

# Engineering & Technology Solutions

## *Brief Company Profile & HR Consultancy Proposal*



# ETS

## *In Brief*



**ETS** is a leading innovative company providing solution and service to the telecom industry. Our main area of expertise is in the entire pre and post cellular networks services.

**ETS** is offering a wide variety of services and solutions: Roll Out, Managed services, Planning & Optimization, Human Resource Consultancy, Project Management and Trainings.

**ETS** is known for being customer oriented with commitment.



# ETS

## About Us



**ETS** offers a broad range of complimentary engineering design and build services including Deployment, Planning & Optimization, Managed Services, Human Resource Consultancy, Project Management and Trainings to a wide range of organizations, including mobile telecommunications network operators.

We believe in integrity and effective management; with dynamic and innovative work force that creates a strong backbone for the company to dedicate excellence in service and commit to fine tune quality standards.

The company has a total capability to provide projects management, projects planning, engineering, installation, commissioning, network integration, operation & maintenance and Manpower supply. In addition to supply of advance telecommunication wireless network solutions.

In today's rapidly changing telecom industry, many areas of specialization are required for acquisition, deployment, implementation and management of any business. Our company fulfils these basic requirements by offering a group of services vital to the success of telecom and IT service providers



# ETS

## *Vision & Mission*



**Vision**  
To empower  
through  
excellence

### **Our Mission:**

**Excellence:** Excellence is set forth as the goal and it is considered obtainable in the every-day practices of meticulous and committed ETS members.

**Leadership:** ETS not only strives to be a leader in the global arena of Engineering & Technology Solutions but also work to provide optimized and most innovative solutions.

**Innovation:** ETS will continue to forge new paths in Engineering & Technology Solutions, exerting itself as a leader in the advancement of new ideas and practices.

**Diversity:** ETS will always promote an environment of diversity as a means of celebrating differences and thereby deepening understanding.

**Awareness:** ETS shoulders the responsibility of promoting technology with excellent quality engineering skills.

# ETS

## Core Values



	Value	Interpretation
1	<b>Honesty</b>	Honest with the Customer and Employees
2	<b>Teamwork</b>	Promote Teamwork to ensure reliable, cost effective and timely solution
3	<b>Commitment</b>	Committed to words with Customer and Employees
4	<b>Vigilant</b>	Vigilant for service to customer
5	<b>Perfection</b>	Optimization of processes and solutions for perfection





# ETS

## *Why chose ETS*



**ETS** is a versatile company providing multi dimensional services ranging from Network Planning, Deployment, Managed Services, Optimization, Project management , Human Resource Consultancy and Trainings. While in all aspects professionalism and customer orientation is the key factor. Some of the distinctive factors for choosing ETS are as fallows:

- End to End Solutions
- Customise Solutions
- Versatility
- Professionalism
- Customer Orientation



# ETS

## Services in Brief



Network Roll Out	Managed Services	Planning & Optimization	HR Consultancy
<ul style="list-style-type: none"><li>•Site Acquisition Services</li><li>•Site Planning &amp; Design</li><li>•Installation (Telecom &amp; Non Telecom equipment)</li><li>•Site Integration &amp; Commissioning</li></ul>	<ul style="list-style-type: none"><li>•Field Operations</li><li>•NOC Development &amp; Operations</li><li>•In-source or Out Source NOC</li><li>•Local or Remote NOC</li><li>•OSS Installation and O&amp;M (Operations &amp; Maintenance)</li><li>•Network Audit Services</li><li>•Vendor Management</li></ul>	Radio network design, Nominal planning, RF propagation modeling, Frequency and scrambling code planning, neighbor list planning, detailed parameter and specification planning traffic engineering, in-building solutions, and Network Optimization.	HR Professional Services Executive search & Selection Man power supply
Project Management		Training	
<ul style="list-style-type: none"><li>•Project Design, Planning , Control &amp; Execution, Termination, Cost Control, Risk Control , Quality Control &amp; Assurance</li><li>•Cost Management Change Control Management</li><li>•Project Close-out &amp; Handover ,Contract Administration</li></ul>		RF Engineering, Cell Planning, 2G Planning & Optimization, 3G Planning & Optimization, Indoor coverage planning, Pre launch Optimization , Post Launch Optimization	

# HR Consultancy

## HR Professional Services



### OUR SERVICES

#### ➤ HR PROFESSIONAL SERVICES

#### ➤ EXECUTIVE SEARCH & SELECT

#### ➤ MAN POWER SUPPLY

Employee Surveys
Employer Branding
Benefits & Compensation
HR Audit Service
Performance Mangement
Change Management
HR Transformation
HR Businss Process Outsourcing
Interim Management
Mergers & Acquisitions Management





# HR Consultancy

## Executive Search & Selection



### OUR SERVICES

➤ HR PROFESSIONAL SERVICES

➤ EXECUTIVE SEARCH & SELECTION

➤ MAN POWER SUPPLY

Executive Search & Placements

Modes of Placement



In Executive Search & Selection, we work in close partnership to ensure a complete understanding of your specific business needs and to help achieve your executive resourcing goals. We have earned an unrivalled reputation for market knowledge which enables us to complete national and international searches swiftly, efficiently and successfully, with candidates who will make a real difference to your business performance.

Upon receiving requirement from customer , we search a candidate using all available sources and after confirming his / her technical and other required skills , we refer that candidate to the customer. Customer will be final authority to select or reject the candidate.

### **Modes of Placement :**

Contract Staffing  
Permanent Staffing

# HR Consultancy

*Man Power Supply*



## OUR SERVICES

➤ HR PROFESSIONAL SERVICES

➤ EXECUTIVE SEARCH & SELECTION

➤ MAN POWER SUPPLY

Procedure for hiring ManPower

Man Power Categories

Why Man Power from Pakistan



# ***Man Power Supply***

## *Procedure for Hiring Man Power*



What we require is Power of Attorney and Demand note / letter

On receipt of Demand Note and power of Attorney, we seek permission from Protector of Emigrants, to avoid every possible discrepancy.

Following this, we advertise on nationwide basis, using the print media (newspapers) for effective and efficient screening and scanning of potential candidates and also check our pool of candidates .

Medical / trade test is done of candidates through government authorized medical centers

Giving brief about the working conditions and details to the candidates separately and in front of employer delegations

We take responsibility to provide the best and healthy manpower for your company from Pakistan at your place

**Note:** This procedure is only applicable to get huge manpower from Pakistan and is not applied on Executive Search & Selection.

# ***Man Power Supply***

## ***Man Power Sectors***



Categories	
Telecommunication	Para Medical Staff
Construction	Electrical & Mechanical
Medical	Information Technology
Agriculture	Finance & Banking
Oil & Gas Sector	Marketing & Sales
Hotel Management	Heavy vehicles drivers
Education & Training	

# ***Man Power Supply***

## ***Why Man Power from Pakistan (1)***



Pakistan workforce (skilled, semi skilled and un-skilled (Labour)) is second to none in the world. Our technicians and workers have played major role in the completion of development project in almost all Middle East Countries. In Europe, especially in England, Pakistani manpower has made positive contribution for progress and prosperity.

### **Skilled Workforce**

Pakistan is having approximately 150 Public and Private sector universities with state of the art facilities. The Pakistani graduates are competing in all over the world and working in different sectors including Telecommunications, Engineering, Manufacturing, Medicines, Pharmaceuticals, Accountancy, Education and management. English is the official language of higher education in Pakistan. Therefore, communications skills of Pakistani skilled work force has no comparison, while Arabic is taught in schools as compulsory subject and therefore, the understanding of Arabic is much better as compared to other non Arabic nations. Wide range of professionals are also having good communication skills in French, Chinese and Spanish.



# ***Man Power Supply***

## ***Why Man Power from Pakistan (2)***



### **Semi Skilled Work Force**

There are number of vocational training center working in Govt and private sector, which are giving trainings including following.

1. Automobile
2. Electricians
3. Steel Fixers
4. Telecom Technicians
5. Nurses and Para medical

### **Labour**

Pakistani labour is hard worker and ready to accommodate in any local conditions. The diversity of weather from extreme cold Northern areas to extreme Hot south part in Pakistan make it very easy for the labour to adopt to the given conditions of the working country.

# Man Power Supply

## Pakistani Man Power working Abroad



### Regions with significant populations

	Saudi Arabia	1,500,000+
	United Kingdom	1,200,000+
	United Arab Emirates	1,200,000+
	United States	700,000+
	Canada	307,000
	Italy	100,000
	Kuwait	100,000
	Oman	85,000
	Qatar	83,000
	Greece	80,000
	France	60,000
	Germany	49,000
	Spain	47,000
	Bahrain	45,000
	Norway	39,134
	Australia	31,277
	Libya	30,000
	Denmark	21,642
	Netherlands	19,408

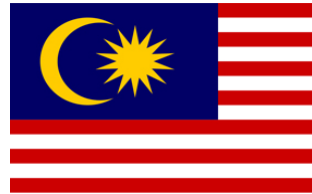
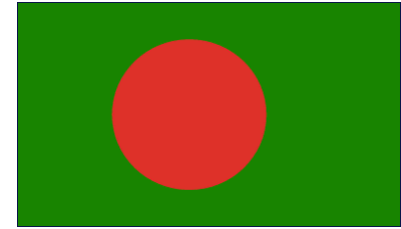
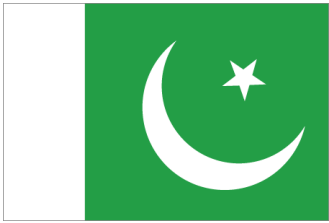
Overseas Pakistani workers are the second largest source of Foreign Exchange Remittances to Pakistan after exports and over the last several years, the foreign exchange remittances have maintained a steady rising trend, with a recorded increase of 21.8% from \$6.4 million in 2007-08 to \$7.8 million during 2008-09. In 2009-10, Pakistani sent home \$9.4 billion, the 11th largest in the world. By 2012, Pakistan increased its ranking to 10th in the world for remittances sent home at \$13 billion per annum.

Source : Wikipedia

# ETS Resource Pool



ETS resource pool includes over 5000 ICT professionals from 40+ Countries. Major resource is from Pakistan, India, Bangladesh, Egypt, Iran, Iraq, Lebanon, Indonesia, Malaysia, Thailand, Filpine, Nigeria, Uganda, Sudan, Senegal etc



# Valued Customers



# Customer Recommendations



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Dakar, the 05<sup>th</sup> January, 2012

## TO ENGINEERING AND TECHNOLOGY SOLUTIONS (ETS)

In 2010, Huawei Technologies Senegal (one of the leading Telecom equipment manufacturer in the world) met some difficulties of middle / high level employee recruitment for West Africa, fortunately, ETS was recommended to us, and we recruited excellent engineers for Senegal and Mali offices, all of them gave great contribution to our business, they supported our projects well.

It's a very nice experience cooperating with ETS, which is a very good partner: quick response, high quality CVs, passionate services, delightful dual communication, etc.

It's my pleasure to give my appreciation to ETS and recommend them for HR Consultancy & recruitment projects

I hope to have further cooperation in the future.



Customer Recommendation  
for providing Recruitment  
Services to Huawei Senegal  
and Mali office which includes

- Core Network Engineers
- Data Comm Engineers
- Microwave Engineers
- BSS Engineer



# Thanks You

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