



## Human Resource Consulting

Leverage Your Human Capital Into A Strategic Advantage

HUMAN RESOURCES ARE LIKE NATURAL  
RESOURCES; THEY'RE OFTEN BURIED DEEP.  
YOU HAVE TO GO LOOKING FOR THEM;  
THEY'RE NOT JUST LYING AROUND ON THE  
SURFACE.

KRB



**KRB**  
International  
Training  
Institute



## Customized Cost-Effective HR Solutions for your Business

*HR Consulting, Background Checks and Related Services.*

### Director's Message

**KRB International Training Institute**

Public Relations/Public Affairs

Bandipur, Khardah

Kolkata, West Bengal

India

Phone: +91-(0) 98 36 260 569

E-mail: krb.dcroy@gmail.com



## *A Message from the Board*



KRB International Training Institute is a professional Training, Recruitment and Manpower consultancy firm that specializes in Technical Services and Project Management Consultancy to the Oil & Gas, Civil Works, Petrochemical Companies and their Consultants.

We pride ourselves in being the most reliable and efficient partner to our clients for manpower and recruitment services in the India, Middle East, Far East and Africa.

We have the capabilities and processes in place to ensure that we consistently deliver what we promise and find the perfect fit between the job requirements and the candidates.

We ensure that the prospective employees have the best skill set required for the job and deploy the best suited candidates for the job.

We believe in working as an extension of our clients' internal team. We always aim to maintain the high standards of services through stringent quality management and control of our systems.

Our work ethics and integrity have helped us in successfully carving a niche for ourselves in the Domestic & International Market and has firmly established KRB International Training Institute as the trusted partner for manpower and recruitment services.

Regards,

**KRB International Training Institute**

The function of education is to  
teach one to think intensively and to think critically.  
Intelligence plus character,  
that is the goal of **TRUE EDUCATION.**





## Company Profile

### Company Profile

KRB International Training Institute is a reputed training institute in Kolkata, (India) for Human Resource, Training & Development Solutions. It was established to meet the recruitment and manpower requirements of the Oil & Gas, Civil Works, Petrochemical companies and their consultants.

We believe that individuals can achieve greater heights if matched with an appropriate career. On this belief, we built a platform of HR outsourcing services that bring candidates and companies together. We offer HR Outsourcing, Recruitment Process Outsourcing, and Manpower services to large and medium enterprises in India, Middle East, Far East and Africa. We are licensed to offer services in the International Market as well as in India.

**We believe that hard work and quality services are two critical success factors that contributed to our leadership position and with your trust and patronage we hope to retain this lead.**

Our Institute is built on the six core values of integrity, customer delight, empowerment, collaboration, innovation and governance. We lay emphasis on quality of human resource services and hard work. Over the short span of a few years, we have grown rapidly from a mere 50 employees at inception. Our team's support and our good governance policies have played a significant role in our growth.

We are ISO: 9001:2015 certified for Human Resource Management and Quality Management (as a "business management tool") and this enable us to offer best-of-class services. We offer our services to a diverse base of business segments covering a comprehensive range of skill domains.

## Mission Vision & Values

### MISSION

Be the partner of choice for our clients based on our work ethics, consistency of performance and quality of work force and to ensure that the employer and employee both gain and grow from our efforts.

### VISION

To lead the way through client centric innovative manpower deployment & mobilization solutions and always exceed expectations of our clients by being the best at what we do.

### CORE VALUES

- Our Customers come First
- We work as one Team
- We act with Integrity and Honesty
- Everyone Contributes, Everyone is Respected
- We get Results

Vision  
Mission  
& Values

## Our People

KRB International Training Institute will continue to focus on our people and want to attract, develop and retain the best logistics expertise in the region. Customer centricity initiatives such as Drive Magic Moments will receive further focus and form the central point of our people oriented strategy. In doing so, the number of employees at KRB HR Solutions is likely to surpass four figures.





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### INVESTING IN LEARNING AND DEVELOPMENT

KRB International Training Institute is committed to continually improve performance through management and associate development. Our corporate training center ensures that we cater to the development needs of our associates to create value for the business. KRB Way behaviour forming the center of our people culture, bi-yearly performance development reviews are held with all associates and annual personal developments plans are set to continually improve our business performance.



### EMPLOYEE ENGAGEMENT

KRB is proud to deploy the employee engagement survey associated with the 'Drive Magic Moments' strategy.

The bi yearly survey results put us among the best places to work.



### HEALTH AND SAFETY OF EMPLOYEES

One of our top organisational goals is the safety, health and well-being of its employees, contractors, customers and the public, meaning that safety will never be compromised and our jobs are performed in a safe manner. As per the standards set out in the HSE Policy, we engage associates in various training initiatives to ensure workplace and road safety.

### CODE OF CONDUCT

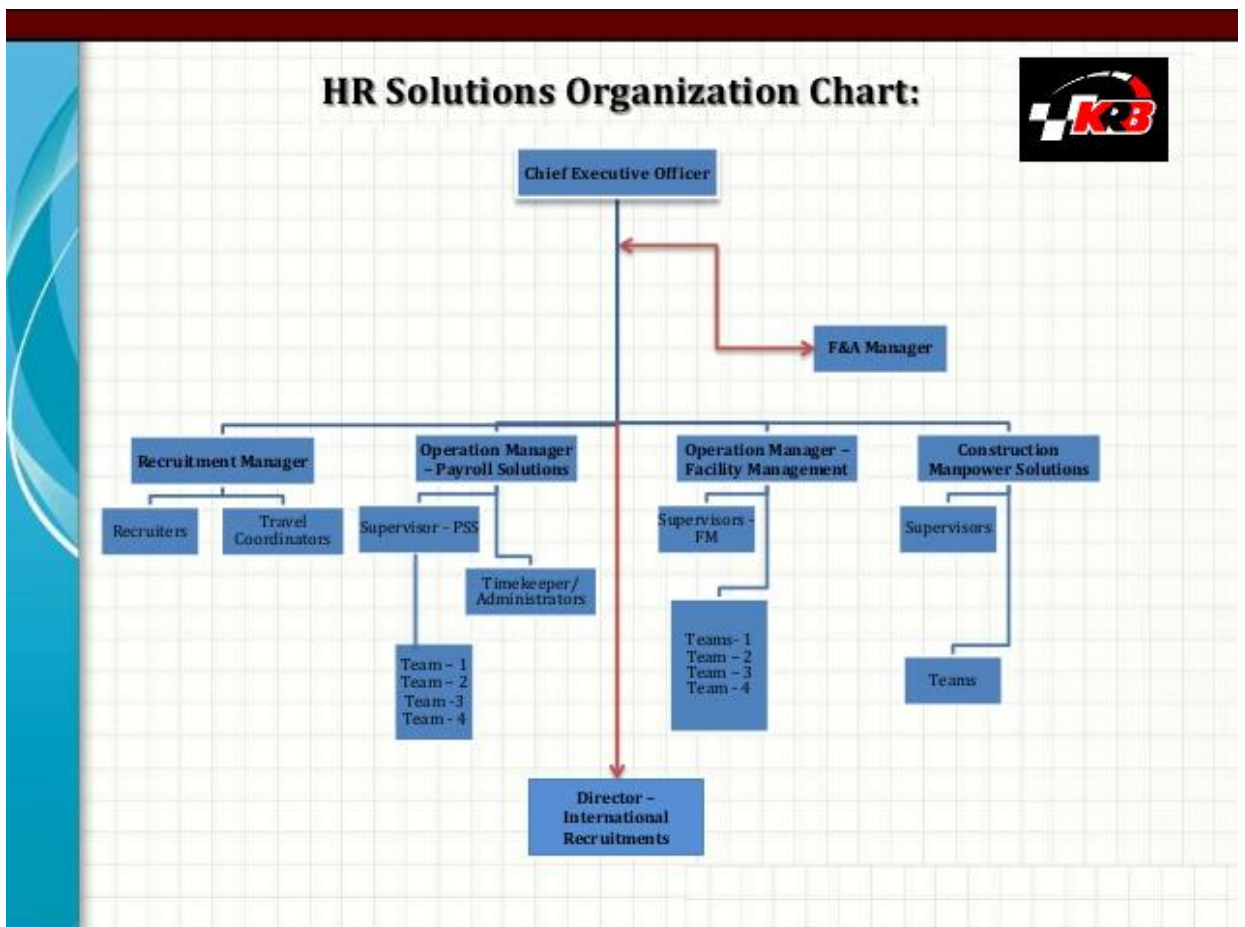
KRB articulates the spirit of our principles by setting out general code of conduct that is breath by every KRB. We seek to go beyond simply obeying the law; we embrace our values, culture and customer commitment.



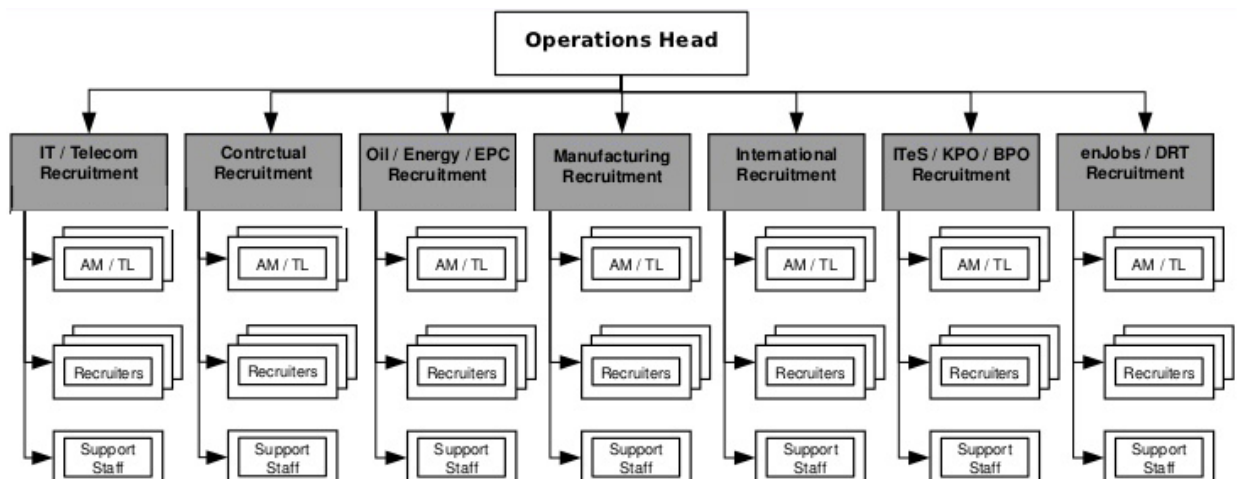


## Organization Chart

### HR SOLUTIONS CORPORATE ORGANIZATION CHART



### Organization Chart – Operations Level







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## What We Do

KRB International Training Institute specializes in Technical Services and Project Management Consultancy for the Oil & Gas, Civil Works Petrochemical companies and their consultants.

Our scope of work includes manpower sourcing and deployment for both contract hire and direct hire positions. With a strong local presence and close association with international partners, Spark is fully equipped to handle both local and Overseas Manpower deployment campaigns. Our recruitment process begins with a detailed evaluation of the Client's needs and objectives.

Our team focuses both on the technical requirements of the job as well as understanding of human psychology, culture and personalities as our scope of work includes multiple nationalities.

Our recruitment process includes multiple manpower resourcing tools, stringent screening process, candidate assessment and qualification phase to ensure the ideal match of the candidate to the job requirement.

Our recruitment team has access to a rapidly expanding database of locally and regionally available candidates of all disciplines and skill sets. In tandem with our international partners we benefit from having access to a large pool of candidates from Central Asia, Far East, and Asia.

We support clients who operate in the Oil & Gas, Process and Petrochemical industries, Energy, Water and Waste, Infrastructure, (road and rail), General Construction. We have specialist recruiters for all disciplines in addition to supporting Commercial, HSE and Quality Assurance departments.

We have extensive experience in the following fields of activity:

## ALL INDUSTRIES AND SECTORS

With our expertise and valuable experience we can serve every industry and sector. Our team is capable of finding and placing candidates, professionals and high level management for our clients across different industrial sectors. Regardless of the size of our clients like for SME's or Blue Chip Organizations, our services and quality solutions always remain exactly the same.

## RECRUITMENT CAMPAIGNS

We organise both local and international recruitment campaigns for clients wishing to hire specific numbers of personnel. We have successfully carried out campaigns in the India as well as in Middle East and Asia. We provide a complete service including the sourcing of candidates and venue arrangements. A project team supports the campaign to ensure smooth operation and successful completion.



Resourcing  
the *right* way



## CANDIDATE SELECTION

The passenger having stamped as at Sl. No.2 above will be cleared, while passengers having remarks at Sl. No. One should obtain clearance from the Protector of Emigrants. They may be as follows:

## SHORTLISTING CANDIDATES

Depending on the requirements of our clients, we can select a predetermined number of candidates by conducting interviews and qualifying them. Senior HR managers and industry experts to correctly evaluate the candidates on the basis of their professional and work-related knowledge and their interest conduct this round.

## HIRING PROCESS

After short listing of candidates, we assist our clients with the further stages of the hiring process.

## JOB ORIENTATION AND TRAVEL ARRANGEMENTS

If our clients require, we can also conduct post selection orientation / induction programs for the candidates. This may be related to job profile, HR policies, and code of conduct and labour laws of the country of employment. We also make complete travel arrangements and assist the candidate in acquiring Visa and guide in completion of other formalities.



## CUSTOMIZED SOLUTIONS

We specialize in offering flexible recruitment solutions customized to meet specific requirements of our clients.

## DATABASE RELATED SERVICES

We have a secured and confidential database and we can provide candidate contact referrals to our clients on their request after analysing their need.

## SHUTDOWN PERSONNEL

We have and continue to support the shutdown and outage needs of our clients in the region. We can source, trade test, locally accommodate, transport, payroll & mobilise/ demobilise specialist teams of personnel to carry out complete plant outages. We offer a proven end to end service with complete transparency to meet the client's specific needs.



## CALL-OFF CONTRACTS

Many of our clients require short term personnel on a call off basis. We can provide a tailored service to meet client needs and ensure complete compliance. These contracts generally support commission & start up teams, inspection and NDT activities and ad hoc specialist personnel.

## TRAINING

KRB International Training Institute is a national company - 100% locally owned - with the objectives of serving the rapidly expanding Oil Field Service Companies in International Market. A high level of knowledge and well-proven practice is gained by KRB consultants through years of operation in this field in India.

KRB International Training Institute is geared to provide interactive hands-on training which prepares participants for the immediate implementation in the practical fields. Our trainers are highly qualified with extensive experience of implementing program elements in the complex set-ups in Oil & Gas, Energy, Construction, Catering and Petrochemicals industries. Latest audio-video techniques are used in the interacting training sessions and participants are provided with comprehensive course manuals including practical support materials such as check lists, forms, questionnaires and case studies.

As a technology partner KRB can provide standard and customized packages for training programs, with the flexibility and accuracy needed to adapt the rising standards and special requirements for new technology replacement or improvement in the existing plants and systems.







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Training sessions are offered either for individual participants at our arranged course venue or can be conducted for the group of participants from the same company at their site.

We already have been providing in House CAMS training, Technical & Non-Technical Courses, on Job Training (OJT) and Public courses to candidates from PAN India. We are also conducting the Administrative business training courses with its various disciplines as per the enclosed list of training courses.

The Main discipline of the Training Courses Offered:

KRB training is providing different technical & Non-technical training programs to clients, covering in-house and public training courses to Oil & Gas Companies.



KRB International Training Institute is specialist Learning and Development provider and has been involved in the provision of high quality training process to Oil & Gas Industries, Governmental sectors and Council departments. Following is the Main disciplines of the Training Courses:

➤ <b>Operations Courses</b>	➤ <b>Rotating Equipment Courses</b>
➤ <b>Electrical Courses</b>	➤ <b>Instrument Courses</b>
➤ <b>Mechanical Courses</b>	➤ <b>Rotating Equipment Courses</b>
➤ <b>General Technical Courses</b>	➤ <b>Certificate in Building &amp; Construction</b>
➤ <b>Certificate in Pump Operator cum Mechanic</b>	➤ <b>Certificate in Refrigeration and Air Conditioning</b>
➤ <b>Certificate in Catering &amp; Housekeeping</b>	➤ <b>Certificate in Mechanic Auto Electrical and Electronics</b>
➤ <b>Certificate in Welding Process</b>	➤ <b>Certificate in Fitting &amp; Fabrication</b>

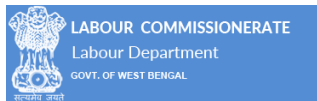






## Accreditations

### AACCREDITATIONS



Our services and standards are certified with ISO 9001-2015 Certification for Quality Management Services and we conduct audits for performance review every trimester in order to ensure that we meet customer expectations.

We demonstrate our ability to provide consistent services that meet customer and applicable statutory and regulatory requirements. We focus on enhancing customer satisfaction through the effective application of the system, including processes for continual improvement of the system and the assurance of conformity to customer and applicable statutory and regulatory requirements.

We hold Government of India Training & Testing Licence to carry out skills training programs & facilitate testing activities for international organizations respectively.





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### Client List



شركة الجوال للمقاولات  
AL Jawal Contracting Company



شركة اري كيو للمقاولات ذ.م.م  
R A Q CONTRACTING CO L.L.C



DUBAI CONTRACTING COMPANY



Contracting Company LLC (ش.ذ.م.م) للمقاولات



BUILDING CONT. LLC  
اوسكار للمقاولات البناء ذ.م.م



Shapoorji Pallonji



CONSTRUCTION L.L.C



اروما انترناشيونال للمقاولات البناء ذ.م.م  
AROMA INTERNATIONAL BUILDING CONTRACTING L.L.C.



Building Contrating



REPAIRS & MAINTENANCE

Smart Touch Technical Services LLC



التميز للبناء والتعمير ش.م.م  
UNIQUE CONTRACTING CO. LLC



شركة المجموعة المشتركة للمقاولات (ش.م.م)  
Combined Group Contracting Co.



مجموعة بن لادن السعودية  
SAUDI BINLADIN GROUP



شركة سولد للمقاولات العامة

CONTACT US



#### For Business Enquiry Please Contact:

Managing Director : Dulal Chandra Roy

Chief Executive Officer : Subhas Kumar Banerjee  
(Retd. Indian Naval Officer)

Executive Director : Dilip Biswas

#### Address:

P.O - Bandipur Khardah, Dist – 24 Pgs (North), Kolkata, (West Bengal), India, Tel - +91 (0) 2568 3799, Cell - +91 9836260569

Email - krb.dcroy@gmail.com ; banerjee687@gmail.com

Office Hours: Monday to Saturday 9:00 AM TO 5:00 PM