



DECODING DIGITAL DIVIDEND!

Your IT Recruitment Partner: India, UK, and Europe



www.decilliondigital.com

Decillion Digital is registered in England and India as Company No. 13104508

VAT: 398698501

CIN: U72900MH2020PTC350442

COMPANY PROFILE



- Statutory and operational presence in UK and India
- An ISO 9001:2015 and Cyber Essentials certified organisation
- UK Government Apprenticeship Partner
- Sponsor of Skilled Worker Visa in the UK
- Inhouse ATS and HR Systems compliant to local laws

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KEY CAPABILITIES

- IT Consulting & Digital Transformation
- Data Analytics & Research-driven solutions
- Integrated project communication and collaboration tools
- Efficient technology and cost-optimised solutions
- Skilled professionals delivering strategic transformation initiatives



SERVICES OFFERINGS

APPLICATION
DEVELOPMENT

UK PUBLIC
SECTOR
EXPERIENCE

TECHNOLOGY
TRAINING

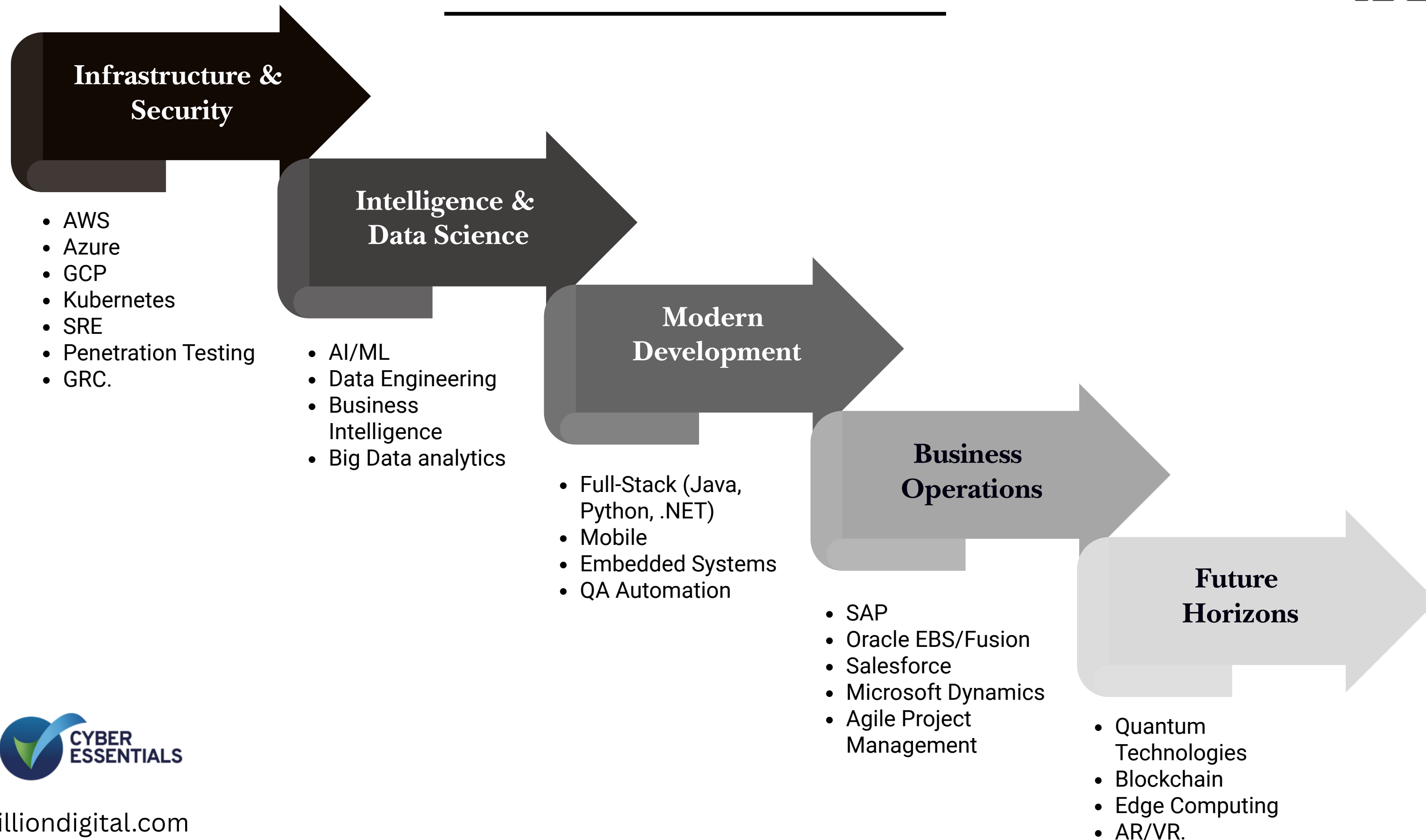
BUSINESS
PROCESS
OUTSOURCING

CAREER
TRANSFORMATION
SERVICES

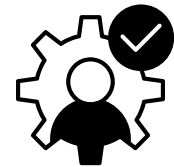
BUSINESS
STRATEGY
CONSULTING



OUR CORE TECHNOLOGY OFFERINGS



OPERATIONAL EXCELLENCE



Localised Expertise

Deep knowledge of UK, EU, and APAC labor laws and compliance (GDPR/DBS) ensures seamless cross-border hiring.



Onsite Talent Specialists

Dedicated consultants embedded within client teams to align technical hiring with project culture.



Advanced Tech Stack

Full utilisation of ATS and AI-driven vetting to reduce time-to-hire for niche engineers and PMs



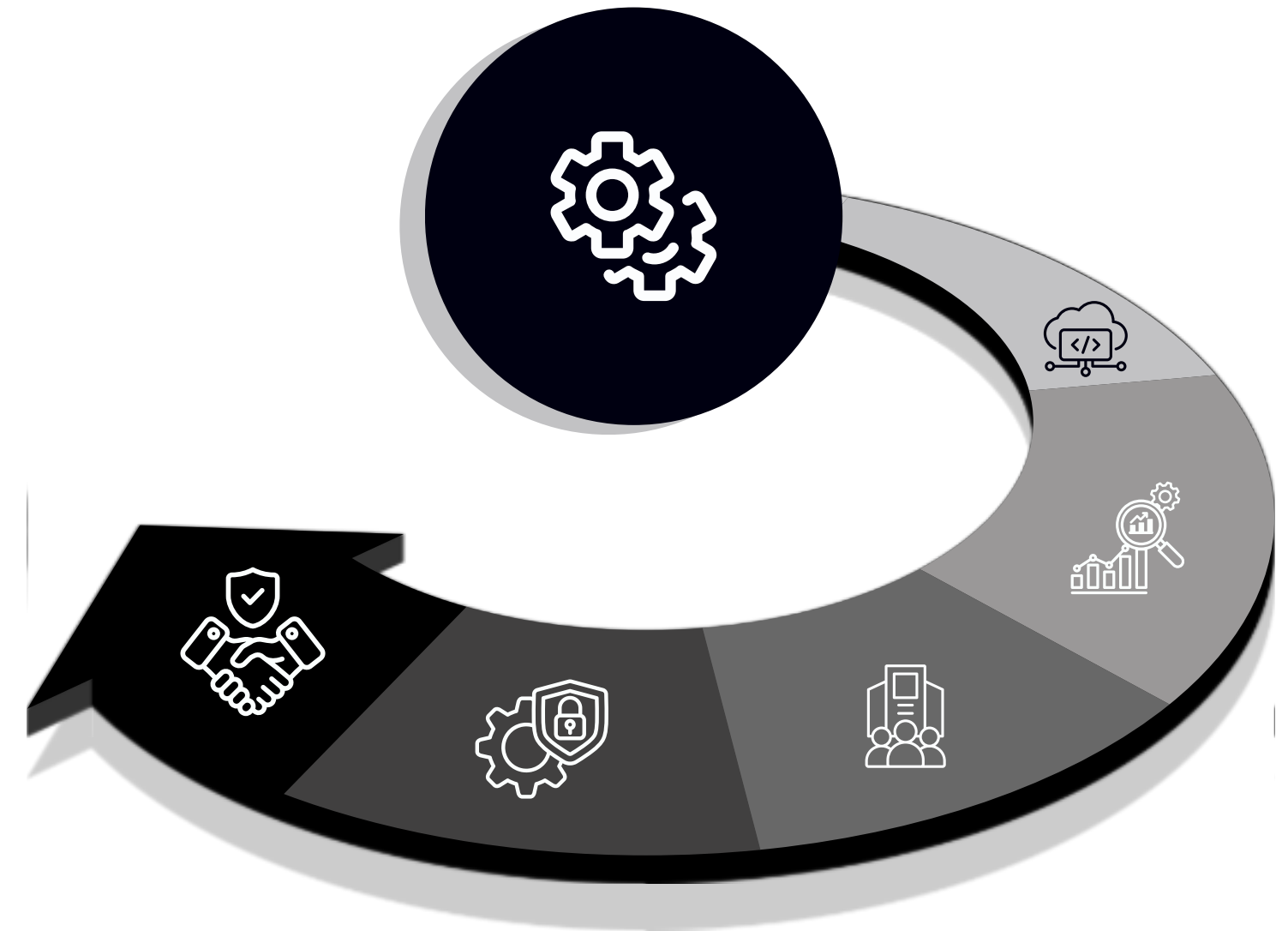
Pre-Vetted Talent Pools

Access to an active, global network of pre-screened specialists in Cloud, AI, and Cybersecurity.



STRATEGIC TECH PILLARS WE SPECIALISE

- 1 Cloud-Native Transformation**
Leveraging AWS, Azure, GCP, and Kubernetes for scalable architecture.
- 2 Data-Driven Insights**
Utilizing AI/ML, Data Science, and BI to drive decision-making.
- 3 Enterprise Agility**
Integrating SAP, Salesforce, and Oracle through Agile and Scrum methodologies.
- 4 Digital Integrity**
Leveraging AWS, Azure, GCP, and Kubernetes for scalable architecture.
- 5 Next-Gen Innovation**
Exploring Edge, Blockchain, and Quantum to maintain a competitive edge.



HIRING PROCESS

01. ROLE CALIBRATION

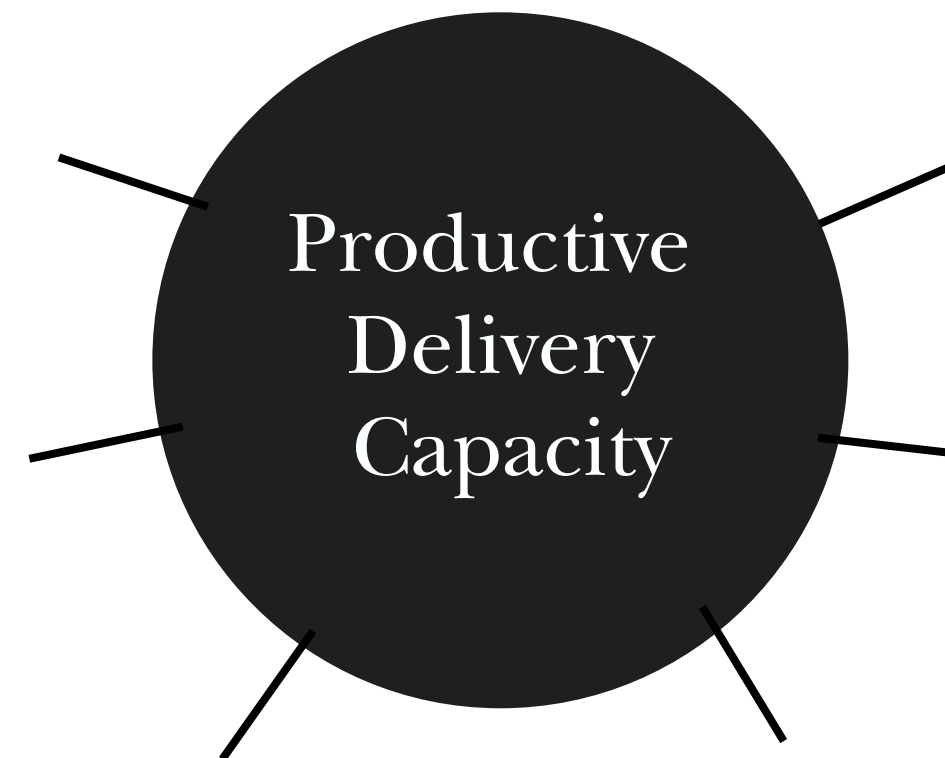
- Confirm delivery outcomes, must-have skills, technology stack, seniority, working model, interview stages and commercials.
- Identify any unrealistic constraints early and agree the best route: permanent, contract, C2H or SOW.

02. SOURCING SPRINT

- Launch targeted sourcing across active candidates, passive networks and pre-qualified specialist pools.
- Track availability, location, notice, rate/salary expectations and commitment level from the outset.

03. SKILLS VALIDATION

- Validate practical capability through technical screening, delivery examples, domain questions and evidence-based assessment.
- Score candidates against essential skills, desirable skills, domain relevance and delivery maturity.



04. COMPLIANCE AND READINESS

- Complete identity, Right to Work, employment history, reference and role-specific background checks as required.
- Confirm IR35 and engagement-model alignment for contractors and SOW resources.

05. CLIENT DECISION SUPPORT

- Submit a focused shortlist with technical summary, risk notes, availability and commercials.
- Coordinate interview slots, candidate preparation, feedback capture and offer negotiation.

06. MOBILISATION AND AFTERCARE

- Support onboarding, documentation, laptop/access prerequisites, first-week check-ins and performance feedback.
- Provide continuity planning where the client needs replacement, ramp-up or team expansion.



LOCAL HIRING KNOWLEDGE - UK AND EUROPE



UK HIRING CONSIDERATIONS

- IR35/off-payroll status and the difference between contractor, PAYE, umbrella, permanent and SOW engagement routes.
- Right to Work documentation, share-code checks, ID verification and client-specific onboarding evidence.
- Notice-period planning, rate expectations, location preferences, hybrid attendance and candidate counter-offer risks.

EUROPEAN HIRING CONSIDERATIONS

- Candidate availability differs across countries, with local expectations on language, contract type, remote work and day rates.
- Country-specific work permission and background-check requirements must be treated individually.
- GDPR and consent-led candidate handling remain central to cross-border talent workflows.

MARKET INTELLIGENCE

- Feedback on whether the client's salary, rate, location model and skill requirements are aligned to market supply.
- Advice on alternative skill combinations when exact profiles are scarce or over-priced.
- Insights into the most effective sourcing channels for niche technologies and senior specialists.

CANDIDATE EXPERIENCE

- Clear role narrative, fast interview scheduling and transparent communication to protect employer brand.
- Early checks on motivation, availability and commitment to reduce offer dropouts.
- Ongoing engagement from first contact to onboarding to keep high-value candidates warm.





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