAL LINKAGE (M) SDN BHD
- Malaysia ASIA SUPERScore SDN BHD
- Malaysia THAM & SON ENTERPRISE
- Malaysia VERSATILE PROTECTION SDN. BHD.
- Malaysia GOLDEN CRON MARKETING SDN.BHD.
- Malaysia KT FOOD (M) SDN BHD





## QUATAR

### Valuable Clients

**Below is a selection of clients we've had the privilege to serve in Qatar:**

- FLEET FOOD
- RAV TRADING & CONTRACTING
- COMPUTER STATION CO
- ZENON TRADING & CONT., CO
- WORLD NATIONAL CONTRACTING & SERVICES WLL CO
- SPA SOLUTION
- AL-MAISSAM TRADING & CONTG
- ETIHAD FOR CRUSHERS & ENTERPRISES & TRANSPORTATION
- OMAM TRADING & CONTRACTING & SERVICES CO WLL
- AMWAJ HYDRAULIC HOSES ASSEMBLY SPARE PARTS
- FLEET TRADING CONT. & TRANSPORTATION
- ABRAJ QATAR GROUP
- BAILASAN CONTRACTING
- WORLD VISION TRADING & CONTRACTING WLL
- AL MADAR CONTRACTING OPC
- SAND AND ROCK CRUSHERS
- WHITE HOUSE CLEANING & HOSPITALITY
- HERBO QATAR INTERNATIONAL TRADING & CONTRACTING

## ROMANIA

### Valuable Clients

**The following is the list of some of the clients that we have served along**

- WORK POWER SRL
- DELTA THERM INSTAL 2000 SRL
- HARMONEY PLACE SRL
- ELITE PRO UNITED SRL
- CORBU PROIECT IMPEX SRL
- RIVIERA INSTAL SRL
- MANPOWER LEASE SRL
- PROFI ROM FOOD SRL
- MG BIOSOL DISTRUBATION SRL
- DON PEDRO SRL
- A & C INTERNATIONAL
- COMES- S.A.
- MD MECHANIC SRL
- MARCOS PREST DESIGN SRL
- PRO TELECOM BUSINESS SRL
- LITATAT AT CONSTRUCT
- MARMA SAFE INVEST SRL
- PUBLIC TRANS STAR LINE SRL





## Why Employers' choice from Nepal ?

Nepali laborers have earned a distinguished reputation worldwide, celebrated for their sincerity, hospitality, courage, hard work, and authenticity. The roots of Nepali workers abroad trace back to the historic recruitment of Nepali individuals as British soldiers. Originating from the hill regions, notably as Gorkhas, they initially migrated to the Indian Subcontinent to enlist in the armies of Sikh and Rajahs. However, it was their remarkable valor and service in British regiments during the 1st and 2nd World Wars that propelled them to global recognition as "The Brave Gorkhalis". The legacy of their bravery endures through the ongoing service of the "Gorkha Battalion" across various conflict zones including the UK, India, Afghanistan, Iraq, and as peacekeepers under the UN in Africa. Nepali workers are highly sought after in Gulf countries due to their demonstrated determination, hospitality, humility, and ability to perform under extreme conditions. Employers prefer Nepali workers for their reliability and affordability, leading to over a million Nepalese individuals contributing their skills across diverse sectors worldwide.

## Why to choose us from Nepal ?

Kaushik Janashakti International Pvt. Ltd. excels in international recruitment, leveraging their expertise, ample resources, and extensive experience in the domain of human resource outsourcing within Nepal. Our track record includes successful recruitment of unskilled, semi-skilled, skilled, and professional manpower globally, employing meticulous selection procedures such as thorough assessment, precise screening, and tailored interviews to meet the demands of our esteemed foreign clients. Maintaining an unwavering commitment to service quality, we have emerged as a premier foreign recruitment agency in Nepal. The satisfaction of our clients underscores our dedication, as they consistently commend our punctuality and reliability. With access to a vast database of talent spanning various industries, we ensure comprehensive recruitment solutions. Operating from a fully equipped, digitally streamlined office, we optimize our processes to deliver superior service consistently.



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