

DMTC Recruitment Profile



Profile

- DMTC – Deepening Management for Training and Consultancy
- An Incorporated Bahraini Company
- Registered under Kingdom of Bahrain Commercial Registration
- Based in Manama, Kingdom of Bahrain

Introduction

- Proudly introducing **DMTC**, are passionate learning facilitators with years of experience in the field of national and international co-operation.
- Clients therefore call upon our training and consultancy services to achieve better and effective sustainable results.
- We offer expertise on the programme, individual, organizational and network level throughout all sectors and all GCC.
- DMTC offers professional recruiting services in all categories for all sectors and with years of industry knowledge and expertise, DMTC specializes in finding and placing top talents at premiere National, International Companies, Corporations and Government Institutions.



Our Commitment

- In light of the same, we are committed to help modern organizations harness the Human Resource function as a strategic partner in business success and growth with a range of Learning and Development activities and initiatives, including a host of path-breaking proprietary tools.
- After conducting a thorough Need Assessment of an organization, we offer customized solutions that bring about positive and measurable changes in behavior, attitudes and skills at all levels of an organization.
- We assure clients that we are not just working for them but also representing their best interests.

Our Expertise

- Management consultation
- Recruitment – International and Local
- ISO and Quality
- Corporate governance
- HR Consultation
- HR Management
- Human Capital Consulting
- Market Research and Segmentation
- Training and Development
- Individual and Organizational Assessments
- Learning and Development Solutions
- Private and Public Events - Seminars & Conferences
- Executive Mentoring, Coaching and Training



Our Aim

- **A** continuous drive to add meaning to organizations through people development initiatives. We are constantly evolving our adopted methodologies, tools and techniques.
- **F**or this purpose, our highly qualified team spends a large part of their time on researching and upgrading their skill sets and knowledge.
- **O**ur aim is to provide superior levels of services and deliver only the best candidates the market has to offer to our clients. However, this will not be possible without our clients and we believe in order to succeed in this ever competitive market, needs to build mutually beneficial, long-term, sustainable working relationships with our clients.
- **W**e aim and strive to be a leading provider of recruitment solutions in all sectors such as Medical Sector, Airline, Aviation, Oil & Gas, Banking, Automobile, General industry and service industry.



Key to Success

- Establishing a seasoned consultation and advisory team.
- To provide a much needed service in the Middle-East.
- Working from a multi pool of expertise into a single focused training and business education programme.
- Easy access to services.
- Excellence in fulfilling the promise – completely confidential, reliable, trustworthy expertise and information.
- Consistently developing productive & thought-provoking learning opportunities to maintain growth and success.
- Incorporate state-of-the-art technology.
- We strive to establish a true collaboration with all clients, engaging each client fully in the search process and promoting a high level of communication and feedback.
- The knowledge we gain from such partnerships enhances our abilities to provide the highest possible level of services.

Target Market

- Bahrain, GCC countries and other Region.
- National, International Companies and Corporations.
- Government institutions.
- Highly motivated individuals willing to develop further level.
- Localization.

Recruitment

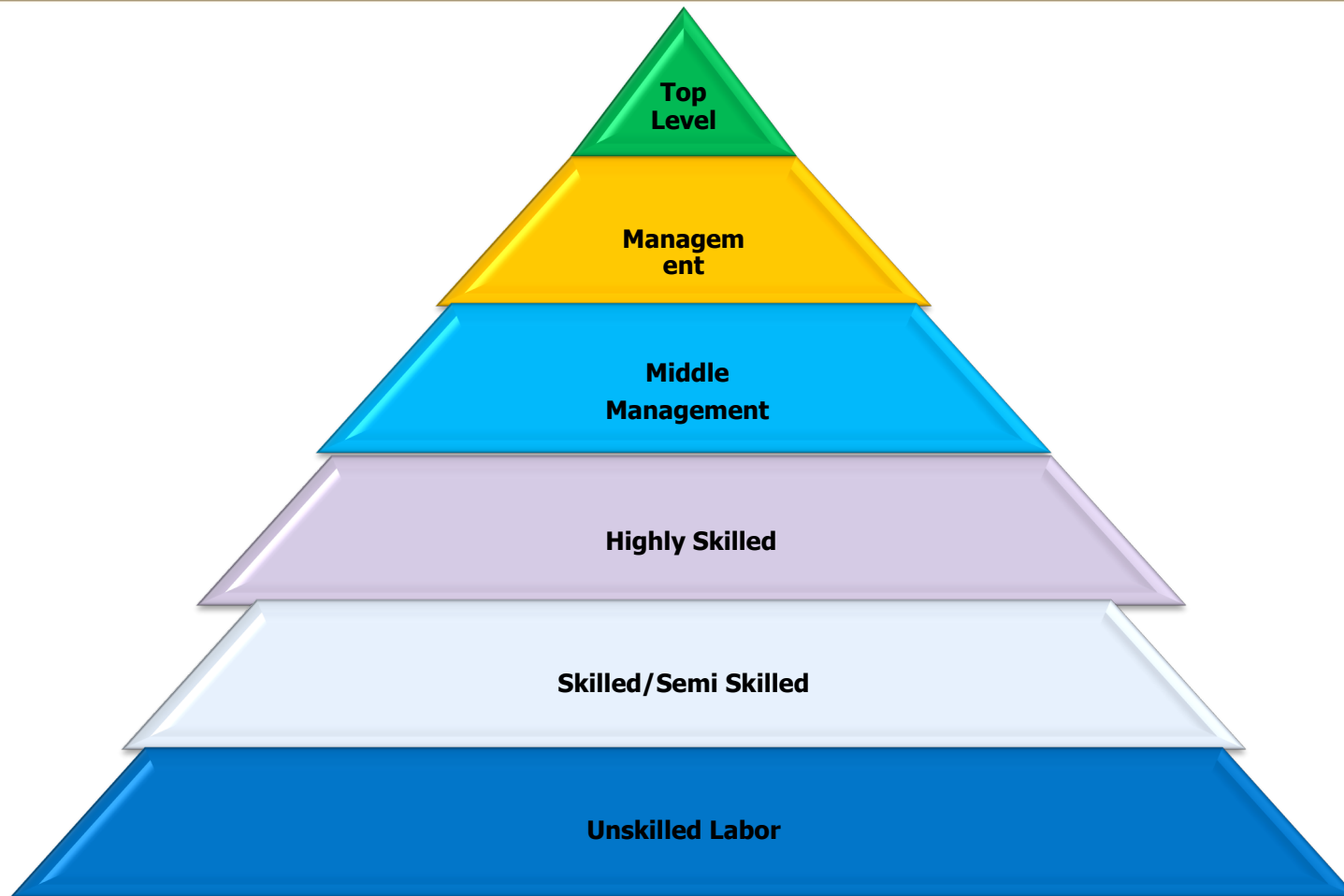
International Recruitment

- Our expertise helps in external recruiting and finds the best talent throughout our recruitment companies in the Middle East, Asia, South Africa, Europe and USA taking into consideration all type of key factors to attend the clients requests.

Local recruitment

- We support our clients to improve their Government quota by helping in designing the job requirements, finding the right people, screening and support the selection process.

Recruitment Categories In All Sectors



Recruitment Experience

International Recruitment

From India

We are dealing with one of the Leading Agencies in India where we had hired through them for the following vacancies:

During 2013 for BDF – Royal Medical Services

- 20 Doctors
- 95 Nurses
- 22 Technicians and Other's

During 2014 for BDF – Royal Medical Services

- 20 Doctors
- 135 Nurses 135
- 22 Technicians and Other's 22



Recruitment Experience

International Recruitment

From India

Also we manage to hired

- 10 CCU Nurses
- 8 Surgical ICU
- 8 Medical ICU
- 5 Pediatric ICU
- 4 O.T.
- 1 Cardiac Technician
- 2 Radiologist Doctor (female)
- 1 Tailor Medical Uniforms
- 1 O.T. Technician



Recruitment Experience

International Recruitment

From India

Our Major Recruitment Centers are:

- Mumbai
- Cochin
- Delhi
- Bangalore
- Chennai
- Hyderabad



Recruitment Experience

International Recruitment

From India

Selected Candidate in Medical Sector attend a Special Orientation Program for two weeks before they join their new employers.

The Program as follows:

- International English Communications Skills.
- Etiquettes of formal communication and behavior.
- Soft Skill's for interaction.
- Cultural Preparation training based on the clients requirements.
- Basic attitudinal training and behavioral training for patient care.
- BLS, ACLS Certification courses.



Recruitment Experience

International Recruitment

From South Africa

We hired

66 Nursing / Clinic Sisters

74 Pharmacist

21 Health & Vitamin Advisors

89 Pharmacy Assistants

34 Technicians

29 Medical Administration/others

55 Engineers Mechanical, Electrical, Process and Instrumentation for
Oil and Gas companies, Aluminum Rolling companies

Plus other Executive Positions.



Recruitment Experience

Local Recruitment

We have hired Local Bahraini for several position.

Confirmation of Appointment

- Candidates may not commence employment with the client without written instruction being given to ***DMTC by an authorized representative of the client confirming the following:***
 - Offer of employment in writing
 - Date of commencement
 - Details of salary and full package
 - Other conditions of employment
- ***DMTC reserves the right to invoice the placement fee in the event of the candidate not commencing*** employment as per written criteria if the result is due to a delay on the part of the client.
The client is also to be aware of the candidate's basic labour rights.

Guarantee

DMTC guarantees that the client is entitled to two replacements free of charge within the first 3 months period. In the event of DMTC being unable to replace the candidate, the client will be entitled to 100% of the original placement fee in the first month, 50% in the second month and 30% in the third month.

The said refund will be in the form of a credit for future business.



Preferential Rates

Rates can be negotiated based on repeat business.

These arrangements will be detailed as a separate written agreement, to be signed by all parties or their authorized representatives.

Standard Rates

Job Description

All Permanent Placements

Temporary / contract Assignments

Standard Rates

12% of Annual Package

20% of total contract salary

Payment Terms

Full payment / recruitment costs are payable by the client at the following terms:

Recruitment fees will be invoiced in two stages.

The first invoice (50% of total placement fee) will be issued when the specification and package details are received by DMTC. ***This invoice needs to be paid within 7 days of invoice date. Recruitment will not be started before the first invoice is fully paid.***

The second invoice (remaining 50% of total placement fee) will be issued on the date of which successful applicant starts the employment. ***This invoice needs to be paid within 7 days of invoice date.***



Acceptance of Terms & Conditions

By awarding us *any assignment or making use of any of the services provided by* our company,

The Client acknowledges and accepts all fees and Terms and Conditions as set in the agreement.



Contact Information

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