# Navitas

## Excellence in People

IT Contingent Staffing Provider

# About
# Navitas Partners

- ❖ Privately-held firm providing IT-contingent labor and consulting services since 1998

- ❖ Provides contract staffing for Staff Aug or SOW projects in Engineering, Data Management, Application, Infrastructure, Emerging Technologies

- ❖ Serves Mid-Market to Fortune 100 clients, with a high proficiency in Pharmaceutical, Healthcare, Biotech, Finance, Software & Government

- ❖ Matches highly-skilled candidates with clients' precise requirements using proprietary sourcing methodologies

- ❖ Diversity Certified Minority and Woman Owned Small Business Enterprise, which promotes diversity in the workforce

- ❖ Offers expert solutions to digitally upgrade infrastructure, store or archive data and streamline services

- ❖ We do ACTUAL headhunting, and we use employee referrals so we can locate the very best talent and have a pool ready to go

- ❖ We offer the most innovative, efficient, and cost-effective contingent workforce solutions.

- ❖ 100% commitment to customer satisfaction and long-term client relationships

Discover how Navitas Partners solutions can give you a competitive edge in today's market

Our Capability Sheet

# Our Clients

HITACHI

UNITED STATES · FEDERAL RESERVE SYSTEM

KPMG

BNY MELLON

Mount Sinai

Skadden

Vanguard

Gartner®

EY
Building a better
working world

genpact

DELL Technologies

accenture
FEDERAL SERVICES

QBE

# Our Technology Partnerships

# Our MSP & VMS Partnerships

# Client Success

**Top 5 Pharma Company:** .net Developer, Application Specialist, Database Developer, IOS Application Developer, IS Quality Support, Mobile Developer, PDW Business Analyst, SAP FI/CO functional, SAP Functional Consultant, SAP SD/GTS Techno-Functional Consultant, Solutions Architect, Sr. System Engineer Active Directory Services

**Top 5 Accounting Firm:** Our Team has worked with various groups within the organizations Tax Technology Practice and Advisory services to help automate their processes in Transfer Pricing, International Taxes, Dodd Frank Compliance and Regulatory Reforms.

**Multinational Investment Bank:** DevOps Engineers, UI/UX Developers, Change Management, Fixed Income Analytics Developer, Software Engineers, Quantitative Research Analysts, Business Analysts –BI Reporting.

**Large Financial Institution:** Big Data Architect, Data Warehouse - ETL Developer Consultant, Information Architecture – DB Developer, Senior Hadoop Architect / Developer, Ruby on Rails Developer, Cloud Builders

**Global Consulting Company:** ACS Peoplesoft Security, Hyperion Architect, Essbase Admin, FORMS Resource, Hyperion Essbase Engineer, Peoplesoft Guru, HCM Cloud Payroll Expert, Tuxedo Guru, WebCenter Portal Engineer

**Federal Banking Institution:** Regulatory Compliance, Project Management, Information Security, Data Management, Software Development, HR & Administrative, and Business Intelligence & Big Data.

**Global IT Brand:** Infrastructure projects including Storage, Data Domain, Networking, Cloud Architecture and Reengineering software projects.

# Our Mission

Is to connect clients with the top talent in their industries. As a true partner, we pride ourselves on being able to consistently provide outstanding candidates to each and every business sector we serve. Navitas Partners services can help your enterprise work smarter through enterprise assessment/design and operational support mechanisms, such as advanced workforce optimization and contingent workforce design.

Navitas Partners diverse, global teams bring deep industry and functional expertise and a range of perspectives to spark change through leading-edge management consulting as well as data science, technology and design, digital ventures, and business purpose. We work in a uniquely collaborative model across the firm and throughout all levels of the client organization to deliver results that help our clients thrive.

Whether you want to advance an idea, a capability, or the world at large, Navitas Partners is with you every step of the way. We excel in the business of human potential, and believe in its power to shape strategic, organizational, economic, societal change, and beyond.

At Navitas Partners, we aim to grow with you! We become a true extension to your specific business requirements, while remaining sensitive to your price & business needs.

# Value Proposition

❖ We offer the most innovative, efficient, and cost-effective contingent workforce solutions.

❖ We don't source resumes – we locate talent and evaluate them to ensure our clients satisfaction.

❖ Our approval ratings are from 83% to 86%.

❖ Our candidate searches are not dependent on job portals. We do ACTUAL headhunting, and we use employee referrals so we can locate the very best talent and have a pool ready to go.

# Core IT Competencies

## Engineering Support

➢ Application / Software Engineer
➢ Azure Application Engineer
➢ AWS Cloud Engineer
➢ Cloud Platform Engineer
➢ Infrastructure Engineer
➢ Desktop Solutions Engineer

## Enterprise Data Management

➢ Database / Data Warehousing
➢ Business Intelligence & Analytics
➢ Big Data Technologies (i.e. Hadoop)
➢ Data Visualization
➢ HER / EMR Implementation & Support

## Project Management and Business Analysis

➢ Program & Project Management
➢ Business and Systems Analysis
➢ Business Process Management
➢ Change & Release Management Documentation

## Application Development

➢ Web Applications
➢ Mobility Applications / Platforms
➢ Application Programming Interface
➢ Operational Concept Development
➢ Client Server Applications
➢ Quality Assurance Testing

## Emerging Technologies

➢ Big Data
➢ Artificial Intelligence
➢ Blockchain
➢ Virtual Reality
➢ Augmented Reality

## Infrastructure

➢ Storage, Servers & Networking Solutions
➢ Converged / Hyper Converged Environments
➢ Cloud Solutions
➢ Endpoint & Data Security Software
➢ IoT Gateways

# Core Non-IT Competencies

## Administrative & Clerical

➢ Customer Service Representative
➢ Receptionist
➢ Administrative Assistant
➢ Data Entry Specialist
➢ Executive Assistant
➢ File Clerk

## Human Resource & General Staff

➢ Human Resources Assistant
➢ Marketing Assistant
➢ Office Manager
➢ Project Coordinator
➢ Purchasing Assistant

## Finance and Accounting

➢ Senior Accountant
➢ Billing Clerk/Manager
➢ Bookkeeper / Auditor
➢ Financial Analyst
➢ Accounting Tax/Clerk/Administrator/Manager

## Management Consulting

➢ Accounting Manager
➢ CFO/Controller/Treasurer
➢ Compliance Manager/Officer
➢ Director of Accounting/Finance
➢ Credit/Financial Analyst

## Marketing and Creative

➢ Account/Content Manager/Copywriter
➢ Art Director
➢ Production Artist
➢ SEO Specialist/Social Media Manager
➢ Marketing Assistant/Manager

## Legal

➢ Lawyer/Corporate Counsel
➢ Legal Assistant/Secretary/Clerk
➢ Paralegal
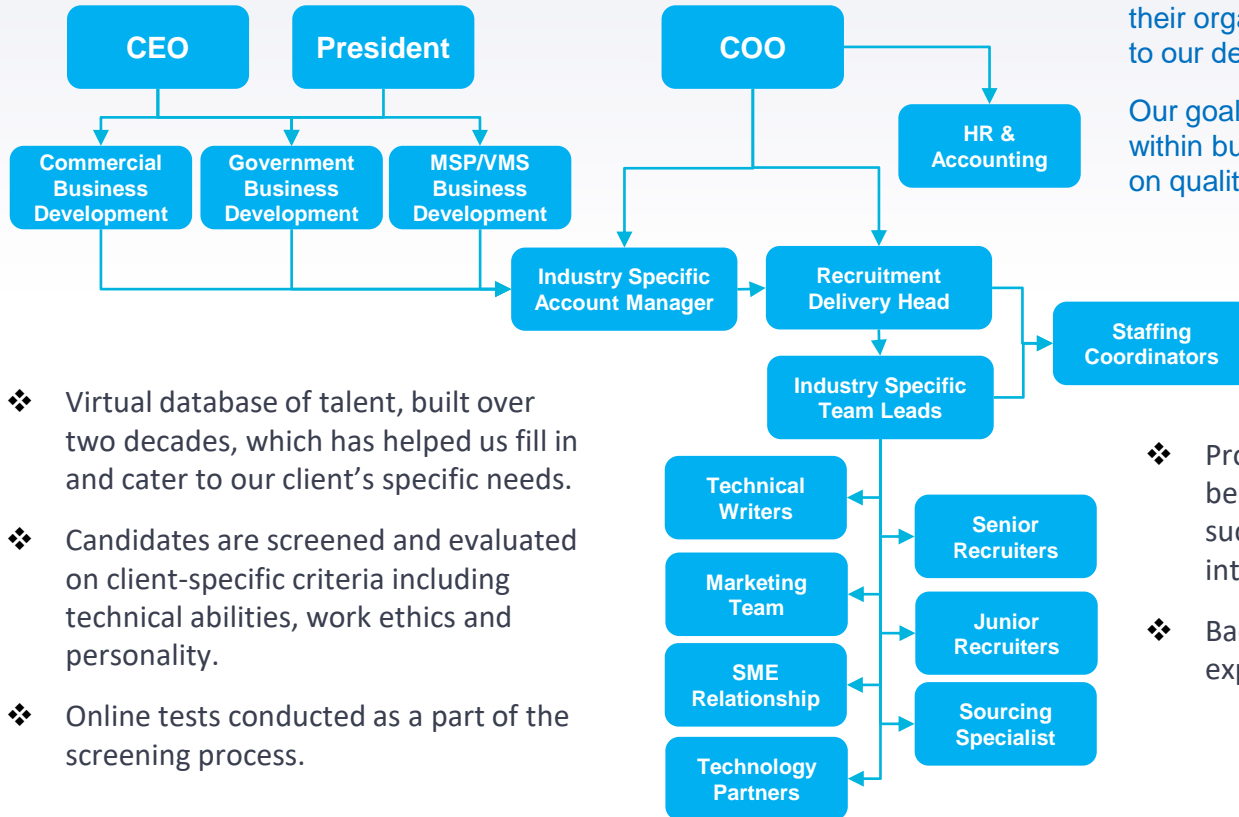➢ Patent Attorney
➢ Chief Legal Officer

# Our Footprint

**(Finance - Government - Utility - Health)**

| Role Type: |
| --- |
| SOW Projects |
| Business Analysis |
| Enterprise Data Management |
| Emerging Technologies |
| Infrastructure |
| Project Management |
| Software Development |

| Active roles being recruited for: | |
| --- | --- |
| Technical Project Manager | BizTalk Developer |
| Senior Telecommunication Network Administrator | Teradata DBA |
| Senior Infrastructure Engineer | Director IPTV Marketing |
| Senior Firmware Engineer | Hyperion Lead |
| Java Web Developer | Senior Java Web Developer |
| Performance/Load Tester | SharePoint Consultant |
| IT Documentation & Governance Coordinator | MicroFocus Cobol / UDB DeveloPMent |
| Electronics and Firmware Engineer IV | Senior QA Test Engineer |
| Senior Java & Mainframe Software Developer | Oracle OSM Team Member |
| Senior Cisco Engineer | Microstrategy Developer |
| WebSphere Administrator - Senior | BI Developer |
| SOA Integration Specialist | C++/Java Developer |
| Mule Developer | Senior Business Intelligence Specialist |
| Expert Java Developer Lead | Senior Database Engineer - Lead/Expert |
| PHP5 Advanced Application Architect | Senior Technical Business Analyst |
| Oracle ADF Developer | Senior Linux Administrator |
| Oracle Payroll Technical Resource | Oracle Fusion Middleware Developer |
| Planning Functional Lead | Senior Site Reliability Engineer |
| Oracle Manufacturing Functional Consultant | IT Infrastructure Project Manager |
| SSCM Architect | Senior Database Administrator (Corp/Enterprise) |
| PM/Analyst for Project Server Team | Senior IT Operations Support Desk Analyst |
| Mainframe SQL Stored Procedure CICS Developer | Senior IT Solutions Architect |
| Senior Analyst Developer | Granite End User Analyst |
| Senior ETL Developer | Siebel SA/Developer |
| IBM Portal Developer | WebSphere Administrator |

# Recruitment Approach

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│   CEO    │   │President │          │   COO    │
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│Development│ │Development│ │Development│
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                                      └──────────────┘   └──────┬───────┘   │Coordinators│
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                                                         │  Team Leads  │
                                                         └──────┬───────┘
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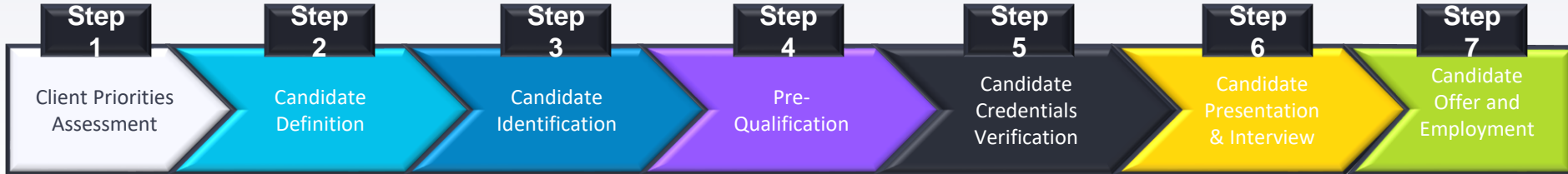
Our clients view us as an "Advisor" and an extension of their organization by bringing a consultative approach to our delivery and SME's in the various IT projects.

Our goal is to deliver maximum scope, on time, and within budget by deploying skilled resources who focus on quality and efficiency for every project we work on!

❖ Virtual database of talent, built over two decades, which has helped us fill in and cater to our client's specific needs.

❖ Candidates are screened and evaluated on client-specific criteria including technical abilities, work ethics and personality.

❖ Online tests conducted as a part of the screening process.

**Technical Writers**

**Marketing Team**

**SME Relationship**

**Technology Partners**

**Senior Recruiters**

**Junior Recruiters**

**Sourcing Specialist**

❖ Proactively recruiting a pool of talent that could be a potential fit for our clients through sources such as referrals, headhunting, campus interviews, and job fairs.

❖ Backed with seasoned professionals who are experts in their respective IT related fields.

# Recruitment Strategy

| Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 |
|--------|--------|--------|--------|--------|--------|--------|
| Client Priorities Assessment | Candidate Definition | Candidate Identification | Pre-Qualification | Candidate Credentials Verification | Candidate Presentation & Interview | Candidate Offer and Employment |

Through in-depth discussions with the client, we gain an understanding of desired personality traits, technical background, and other skills that the ideal candidate must possess.

The Account Manager defines the candidate requirements. We will have a strategy session with our Recruitment Delivery Manager to assign a process to set team of recruiters to hunt the candidates for each role.

Candidates are identified through various channels: 20-year-old database, ATS, social media, LinkedIn, Twitter, Facebook, Dice, Monster, Career Builder and other resume networks. This is the first step in identifying and shortlisting candidates that suit each clients' initial criteria.

Pre-qualification: We conduct interviews and evaluate shortlisted candidates on a number of different client-specific criteria, including technical abilities, work ethic, personality, etc. Based on our client needs, we also perform background investigations, drug testing, reference checks and aptitude testing.

We verify candidate's credentials, references and assess their compensation, availability and other relevant details. We also ensure that they have not applied directly or through 3rd party. Each candidate will sign a Right-To-Represent to ensure ownership.

We present each candidates' resumes to the client, supply a synopsis and answers any questions about candidates' backgrounds.

We also arrange all interviews, field follow-up questions and serve as the liaison between our client and candidates.

We coordinate all communication regarding offers, negotiations, second interviews, employment paperwork and other logistics related to a candidate's hiring.

# Reasons To Do Business with Us

**Ease of doing business**

A Global Pharma client had a budget constraint for a specific maintenance project. The project was refused by a host of vendors based on the low billing rates. The client requested us to execute the project through the "EDC-Extended Development Center" mode with very little margins. Keeping in line with our long-term relationship, we helped the CTO to complete the projects on time, within budgets and helped them come out of a crisis situation with ease.

**Commitment**

When 9/11 happened, our brokerage client's location was at WTC. The projects executed there had to be completed with very tight September end deadlines. Projects were very critical to launching their STP offering. Navitas Partners had a disaster recovery set up in place well ahead of time. The business continuity plans were executed over a 56-hour non-stop period, working by a team of 6 consultants. The projects were eventually carried out from our Kendall Park Extended Devt. Center. Consultants worked around the clock over the next three weeks to complete the project successfully.

**Speed**

When a Wall Street client had found it very difficult to get a FrameMaker resource with mainframe background, they came to Navitas Partners for help. Our staffing team ramped up resources within 48 hours for the rare skill set at the time.  We helped the same client ramp up resources for high end consulting resources for Basel and STP projects (rare skillsets).

**Reliability**

When IBM needed to ramp up resources at a client location in a different time zone, they didn't hesitate to call the Account Manager on a Friday at Midnight. Our partners at client country were alerted and resources ramped in quick time to help IBM kick start the project. Clients do not hesitate to call client servicing execs in the 'middle of the night'.

**Process**

"Process orientation is the hallmark of the company, their technical screening processes are more stringent than any other technology corporation that I have ever dealt with" -  Head of IT, leading Banking client

# Thank You!

**Navitas Partners**

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