



Mac

Services that helps organisations
scale and expand boundaries

Hiring and Staffing - Talent Acquisition - Staff Augmentation - HR & Payroll



**We understand the client's needs, we understand the process,
we understand the people, we understand the business.**

Corporate synopsis

Founded in the year 1993 in the city of London, UK, Mac Group has been the preferred partner and consultant for medium to large companies and enterprises coming from diverse industries and sectors. With a strong foothold in the Indian market and presence in the UK, we have expanded our roots in key international markets including the USA and Europe and UAE.

Corporate Overview

Mac is a leading staffing and consultancy firm having unmatched proficiency in manpower hiring, talent acquisition, staff augmentation, HR and Payroll. Mapping the ever evolving opportunities in the area of workforce management and human talent sourcing, Mac was established with an objective of providing best in class human resources having niche skills and expertise to help corporate houses and enterprises expand and grow businesses beyond boundaries.

With the virtues of our expertise, market know-how and humungous experience of over 20 years, we know how to find the right talent for the right job profile. With humble beginnings about 2 decades ago with few assignments in hand, today Mac has grown leaps and bounds having a client base across sectors ranging from automobiles, oil & gas, heavy engineering to Pharma, Chemicals, IT and PSUs.

We have helped medium to large companies and enterprises fill their talent void by placing a vast pool of talents, enriching corporate excellence thereby building the most precious commodity we have: Trust.

Our bouquet of services cover staffing and HR from recruitment, workforce deployment, temporary and permanent placements, payroll, staff augmentation and other associated services. We have the best and brightest of minds working with us on multiple projects, finding out the best talents and technical experts needed for critical jobs.

Providing end-to-end **staffing, workforce recruitment** and allied solutions

With legacy of over two and a half decades, Mac has grown leaps and bounds to become a comprehensive staffing and workforce solutions provider providing array of services from recruitment to HR and payroll in India and beyond.

Mac Group Of Companies

Mac Consultants

Mac Consultant offers best in class staffing solutions and consultancy to corporate houses and enterprises coming from diverse backgrounds and industries.

ACMP HR Solutions Pvt. Ltd.

Providing comprehensive HR services including manpower onboarding process, employee verification, talent management and Payroll.

Mac Talent Management

Working in Talent Acquisition space, providing workforce management solutions. It offers bunch of services from hiring, candidate verification to workforce management.

Mac HR Solutions

Mac HR Solutions offers key HR services pertaining to employee background verification services and Training & Development.

Leadership



Cecilia Pinto

Managing Director

She has successfully staffed hundreds of companies with thousands of right talents since the mid 90's.

Her leadership and determination towards ultimate client satisfaction has given MAC a reputation that stands at the top. Mrs. Pinto leads from the front, integrates a culture of achievement, working relentlessly getting the right person for the right job at the right price even ensuring high rate of staff retention leading to total client satisfaction. For Mrs. Pinto, it is the way of life not just a job in hand.

Services

Mac Consultant understands talented and experienced consultants are a cornerstone for the services pertaining to recruiting, sourcing, interviewing and placement. This is why our consultants are hand-picked to execute challenging and rewarding projects given to us by our clients.

Each business has its own unique requirements, interview selection criteria, temporary or permanent staffing and more. Our consultants work their best to source the best talent for the job. They are also equipped with a perfect set of soft skills and technical understanding to make sense of the intricacies of communication and talent-spotting.

Staffing Solutions

Our staffing solutions and services cover all aspects of employment; from a job application, interview, and appointment to rewarding and retaining. With our decades of experience in day-to-day aspects of staffing operations, our services can work wonders for your company making Mac Consultant the most preferred HR solutions provider.

Our staffing services can complement your company most crucially: keeping a lean business model that saves cost and time. This is particularly well-suited for start-ups and medium to large scale business houses. From the process of job applications, we begin an entire HR recruitment and placement process that runs with clockwork precision, zeroing in on much-needed skills and abilities, but most importantly willingness and dedication.

Once we determine the right candidate, we play a role in placing and training them as and when required after which we manage their employee portfolio on behalf of our clients. This also means critical involvement in employee issues and their resolution promptly so that the management can focus on other important business aspects.

Talent Acquisition

Talent acquisition is an important component, forming the initial part of the whole process of Talent management. This involves various modes of recruitment: from online profiles, telephonic calls and assessment tests to find out the right candidate. In addition, the talent acquisition involves onboarding and training new employees.

Mac Consultant helps medium to big companies and larger enterprises find the right team member with required skills and talent. It enables them to reduce HR, operational and financial overheads and spend time honing the skills of already existing employees. Our talent acquisition expertise helps companies fill the gap caused by new project allocation or due to high attrition.

Once, we are given the project, our senior recruiters start the hiring processes, scouting potential hires from mostly eligible resumes and assessing them for their abilities. Our recruiters are trained on their soft skills and possesses a knack for finding the right people for the job. More importantly, they also act as intermediaries between the prospective talent and HR managers of your company, creating a communication bridge between the two.



Staff Augmentation



Staff augmentation is a wonderful talent outsourcing model for a short term or on a temporary basis to augment the workforce capacity of the organisation. Mac Consultant possesses the necessary experience and skills to augment existing workforce force and provide necessary training to enhance the required skillset.

Our augmentation services helps companies overcome workforce shortage due to temporary surge in production demand, new project allocation or increase in seasonal business causing sudden need of manpower.

Staff augmentation model is a great solution that enables companies from diverse sectors to minimise operational costs while maximising productivity and efficiency. We have various augmentation models which can be customised as per the client and industry requirements. From technical to non-technical workforce, we have the means at our disposal to augment employees for clients coming from various domains and sectors.

Contractual/ Project Hiring

With flexible hiring options sought after by our various clients, we have designed our services to match these needs in a seamless, one-fits-all-gloves approach. Our recruiters know the right spot, and the right people for the right job. All our clients have to do is submit to us their talent requirements, after which we peruse as per our well defined Methodology to recruit the perfect candidate for the required roles and responsibilities

Contractual/Project based hiring is beneficial for industries and job markets where seasonal jobs play a greater role in hiring and work considerations. Many IT and non-IT companies have limited, time-bound projects for which permanent hiring makes no sense in terms of training, costs and time.

Once we have ascertained and scrutinized such profiles, we set out to conduct telephonic and video call interviews to make an initial assessment and only after thorough background checks, do we then forward them to our clients. This is immensely beneficial for our clients who don't have to spend time and money to gather profile data and go through them when they can simply hire us for the less amount and quick turnover.



Permanent Hiring

Permanent hiring is one of the most crucial aspect as it directly effects the business performance and determines the corporate efficiency. It becomes challenging for the companies to indulge in regular affair of hiring process, thereby deviating from more important and critical business operations.

Mac Consultant frees your organization from time-consuming tasks involved in hiring permanent staff. After identifying the skill set required for your business process, we commence the process for sourcing the perfect match. In addition, our hiring services and solutions helps companies fill the void caused by the outgoing employees.

We design a customized recruiting strategy for you, right from interview to onboarding to induction. Our experienced recruitment specialists will perform in-depth interviews to assess each candidate through hands-on skills testing, detailed portfolio review and thorough professional reference checks.



Manpower Transformation

With a toughening economic environment and increasing competition, companies have realised they need to improve employee performance and productivity to meet targets. This is where Mac Consultant can step in to redress the situation with their Talent Management programmes. Being a third party, we are in a perfect position to assess what is happening among company employees, how work is being done, and to what extent and to what sort of goals they are aligned.

With the pandemic and concomitant transformation of work practices and office space, companies have come to face a novel situation where their employees have to face new work environments where challenges of skill and technology come together. With limited means at disposal, it is difficult to create a work environment where accountability is respected and reports and figures align with management goals.

We ensure that company 9-5 work hours are fully accounted for. To improve employee performance, we devise training and augmentation programmes specifically to update their skills to meet management expectations along with the flexibility provided by new forms of work such as hybrid office cum work-from-home model. But along with training, we also account for certain problematic aspects of work among certain employees and special means available to redress them through tools and newly defined work methodology we tailor to the customized needs of our clients.



HR & Payroll Services

Company HR payrolls are a complicated process from a legal and business compliance perspective. From a taxation point of view as well, calculating employee wages following TDS deductions can be a painful expenditure of time and resources. Mac Consultant can help you out in this matter by taking over the HR payroll work along with all the tax and regulatory features involved in it. This frees up business heads from dealing with tax issues.

Companies keen on a lean approach to business usually outsource employee payroll work to third-parties. Certain companies have staff sizes that do not require investment in an HR department. This is particularly true for small and medium-scale firms with high attrition rates. The other reason is also to do with tax laws that can involve cases of penalties for non-compliance.

As an experienced payroll solutions provider, we take over the payroll tasks smoothly and without hassles, leaving other strategic and marketing tasks for our clients to deal with, freeing up precious manpower and time resource. We have developed our taxation, legal & HR resources dedicated to calculating salaries and reimbursements on a day-to-day basis. With our skills, we can handle all kinds of employees: whether temporary, project-based hires or permanent staff with their bonuses based on performance. Mac Consultant ensures efficiency and financial accountability that saves costs and time for our clients and business partners.



Employee Background Verification

It is crucial for the companies to have key details about their prospective new team members. Not only mid level, top level management background information is evenly important, making sure the company is in safe hands.

With our employee background verification services, we conduct major background checks including past employment feedback, criminal records check, educational verification, identity proof check, address verification and other major cross verifications that play a major role in determining the worth of the candidate.

Our services work in tandem with the entire recruitment process from screening to onboarding. Our friction-free process offers the candidates a seamless screening experience from form submission to status tracking and process completion.



Training & Development

With the adoption of new technologies, optimising methodologies and as processes are becoming leaner and more adaptive to changes, experienced and newly joined employees have to be up to date with efficient work practices, technical know-how and professional conduct. In times of severe competition, where customers have ample choices, it makes sense to have employees as a vanguard leading the company to growth and sustainability.

Mac shapes your employees for the challenges of tomorrow with our objective based and result oriented training and development programs. We design our training modules based on the client's work standards, policies, technical apparatuses and software used.

Our training & development services impart a critical edge to employees. This leads to improved performance and corporate efficiency at large. Our training setup can expose weaknesses and identify problematic spots for improvement in key work skills, helping companies gain competitive edge in the market it serves.



Designing HR Policies

Mac Consultant has helped many such start-ups and SMEs in implementing HR policies. We design customised HR policies based on client needs. Our HR policy mantra consists of two fundamental premises: What to implement and how to implement new rules and regulations.

Our HR Policy Solutions enables attendance records, employee performance bonuses and rewards, disciplinary policy, social media guidelines, management structure and delegation of authority, reporting norms and overall professional conduct with colleagues and customers. The development of such HR policies also takes into consideration existing work policies in the company, local labour laws, and other critical factors. A well-defined and clear-cut HR policy leaves no room for ambiguity and is practical. This imparts a sense of work culture to employees. A well-developed HR policy will also have an implementation and accountability framework to keep abreast of developments within the company and to execute necessary punitive measures for any breaches of conduct.



Our offerings are equipped to match your scale and surpass expectations.

Focused Sectors

With experience of over 2 decades, Mac Consultant has been an HR and recruitment partner for diverse industries. Our candidates are the epitome of professionalism, teamwork and leadership. Our philosophy and methodology allows us to streamline talents for the right location, experience and industry, ensuring a seamless and smooth HR integration to the company's culture and work requirements.

Automobile



The automobile sector continues to play a major part in not only commuting services but also logistics and transportation industries. Such benchmarks are set with quality innovation, safety principles and talented minds that drive innovation. With the newly emerging automation and changing in business dynamics demand workforce from diverse technical and non-technical backgrounds

We continue our collaboration with major automobile corporations. Europe and America comprise a major part of our global clientele. We deliver cutting-edge recruitment services including temporary/ permanent staffing to cater to our clients requirements. The talented people we have placed continue to power major decisions in the automobile sector.



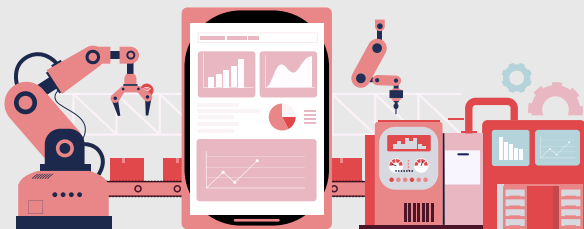
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Manufacturing/ Operations



As the most important aspect of the global economy, the manufacturing sector continues to provide jobs to millions of technicals and non technicals professionals. But at the same time, the volume of job placements, the skills required and the time it takes for new employees to adjust pays a crucial role in production and operations.

We have contributed to replacing and replenishing the right talents for various portfolios and positions available from time to time. We also give a shoulder to our client's burden by taking charge of HR and payroll operations. Our excellent network and expertise in staffing solutions allows us to plug gaps in job roles as soon as it is needed.

SCHAEFFLER

TOTO®





Heavy Engineering

Heavy Engineering is critical to the national economy and has massive contributions to the technical aspects of most major industrial manufacturing jobs involved in handling complex heavy machinery and equipment. With good technical know-how and experience, heavy engineering professionals are in high demand across major global businesses.

Mac Consultant fits perfectly well with businesses and industrial design companies that require technical expertise. A good section of our experienced recruiters come from technical backgrounds themselves. With their experience, Mac Consultant can find the necessary professional portfolios, short-listing them, onboarding them, inducting and training them for the tasks they are required to perform.

SCHAEFFLER

TOTO®

WAGO®



Schneider
Electric



Triveni
TURBINES

Godrej

ABB

xylem



Infrastructure/Construction

Construction industries are a diverse mix: embedded locally with laws and regulations and expanded globally for major projects in PSU/Pvt sector. With changes in methods of construction and the means of project approval in a time-bound manner, there has been a decisive shift in employment modes too.

Our recruitment services lookout for talents, placing them and honing their career graph. The construction industry has a vast pool of temporary jobs for particular projects. On that basis, Mac Consultant is in the know-how to understand patterns of employment and takes the necessary steps in augmenting recruitment services that find both marketing and project professionals as well as highly skilled construction engineers.



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IT and non-IT Sectors

IT & other non-IT sectors employ talents that remain in a perpetual state of job changes, resulting in high attrition rates. Timely placement of new candidates is therefore critical to smoothly running operations on a minute-to-minute basis. The sector is such which experiences high job fluctuation.

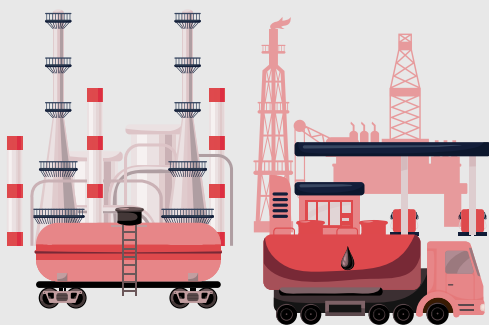
This is where our recruitment experts have a keen eye for spotting talent and placing them quickly into their roles. They understand the crucial difference between technical proficiency and soft skills that work well in backgrounds. Our boutique of offerings right from staffing solutions to project/ temporary placement and workforce transformation to augmentation, helps clients fill the void frequently created due to high attrition rate due to new project allocation requiring a particular skill set for a short period of time.



Chemical/Petrochemicals

Chemicals and petrochemical industries maintain a major demand for critical, innovative talents in fields related to drilling, extraction, refining and operations managers along with financial control accountants. With stricter govt norms and environmental regulations, there is a growing demand for compliance measures, quality engineers and many more. Considering the challenges, Mac Consultant comes into the picture.

Our vast network of employee referrals allows us to have quick turnaround times in replacing or appoint critical talents. Our recruiters are armed with a vast pool of databases to mine profiles vital to the job requirements. Be it a temporary hiring for a short term project or an engineering workforce hiring for crucial long term project, Mac Consultant offers array of staffing solutions.



Power Sector

While large-scale investments have been planned and numerous projects are underway, the lack of competent manpower to execute these projects and subsequently operate and maintain them is already being felt. These units demand talented and technically efficient manpower

As a well-known recruiting firm, Mac Consultants has performed talent acquisition and recruitment projects for various companies. We have the database, the know-how and the platform for sourcing, engaging and placing skilled engineers and workers whose jobs shall be critical in the construction, evaluation and maintenance operations of major power plants and renewable power units. Our well-placed engineers continue to perform their duties in major power plants across India and the globe.



Government/ PSUs


The nature of government jobs is also transforming with the rise of Pvt/Public partnerships in major public utility companies. With such diversification of job roles, an altogether different recruitment matrix emerges concerning hiring candidates to fill up temporary as well as permanent jobs. This calls for a distinct approach to recruiting and placement but also making public information available to the right candidates for them to apply.

Mac Consultant has a deep background knowledge related to the necessary qualifications and eligibility requirements for candidates. We have our separate pool of recruiters specializing in filling up vacancies in Govt jobs related to various PSUs sectors, each with its own set of technical and non-technical requirements. Our talented people can easily scout and can find the right candidates with their tools of assessment and recruitment.




Team of experienced professionals
having expertise in working with
diverse sectors and industries



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