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# COMPANY PROFILE

*Empowering Global Industries with  
Skilled Manpower*

[www.pacificrts.com](http://www.pacificrts.com)



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# OUR COMPANY



**Founded in 2009**, Pacific Recruitment Services is a premier manpower recruitment agency based in Vadodra, India. We specialize in providing highly skilled technical and non-technical workforce for various industries across the Middle East, Europe, Central Asia, and South Korea. Our extensive network and expertise in shortlisting and training candidates have earned us a reputation as a reliable partner for overseas manpower solutions.



# Who We Are

Pacific Recruitment Services is a specialized recruitment agency dedicated to providing skilled technical and non-technical manpower for global industries. Based in Vadodara, India, we serve a range of sectors, including Oil & Gas, Shipbuilding, Civil Construction, and Aircraft Production, with successful placements in the Middle East, Europe, Central Asia, South Korea, and beyond.

Our expertise lies in identifying, training, and mobilizing highly qualified professionals from India to meet the exacting standards of our clients. With a dedicated facility in Angamally, Kerala, equipped with state-of-the-art interview rooms, technical training centers, and fabrication areas, we ensure that every candidate is thoroughly prepared for the demands of overseas assignments.

Our extensive network, partnerships, and in-depth recruitment experience enable us to support clients with skilled manpower in categories such as welders, fabricators, fitters, masons, carpenters, and more, helping them achieve project success with confidence and efficiency.



*Our commitment to excellence is reflected in our rigorous selection and training process, boasting a high pass rate across diverse client projects. We take pride in empowering both companies and professionals, bridging skill gaps, and fostering sustainable growth in the international workforce.*

# OUR MISSION & VISION



## MISSION

"To connect global industries with exceptional talent, ensuring project success and long-term growth."

To be a trusted partner in international recruitment by delivering highly skilled and well-prepared manpower that empowers industries and enhances project success worldwide. We are committed to bridging skill gaps by providing clients with a reliable workforce and supporting candidates with career growth opportunities, all while upholding the highest standards of integrity, quality, and dedication.



## VISION

"To be the preferred recruitment partner globally, recognized for quality, efficiency, and integrity."

To become a global leader in manpower recruitment, recognized for our excellence in candidate preparation, training, and placement across diverse industries. We aim to set new benchmarks in the recruitment industry, fostering long-term success for clients and candidates alike and contributing to the development of skilled talent for the global workforce.



# OUR HISTORY

Pacific Recruitment Services was founded by industry veterans with over 40 years of experience in headhunting, shortlisting, mobilizing, interviewing, documenting, and recruiting skilled manpower from India, Sri Lanka, Nepal, and Bangladesh for opportunities around the globe. Our journey began in the early 1990s, initially focusing on mobilizing skilled and unskilled laborers across India during the construction and oil & gas boom in the Middle East following the Gulf War. Our founders traveled extensively across India to fulfill the rising demand, gradually expanding our expertise to include supervisors, engineers, and other specialized roles. A notable milestone in our history is mobilizing 5,400 candidates in just two months for a prestigious organization—a record achievement that remains unmatched in the Indian recruitment market.

The early 2000s marked a new era as the European market opened its doors to Indian professionals. Despite the complex and lengthy documentation required, we successfully processed and mobilized approximately 18,000 professionals to Europe, establishing Pacific Recruitment Services as a leader in international recruitment.

Today, while the recruitment landscape has become increasingly competitive and faced challenges from less experienced and unprofessional agencies, Pacific Recruitment Services remains a trusted name. With a team of over 80 seasoned headhunters and 21 trade and interview centers across India, we are committed to maintaining the highest standards in recruitment and manpower mobilization. Supported by a goldmine database of 2 million skilled manpower, we provide clients with unparalleled access to talent and ensure seamless placement services.



Pacific Recruitment Services LLP prides itself on its robust track record of bridging skilled manpower from India with global opportunities. With over 40,000 mobilizations completed successfully across industries such as Oil & Gas, Construction, and Shipbuilding, our commitment to excellence is unmatched. Our ability to adapt to evolving market demands and deliver customized recruitment solutions has positioned us as a trusted partner for businesses worldwide.

Our extensive industry experience allows us to bridge the needs of companies and candidates alike, facilitating mutually beneficial agreements. We take pride in preparing candidates to meet the demands of overseas assignments while ensuring our clients' promises of quality work environments are upheld. Through integrity, expertise, and commitment, Pacific Recruitment Services continues to set the standard for manpower solutions worldwide.

Our track record includes prestigious projects like supplying skilled welders for offshore platforms in Saudi Arabia, fulfilling manpower needs for South Korean shipyards, and supporting European projects in Denmark and Germany. Achieving a consistent 90% pass rate across interviews for clients worldwide, we have proven our commitment to quality and reliability, setting a high bar in the recruitment industry. Today, Pacific Recruitment Services stands as a leader in global manpower solutions, empowering both companies and candidates to achieve remarkable success on an international scale.

# WHY CHOOSE US

**AT PACIFIC RECRUITMENT SERVICES, WE DON'T JUST RECRUIT; WE CREATE LONG-TERM PARTNERSHIPS THAT EMPOWER BUSINESSES AND INDIVIDUALS TO SUCCEED. HERE'S WHAT MAKES US STAND OUT:**

## 1. UNMATCHED INDUSTRY EXPERIENCE

With over 40 years in the recruitment industry, our founders bring unparalleled expertise. Starting from the early 90s, we have been at the forefront of mobilizing skilled manpower for construction, oil & gas, shipbuilding, hospitality, manufacturing, and beyond. Our proven history and experience with markets in the Middle East, Europe, and Asia uniquely position us to meet the global workforce needs of today.

## 2. ROBUST CANDIDATE PREPARATION

Our state-of-the-art facility in Angamally, Kerala, is purpose-built to rigorously prepare candidates. Equipped with modern interview rooms, technical training areas, and fabrication spaces, we ensure every candidate meets the specific requirements of their assignment. This commitment is reflected in our consistent 90% pass rate across various client projects.

3.

## Comprehensive Network and Resources

With 21 trade and interview centers across India, we source talent from all corners of the country. Our extensive network includes centers in major cities like Kolkata, Mumbai, Vadodara, and UP, backed by a vast database of 2 million skilled manpower candidates. This breadth of resources allows us to quickly and efficiently meet any recruitment need, no matter how specialized.

4.

## Tailored Solutions and High Pass Rates

We take pride in our hands-on approach, working closely with clients to understand their unique needs and customizing our recruitment strategies accordingly. From welders and fabricators to engineers and technicians, we handpick the right fit for every project, achieving a high success rate and minimizing time-to-hire.

5.

## Commitment to Ethical Standards

In an industry where reliability and professionalism can be rare, we are steadfast in our commitment to integrity. We work closely with both clients and candidates to uphold agreements and ensure smooth placements, fostering trust and satisfaction on both sides.





## 6. A Legacy of Success

From mobilizing thousands of candidates for large-scale projects to opening new markets for Indian professionals in Europe, our track record speaks for itself. Pacific Recruitment Services is built on decades of successful placements, strong client relationships, and a dedication to supporting both companies and candidates at every step.

**When you partner with Pacific Recruitment Services, you gain a team that is committed to excellence, reliability, and results that benefit your business and workforce alike.**



# OUR METHODOLOGY

At **Pacific Recruitment Services**, our recruitment methodology is designed to ensure seamless, effective, and high-quality placements for our clients worldwide. Every step of our process is meticulously crafted to match the right candidates with the right roles, delivering excellence in manpower solutions. Here's how we achieve it:

- 2 Sourcing and Screening Talent**

Leveraging our network of 21 trade and interview centers across India, we tap into our extensive database of 2 million skilled candidates to source the best talent. We conduct thorough screenings, ensuring only those candidates who meet all client requirements proceed to the next stage.
- 4 Focused Training and Development**

We provide targeted training to prepare candidates for the unique demands of their assignments, covering technical skills, safety protocols, and soft skills necessary for success in overseas projects. This preparation not only increases candidates' performance but also enhances their adaptability to the new work environment.
- 6 Client-Candidate Matching & Final Selection**

We facilitate interviews between clients and pre-qualified candidates, supporting both sides to find the best fit. Our high pass rate reflects the effectiveness of our meticulous matching process, saving clients time and resources while ensuring candidate success.



- 1 Understanding Client Needs**

Our process begins with a comprehensive understanding of our client's project requirements, culture, and desired skillsets. By delving into specific job roles and expected standards, we tailor our recruitment efforts to meet and exceed client expectations.
- 3 Technical Evaluation and Practical Testing**

Candidates undergo hands-on testing at our state-of-the-art facility in Angamally, Kerala, which includes technical training areas, welding machines, and fabrication spaces. Our industry-experienced evaluators assess candidates' technical skills, ensuring they meet the high standards expected by our clients.
- 5 Documentation and Compliance**

We handle all aspects of documentation, including visa processing, compliance with international labor laws, and medical clearances, ensuring a smooth and legal transition for candidates. Our expertise in navigating these processes ensures that mobilization is timely and without complications.
- 7 Continuous Support and Monitoring**

Our involvement doesn't end with deployment. We provide on-going support, coordinating with clients and candidates to ensure smooth integration and continuous performance. This long-term commitment fosters lasting success for both companies and professionals.

# MEET OUR TEAM



**Jenef Ellikkal**  
Executive Director

With over two decades of leadership experience, Jenef Ellikkal drives the strategic vision of the company, ensuring operational excellence and client satisfaction.

**Sahid Mirza**  
Director Operations

Sahid brings extensive expertise in managing large-scale recruitment projects, focusing on efficiency and meeting client expectations with precision.



**Benazeer Ghani**  
Business Development

With a proven track record in building partnerships, Benazeer is instrumental in driving business growth and creating client-centric solutions.



### **3. Consistently High Pass Rates**

Across numerous projects for high-stakes industries, including Oil & Gas, Shipbuilding, and Aircraft Production, we have maintained a consistent 90% pass rate. This high success rate speaks to our rigorous candidate preparation, technical training, and alignment with client standards.

### **4. Prestigious Partnerships and Global Clientele**

We have established long-standing relationships with esteemed clients in regions like the Middle East, South Korea, and Europe. Notable clients include Arabian Drilling in Saudi Arabia and Hyundai Heavy Industries in South Korea, where we have placed skilled professionals for specialized projects with an exceptionally high success rate.

### **5. A Robust Network of Trade Centers Across India**

With 21 trade and interview centers in cities across India, including Kolkata, Mumbai, Vadodara, and UP, we are one of the few agencies with a nationwide reach. This infrastructure enables us to source diverse talent from all regions, making us the go-to recruitment partner for companies with specific and large-scale manpower needs.

### **6. Industry Leadership in Ethical Recruitment**

Amidst growing competition and industry challenges, we have maintained our commitment to ethical recruitment practices, providing transparent, reliable, and client-focused services. With over 80 dedicated headhunters and a database of 2 million skilled professionals, Pacific Recruitment Services stands as a leader in integrity-driven recruitment.

# OUR ACHIEVEMENTS



Pacific Recruitment Services has built a reputation for excellence and reliability in the international recruitment industry. Our accomplishments reflect our commitment to connecting top-tier talent with premier clients worldwide. Here are some of our most notable achievements.

## 1. Record Mobilization for Large-Scale Projects

In a landmark achievement, we mobilized 5,400 skilled and unskilled workers in just two months for a single high-profile project—an industry record in India that underscores our capability and efficiency in managing large-scale man-power demands.

## 2. Expanding to European Markets

In a landmark achievement, we mobilized 5,400 skilled and unskilled workers in just two months for a single high-profile project—an industry record in India that underscores our capability and efficiency in managing large-scale man-power demands.

# OUR ENDORSEMENTS

The trust of our clients and the success of our candidates are the ultimate endorsements of Pacific Recruitment Services. We are proud to have received recognition and appreciation from leading organizations across the globe.



**Ruslan Tsarev**



"Pacific Recruitment Services consistently delivers skilled manpower, ensuring a 90% success rate for our shipbuilding projects."



**Sultan Ahamed**



"Their state-of-the-art facilities and thorough screening process made recruitment seamless and efficient."



**Mr. Matkasimov Abdurakhan**



"We rely on Pacific Recruitment Services for their timely mobilization of highly skilled offshore professionals."



**Mehmet Tarik**



"Their pre-interview training ensures candidates are well-prepared, reducing onboarding time significantly."



**Son MyeongDeuk**



"Pacific Recruitment's expertise across industries has been pivotal in meeting our technical recruitment needs."

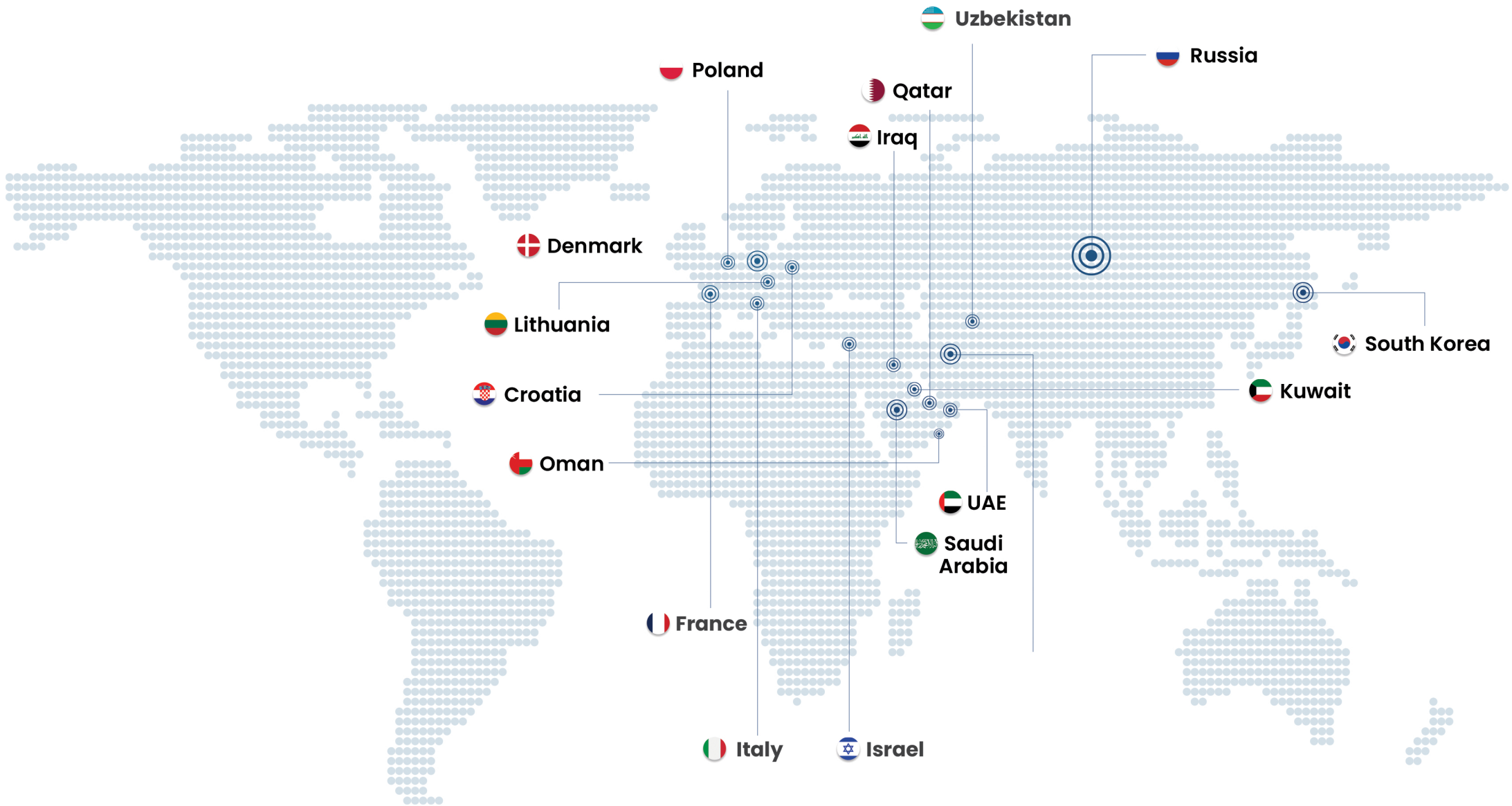


**Khalid Ali Al Saed**



"Their global experience and dedication make them our trusted recruitment partner for diverse projects."

# OUR GLOBAL FOOTPRINT



# OUR VALUED CLIENTS



ARCHITECTURAL METAL



中铁四局秘鲁分公司



**MEKDAM**  
HOLDING GROUP







# TECHNOLOGY AND TOOLS WE USE

At Pacific Recruitment Services, we harness advanced technology and modern tools to ensure precision, efficiency, and excellence in our recruitment process. From candidate sourcing and screening to training and mobilization, here's how our technology-driven approach enhances our services:

## 6. Performance Tracking and Feedback Systems

Post-placement, our digital tracking tools monitor candidate performance and provide feedback loops between candidates and clients. This allows us to ensure continued success and address any issues proactively, fostering long-term client-candidate satisfaction.

## 5. Documentation and Compliance Software

To manage the complexities of international recruitment, we employ specialized software for documentation, visa processing, and compliance. This tool ensures that every step meets local and international legal requirements, streamlining mobilization and minimizing delays.

## 4. Digital Interviewing Platforms

To facilitate remote and online interviews for our clients worldwide, we utilize secure and interactive digital platforms. This allows clients to assess candidates efficiently from any location, reducing the need for in-person interviews while maintaining high standards of evaluation.



## 1. Comprehensive Recruitment Management System (RMS)

Our state-of-the-art RMS allows us to efficiently manage a vast database of over 2 million candidates. With features for applicant tracking, skill matching, and real-time status updates, our RMS streamlines the recruitment process, allowing us to quickly identify and place the right candidates for each role.

## 2. AI-Powered Screening and Skill Matching

Leveraging AI and machine learning, we use advanced tools to automate candidate screening and skill matching. This ensures that only the most qualified candidates are shortlisted, saving time and improving accuracy in finding ideal matches for specific job requirements.

## 3. Technical Training and Simulation Facilities

Our training facility in Angamally, Kerala, is equipped with modern technical areas that include 30 welding machines, fabrication stations, and simulation tools. These facilities allow candidates to undergo hands-on, real-world training and testing, preparing them for the exact standards and conditions of their future work environments.

By integrating the latest technologies into our processes, Pacific Recruitment Services LLP stays ahead in delivering efficient, accurate, and reliable recruitment solutions that meet the dynamic needs of our clients across industries.

# OUR SERVICES

At Pacific Recruitment Services, we offer a comprehensive range of recruitment and manpower solutions tailored to meet the diverse needs of industries across the globe. Our commitment to excellence ensures that both clients and candidates achieve their goals effectively. Here's an overview of the services we provide:

## 1. Manpower Recruitment

We specialize in sourcing, shortlisting, and recruiting skilled technical and non-technical manpower for various sectors, including construction, oil & gas, shipbuilding, hospitality, manufacturing, and education. Our extensive database and thorough screening process ensure we match the right candidates with the right roles.

## 8. Digital Recruitment Solutions

Utilizing advanced technology and digital platforms, we offer efficient recruitment processes, including remote interviewing and virtual assessments, making it easier for clients to connect with potential candidates from anywhere in the world.

## 7. Industry-Specific Solutions

We understand that each industry has unique requirements. Our services are tailored to meet the specific needs of various sectors, including oil & gas, shipbuilding, construction, hospitality, and more, ensuring optimal results for our clients.

## 6. Post-Placement Support

Our commitment to clients and candidates extends beyond placement. We provide ongoing support to ensure smooth integration and performance monitoring, fostering positive relationships and long-term success.



## 2. Headhunting and Executive Search

Our experienced headhunters utilize targeted search strategies to identify and attract top-tier talent for senior and specialized positions. We work closely with clients to understand their unique requirements, ensuring a bespoke approach to executive recruitment.

## 3. Candidate Training and Development

We provide rigorous training programs tailored to industry standards, equipping candidates with the necessary skills and knowledge to excel in their roles. Our training encompasses both technical skills and soft skills, ensuring candidates are well-prepared for their assignments.

## 4. Mobilization and Documentation Support

Our team handles all aspects of candidate mobilization, including visa processing, documentation, and compliance with international labor laws. We ensure a smooth transition for candidates, minimizing delays and ensuring they are ready to start their new roles promptly.

## 5. Consultancy and Advisory Services

We offer consultancy services to clients seeking expert advice on workforce planning, market trends, and recruitment strategies. Our insights help organizations make informed decisions and develop effective talent acquisition plans.



At **Pacific Recruitment Services**, our comprehensive suite of services is designed to deliver excellence in recruitment and manpower solutions, helping organizations build strong, capable teams while empowering candidates to achieve their career aspirations.

## MESSAGE FROM THE ADVISOR



**Kang Sung Lee**

CEO, KANGSUNG GLOBAL ENTERPRISES PVT LTD (INDIA)

- Ph D. Seoul National University (Business Administration)
- Chairman of Korea Arbitration and Mediation Association
- Professor and Dean of Business Department, Sahmyook University in Korea
- Secretary to the President of Korea for Employment and Labor
- Advisor of Ministry of Labor and Employment, Korea
- Member of Korea National Labor Relations Commission
- Visiting Professor of Cornell University, US

As an advisor, I have witnessed firsthand the diligence, professionalism, and innovation that the team brings to every client interaction. The company's commitment to understanding client needs, combined with its ability to source highly skilled technical and non-technical professionals, makes it a leader in the recruitment industry.

Our goal is not just to meet today's demands, but to anticipate and address the workforce challenges of the future. At Pacific, we are passionate about helping our clients succeed, and I am confident that we will continue to be a reliable partner for companies looking to build strong, capable teams.

Thank you for choosing Pacific Recruitment Services. We look forward to assisting you in achieving your goals.

## MESSAGE FROM **THE EXECUTIVE DIRECTOR**

*"At Pacific Recruitment Services, we are committed to empowering industries by providing the best manpower solutions from India. Our success lies in understanding both the needs of our clients and the aspirations of our candidates. We pride ourselves on delivering excellence, quality, and reliability in every project we undertake. Looking ahead, we aim to expand our global reach while maintaining the high standards that have defined our journey so far."*



**Jenef Ellikkal**

# PHOTO GALLERY





### **Main Office**

507, 5th Floor, Bluechip Building,  
kalagoda, Sayajigunj, Near Railway Station,  
Vadodara, Gujarat 390020

### **Branch Office**

Mariya Industrial Training  
and Trade Test Centre Kavaraparambu,  
Nayathode Angamaly P.O, Ernakulam,  
Angamaly, Kerala 683572

### **Branch Office**

S7/1, GNS Plaza, Site 4  
Greater Noida, U.P.