

Delivering the right talent, at the right time.

Staffing & Recruitment Capabilities 2026

A Technology-Driven Foundation for Precise Hiring

Our strong technical foundation allows us to understand hiring needs in-depth and deliver talent that fits both skill and culture. We specialise in providing industry-ready talent across Technology, ERP, Analytics, Cloud, and Digital functions.



The Strategic Advantage of Partnering with Sciens



Niche Expertise

Deep specialisation in Tech, ERP, Cloud & Digital hiring with domain-specialist recruiters.

Inter



Verified Scale

Immediate access to a massive, thoroughly vetted and verified talent pool.

Inter



Agile Velocity

Quick turnaround times driving agile recruitment cycles.

Inter



Commercial Flexibility

Transparent pricing and flexible engagement models to suit specific business needs.

Inter



Rigorous Quality

Strong background checks, screening mechanisms, and dedicated account management.

Inter

End-to-End Talent Delivery Solutions



Permanent Hiring

Full-time roles across all levels, including leadership and niche hiring.



RPO (Dedicated Hiring)

Exclusive recruiters working directly on your requirements. Ideal for bulk, recurring, or aggressive hiring.



Contract / Temporary Staffing

Short-term, long-term, and project-based hiring supported by seamless payroll and compliance management.



Remote Teams India

Build and manage dedicated remote delivery teams completely aligned with your global workflows.

Specialised Mastery in High-Stakes ERP Hiring

Oracle ERP Cloud/EBS

The Sciens Approach

We recognise the time-bound nature of ERP projects. Dedicated ERP recruitment specialists provide deep understanding of niche provide deep understanding of niche functional and technical modules to ensure precise, timely hiring.

SAP (All key modules)

Roles Delivered

Full spectrum placement including Functional & Technical Consultants, Consultants, Developers, Developers, Project Managers, and Support Specialists.

Microsoft Dynamics 365 (Finance, SCM, CRM)

Client Advantage

Faster placement of domain-vetted professionals – professionals, mitigating project risks and securing a robust talent pipeline.

Technical Roles We Command

Technology

Java

.NET

Python

Full-stack

DevOps

QA

Cloud Engineers

Data & Analytics

Data Engineers

Data Scientists

BI Developers

ML Engineers

Digital & Cloud

Azure

AWS

GCP

Automation

Cybersecurity

ERP Expertise

Oracle

SAP

Microsoft Dynamics 365 (Functional & Technical)

Leadership

CTO

Engineering Heads

Product Managers

Delivery Managers

Industries We Empower



IT & Software
Services



Manufacturing



Retail &
E-commerce



BFSI & FinTech



Healthcare



Telecom



Logistics &
Supply Chain



Consulting Firms

The 8-Step Recruitment Engine



Transparent Pricing & Engagement Models

One-Time Hire (Permanent)	RPO / Dedicated Hiring	Contract Staffing
<ul style="list-style-type: none">⊕ Fee: 10% of Gross CTC per successful hire.⊕ Typical ranges: INR 8L - 50L+ p.a.⊕ Includes end-to-end sourcing, screening, and onboarding support.	<ul style="list-style-type: none">⊕ Flexible percentage starting from 5% of Gross CTC.⊕ Dedicated embedded recruiter(s).⊕ Min commitment: 3 months or 5+ positions.⊕ 25% retainer applies.⊕ Volume discounts available (10+ positions/quarter).	<ul style="list-style-type: none">⊕ 18-25% markup on contractor's hourly/daily rate.⊕ Pricing dependent on skills, duration, and volume.⊕ Small setup fees may apply for niche/urgent roles.

Engagement Terms & Commercial Promises



90-Day Guarantee

A standard 90-day free replacement period for permanent hires if a candidate leaves or is deemed unsuitable.



Financial Safety

Invoices are issued strictly upon successful candidate joining. Standard Net 30-day payment terms (Net 15-day for contract timesheets).



Risk Mitigation

Comprehensive background verification upon request, with assured confidentiality and data protection.



Transparent Partnership

Clear communication, structured feedback loops, and dedicated account ownership.

Speed & Delivery Commitments

**24-48
Hours**

First shortlist delivered.

**3-5
Days**

Average turnaround for
mid-level hiring.

**7-12
Days**

Average turnaround for
complex, niche, or
high-level ERP roles.

Backed by a commitment to high-quality vetted profiles,
consistent updates, and transparent communication.

Proven Client Success



Global Manufacturing Client

Successfully delivered 20+ ERP consultants.



U.S. SaaS Company

Built a fully functioning remote development team of 12 engineers.



IT Services Partner

Reduced the entire hiring cycle by 40%.

The Partnership Roadmap




Our Clintele



Let's build exceptional teams — together.



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