

Employee Hosting Services by International Advisory Council (IAC) for Irish companies in India

India is a large and complex market. It is the second largest country in the world by population (1.2 billion) and 7th largest by area. Given its geographical, cultural and economic diversity, a lot of people call India a subcontinent rather than a country.

For foreign companies (large or small), until they have established a permanent presence in India, one of the biggest challenges faced will arise from cross border communication issues and attempting to manage the business (sales and after sales support) remotely. Phone calls, emails or week long trips to India are not a substitute to face-to-face communication. Companies who attempt to break into the Indian market remotely often encounter the frustrations of poor quality sales leads, regular misunderstandings, missed deadlines and slow or no response from prospective customers. Further, local companies want to see commitment to the Indian market from their multinational partners before engaging in business. Often business in India is done over relationships which take time and frequent interactions to develop.

OUR SOLUTION - ESTABLISH AND MANAGE A LOCAL PRESENCE WITH HOSTING SERVICES

Employee Hosting is a specially designed business solution by International Advisory Council (www.intadc.com) for Irish companies. Many Irish companies across sectors such as Education, Food and Consumer Goods, Business and Financial Services and Information Technology have taken advantage of this service to establish a presence in India. It acts as an incubator service for Irish organisations entering the Indian market. The service ensures clients acclimatise to local conditions with minimum cost and risk while enabling them to swiftly and effectively establish a local presence in India. Our incubator services feature a dedicated team directed by senior management who oversee not only our clients' business development needs, but also the execution of day-to-day business operations. Using our local knowledge and experienced team of managers, we can accelerate market entry at minimum cost and at a lower risk than investing independently in a wholly-owned subsidiary, branch, or representative office.

Understanding requirements

IAC works with clients to understand their requirements and develops a plan to recruit suitable staff.

Hiring Staff

IAC advertises the position and presents the short listed candidates (6-8) for final interview by the client. On selection, IAC employs the candidate on its payroll and the employee works full time exclusively for the client.

Business Support

This is an optional service. Employees can work from home or IAC can organise office space and all the other required office infrastructure such as phone, internet, emails for their exclusive use.

Compliance

IAC will take care of all compliance, tax and accounting services as well as payroll and your employees will focus their 100% time on business.

Hosting Service is the first step towards building a presence on the ground in India, enabling organisations to plan its longer term market strategy with invaluable first hand market research with experienced local employee(s).

WHY DO YOU NEED EMPLOYEE HOSTING SERVICES?

- Your company wants to establish a presence in India
- You need someone with experience in your field representing your business locally
- You want a low risk entry strategy delivering maximum returns
- No conflict of interest as companies operates independently and with high levels of confidentiality.

WHAT IAC CAN DO FOR YOU?

- We review/help you develop your India market entry plan.
- Our experienced recruitment staff identifies suitable local employee(s) with knowledge and experience in your field and recruit them on your behalf.
- After hire, IAC provides your staff with the required infrastructure, knowledge, and support to develop your business across the country, within a fixed budget.

BENEFITS OF EMPLOYEE HOSTING SERVICES

- Employee Hosting Services provides you with dedicated full-time local representative(s) without the need for a legal entity or hassles of managing separate tax and accounts for India as all is taken care of by IAC.
- A 'hands on' approach significantly increases the progress of your local opportunities and activities and provides you comfort in the knowledge that your objectives are being achieved
- A professional local management team will monitor your local representative(s)
- Employee hosting fees are calculated on a cost-plus model that minimizes client's expenses and creates an incentive with IAC sharing in the client's commercial success.
- Reduce market entry costs and overheads by sharing our office facilities

EASY TO START

- Please drop a line to Prateek Bhandari who is the dedicated relationship manager for all Irish clients on prateek.bhandari@intadc.com or call on his mobile + 91 - 99879 11112.
- We will need a job description, compensation package details, location in India and start date. IAC has 4 offices in India in Chennai, Bangalore, Mumbai and Delhi.
- If required, we can provide benchmark salary and other cost information for free.
- We will share the next steps and sample agreements to make sure you understand roles and responsibilities.
- It takes between one month to 3.5 months to get it operational depending on the requirements.