

SMARTANK

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INDIA | UAE | SINGAPORE | UK | AFRICA



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Our Selection Journey

Talent Acquisition

Introduction to the Framework

A well-defined hiring framework is crucial in setting the tone for successful recruitment, as it enables us to build strong, effective teams tailored to your organization’s unique needs.

This approach ensures each step in the recruitment process is aligned with establishing team strength and long-term success.



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Developing the Framework

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Tailored Recruitment Framework

Every organization has unique challenges and opportunities. That's why we collaborate closely with our clients to design a customised recruitment framework, offering a clear, transparent roadmap that guides them through each step of the hiring journey.



01

THE ROLE

Design the Job Role & the position description.

02

THE EXPERIENCE

Finalise the expertise required for the role.

03

THE SKILL SET

Discuss the skill sets you expect from the candidate.

04

THE TIME FRAME

agree the most appropriate time frame to get the position onboard.

The Role of a Recruiter

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01

TALENT ATTRACTION

Attracting Top Talent with an In-Depth Screening and Interview Process



02

TECHNICAL ROUND

Conduct a Technical Round with Our In-House CXO for Skill Validation



03

CLIENT MEETING

Provide a comprehensive interview report & facilitate the candidate's interview with the client

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The Recruitment Process

SOURCING
Identifying potential candidates

SCREENING
Skill Mapping & conducting preliminary assesments

ASSESSMENT
Competencies , Culture fit and alignment

SELECTION
Reference checks , Finalisation and Offer

Technology and Tools

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A.I

We utilize an AI-powered ATS for an unbiased, efficient, and accurate shortlisting process



PSYCHOMETRICS

We apply psychometric assessments to match candidates with the role and culture for optimal fit



EMOTIONAL INTELLIGENCE

We assess emotional intelligence to ensure candidates align well with team dynamics and company culture



APTITUDE

We use aptitude assessments to identify candidates with essential skills for the role



Why SMARTANK ?

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We have successfully partnered with hospitals and healthcare groups across India, UK, Singapore, and the UAE, delivering top medical and administrative talent.

Trusted by global clients for our precision, speed, and domain expertise.

01

RELEVANCE

Worked with Multi-speciality hospitals & Diagnostic Chains

02

ROLES HANDLED

Doctors, Nurses, Admin Heads, Front Office
Lab Technicians & Billing Professionals

03

HEALTHCARE CLIENTS

India, UAE, U.S & Singapore

04

THE TIME FRAME

agree the most appropriate time frame to get the position onboard.



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Diversity & Inclusion

We integrate diversity and inclusion into our recruitment process by actively promoting strategies to attract diverse talent and encouraging an open dialogue with clients to explore and implement new diversity initiatives

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Thank you!