

CAPABILITY STATEMENT

Website: www.whatnowhr.com

Phone: 855-899-1953 (Voicemail ONLY)

Phone: 646 361 2307

Location: New York City/Nationwide

Founder: Lauren Casimir



Global Recruitment, Human Resources, Project Management Firm

COMPANY OVERVIEW

What now HR- Recruitment, Human Resources, Project Management Owned and operated Contract/Permanent Recruitment / Human Resources / Project Management company providing all types of staff from mechanics to chefs to engineers for small, medium and large businesses nationwide. What now HR- Recruitment is a highly motivated company in its respective fields and understands the critical nature of filling open vacancies with efficiency, innovation and a consultative approach. We are your partners in permanent, temporary, HR, and Project Management placements. As a leading nationwide recruitment/HR Agency, we understand the cost effectiveness of hiring the right people, at the right time, for the right opportunities. To be true leaders, we believe recruitment agencies should be innovative and malleable so we utilize a range of leading search and targeted recruitment techniques. All of our consultants have a proven industry track record in recruitment in their particular areas of expertise, taking the guess-work out of the recruitment/HR/Project Management process and providing you with a valuable knowledge resource to leverage at your request. People are our passion, and your business is our focus.

We make it easy for you to hire the best talent along with operating your HR Department. What now HR is an award-winning recruitment & Human Resources business. Clients return to us for our high service level and consultative approach. We specialize in 4 related sectors: Retail, Hospitality, Administrative Support, and Construction.

Industries demand highly specific technical skills - that's where we come in, with the expertise to deliver the personnel to effectively staff your projects. We understand the issues you face; with testing market conditions and skills shortages, it is crucial to ensure your staffs are the right fit, every time. Permanent Recruitment: What now HR provides contingency and retained search, selection and recruitment solutions. Contract Recruitment: We recruit, payroll and mobilize contract staff for our clients. Global Mobility: Our national Mobility teams provide travel, accommodation, visas, work permits, Medivac and anything else to meet your needs. Managed Services: What now HR offers bespoke, unique managed services whereby we take care of all of your staffing needs for a specific project or location. Project Management & Consultancy: Creating compelling bespoke solutions; we work with your business to achieve your organizational goals.



SERVICES

At WNHR we provide the full range of recruitment services to ensure that whatever your recruitment, Human Resources or Project requirements are, we are able to meet them. Whether filling a long-term strategic staff role or an urgent technical contract assignment we have a specialist division with the experience, knowledge and skills to find the right person for you.

We offer a wide range of Consultancy solutions to help your business achieve its organizational goals:

- ❖ Talent/Market Mapping
 - ❖ Compensation & Benefit Studies
 - ❖ Bespoke Research Studies
 - ❖ Outplacement and Redeployment Services
 - ❖ Insourcing (Partial RPO)
 - ❖ Managed Services (Full RPO)
 - ❖ Permanent Recruitment
 - ❖ Contract Recruitment
 - ❖ Contingency Search
 - ❖ Retained Search
 - ❖ Talent Mapping
 - ❖ Global Mobility
 - ❖ Travel
 - ❖ Visas
 - ❖ Pre-employment Checks
 - ❖ Medical and Travel Insurance
 - ❖ Local Compliance
 - ❖ Project Management & Consultancy
 - ❖ Casual Staff
- 1) White Collar & Blue collar experienced casual staff are available on an hourly hire. Basis from as little as four hours thru to a permanent casual all year round arrangement. Ideal for coverage of sick leave, maternity leave, and annual leave or simply just to cover peaks in work flow. Whether it's a last-minute emergency or a planned staffing requirement Dunne Recruitment has casual staff ready to help you.

ADDITIONAL SERVICES

- | | |
|--|---|
| ❖ Employee Inductions | ❖ Award Interpretation |
| ❖ Pre-employment medical testing | ❖ Occupational Health and Safety Consultation |
| ❖ Online training (ELMO) | ❖ Project Based Large Scale Recruitment |
| ❖ Site specific inductions | ❖ Outsourced Payroll Services |
| ❖ Developing Position Descriptions | ❖ Resource Planning |
| ❖ Behavioural Assessments | ❖ Management of existing workforces |
| ❖ Discreet Client Advertising | |
| ❖ Employee Rewards & Recognition Schemes | |

VALUES

Integrity:

Delivering Recruitment, HR, Project Management processes with honesty and transparency, equality and consistency; employing ethical and moral processes in a compliant and law-abiding environment.

Pride:

Instilling excellence and a genuine feeling of responsibility in all tasks undertaken.

Expertise:

Providing specialist industry and discipline focused services; consultatively delivering information to keep your business / career moving.

CONSTRUCTION PROJECT MANAGEMENT

- 1) Our project management approach is designed to achieve the outcomes that all project stakeholders expect, while controlling costs, ensuring quality, and the completion of projects on time – Every Time.
- 2) What now HR is the ideal selection as your small to medium size General Contractor's needs– Or partner, for your next project. What now HR staff includes engineers, licensed general contractors, electricians, construction managers, business professionals, and skilled tradesmen. We are experienced in all areas of construction, contract types, and contract management.
- 3) Further, we have a full complement of qualified sub-contractors to augment our in-house capabilities, which enables us to meet all contract requirements. Our project history includes numerous general construction contracts valued from \$25,000 to \$3,500,000. We build Bars, Restaurants, Daycares, Nail salons, office space etc
- 4) Our capabilities include all aspects of General Contract and Construction Management and execution. In the performance of contracts Vigil Contracting, Inc. provides engineers, licensed general contractors, electricians, and construction Managers, business professionals, and skilled tradesmen, experienced in each Area of construction and design that will be required for success within the scope of work typically presented by the contracts we are awarded.
- 5) While what now HR Contracting manages many strong working relationships with fully qualified subcontractors, we perform many of our contract responsibilities with our in-house capabilities, which include all the following:
 - ❖ Carpentry
 - ❖ Concrete construction
 - ❖ Construction Specialties
 - ❖ CPM Scheduling Demolition Doors & Windows
 - ❖ Drywall
 - ❖ Electrical
 - ❖ Construction Excavation/Site-Work
 - ❖ Flooring
 - ❖ HVAC & Plumbing Const.
 - ❖ Lead Abatement
 - ❖ Masonry
 - ❖ Painting
 - ❖ Waterproofing

CAPABILITY STATEMENT

WHY WHAT NOW HR?

We pride ourselves on bringing you a personal and specialized service.

Our unique selling points include:

❖ **A dedicated Account Manager:**

Ensuring that both parties are aware of the execution and delivery methodology and estimated delivery dates. Regular contact between you and what now HR means there will be clear lines of communication resulting in a consultative relationship throughout every step of the process; from our initial conversation right through to mobilization and implementation.

❖ **A dedicated Account Team:**

A team of discipline-specific recruiters will support the Account Manager in order to bring you the very best personnel as efficiently as possible. This means that only qualified and fully vetted candidates will be presented on shortlist to you. Implementation Timescale Plan: This means we will give you a timescale for delivery, and stick to it. This will run throughout the life cycle of our contract with your company.

❖ **Agreed KPIs (Key Performance Indicators):**

We will work with you to set realistic and measurable targets and provide a focus on constant improvement. This means you can rely on us to deliver when you need it most. Linguistic, Technical and Geographical Expertise: Our staffs are highly trained in their markets, and often native to the geography they service.

INDUSTRIES

We Recruit For What now HR RECRUITMENT CAPABILITY STATEMENT

- | | |
|-------------------------|---------------------------|
| ❖ Accountancy & Finance | ❖ IT |
| ❖ Architecture | ❖ Legal |
| ❖ Banking | ❖ Logistics Manufacturing |
| ❖ Construction | ❖ Marketing & Digital |
| ❖ Contact Centers | ❖ Office Support |
| ❖ Education | ❖ Oil & Gas |
| ❖ Energy Engineering | ❖ Procurement |
| ❖ Executive | ❖ Property Resources |
| ❖ Facilities Management | ❖ Response Management |
| ❖ Healthcare | ❖ Retail |
| ❖ Human Resources | ❖ Sales |
| ❖ Insurance | ❖ Trades Labor |
| ❖ Medical/Nurse | ❖ Researches |
| ❖ Essential Workers | ❖ Auditors |
| ❖ Security Guards | |

