



WHITE FALCON RECRUITMENT SOLUTIONS

HR Consulting & Talent Acquisition Services

www.whitefalcons.in +91 6353158480

ABOUT WHITE FALCONS

White Falcons Recruitment Services is a strategic talent acquisition partner helping organizations identify, attract, and hire exceptional professionals across Manufacturing, Engineering, IT, Sales, Operations, and Leadership functions.

We combine industry expertise, targeted sourcing, candidate assessment, and consultative hiring support to deliver professionals who contribute to long-term business growth.

Our approach is simple: understand the hiring need, deliver the right talent with confidentiality and speed, and build a long-term recruitment partnership that creates measurable value.

WHY ORGANIZATIONS CHOOSE WHITE FALCONS

- ✓ Dedicated Recruitment Partner
- ✓ Pre-Screened Qualified Talent
- ✓ Industry-Specific Talent Network
- ✓ Fast Turnaround Time
- ✓ Confidential Search Process
- ✓ End-to-End Hiring Support
- ✓ Leadership & Executive Hiring Expertise
- ✓ 90-Day Replacement Guarantee

OUR RECRUITMENT EXPERTISE

Executive Search & Leadership Hiring Senior leadership, department heads, and critical strategic roles.	Permanent Recruitment End-to-end hiring support for full-time positions.
Technical & Engineering Recruitment Manufacturing, production, quality, CNC, maintenance, and design.	IT & Digital Talent Acquisition Software, SAP, infrastructure, and technology functions.
Sales & Business Development Hiring Commercial, key account, and growth-focused roles.	Bulk Hiring & GCC Support Scaled hiring initiatives and overseas recruitment support.



OUR RECRUITMENT PROCESS

Requirement Analysis → Talent Mapping → Candidate Sourcing → Screening & Evaluation → Interview Coordination → Offer Management → Successful Joining

COMMERCIAL TERMS

White Falcons works on a success-fee basis for permanent hiring, ensuring the fee is payable only after the selected candidate joins the organization.

STANDARD HIRING	8.33% of Annual Gross CTC	For common and volume roles
TECHNICAL & SPECIALIZED ROLES	10% of Annual Gross CTC	For niche, urgent, or hard-to-fill positions
LEADERSHIP & EXECUTIVE HIRING	12% of Annual Gross CTC	For manager, head, and senior leadership roles

- ✓ **Replacement Guarantee: 90 Days**
- ✓ **Payment Terms: Within 15 calendar days of candidate joining.**
- ✓ **Success Fee Basis: Professional fees become payable only upon successful joining of the selected candidate.**



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TERMS & CONDITIONS

- Recruitment fees are applicable only upon successful joining of the candidate.
- Replacement guarantee applies only within the agreed replacement period.
- No replacement applies in cases of layoffs, internal restructuring, role cancellation, or business closure.
- Candidate profiles shared by White Falcons Recruitment Services remain confidential and proprietary.
- Direct or indirect hiring of our shared candidates within 12 months shall be subject to the agreed commercial terms.
- Commercial terms mentioned in this proposal are confidential and intended solely for the recipient organization.

Kevin Patel

Founder & Talent Acquisition Partner

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