

COMPANY PROFILE
2020-2021

DCI RECRUITMENT (PVT) LTD

ADDRESS: No. 9, St. Peter's Place, Colombo 04, Sri Lanka 00400

TEL : 94 11 2 503 623

HOTLINE : 94 77 1 099 615

EMAIL : info@dci.lk

WEB : www.dci.lk

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WHO WE ARE

DCI Recruitment (Pvt) Ltd., is a fully fledged company engaged in the process of recruitment of personnel from professionals to contingency workers for the Corporate and SME sector. We are partnered with foreign affiliates and the Recruitment staff is trained by professionally qualified foreign experts in various fields. We have a strong association with a U.K based company and are using the experience and knowledge to offer the best service possible in this market place.

As a recruitment company, our endeavor is to provide dynamic, qualified and experienced professionals to our valued clients in their quest for searching the best and the most capable manpower available. Our well trained staff combines speed and experience to find the right talent in the skills set provided by your esteemed organization as our aim is to deliver excellence to all our clients.

Advantages of employing a Recruitment Company for engagement of personnel, a phenomenon resorted to by most developed countries is fast spreading in vibrant economies in the Asian region. This practice will off load the hassle of many intricate problems which otherwise will have to be attended to by a company.

We as an organization aim to deliver exceptional services to both clients and candidates. We keep abreast with the latest technology and adapt to the ever changing needs in the marketplace to serve you better and meet all your recruitment needs.

OUR VISION

“To be the best in the placement Industry”

OUR MISSION

DCI Recruitment is genuinely committed to provide an excellent service to all our clients and candidates by practicing efficient & professional procedures to exceed expectations of those who come into contact with us.

We value our clients & candidates equally and our staff work with honesty and integrity to provide quality placements and an excellent service.

OUR SERVICES AND ADVANTAGES

- In depth assessment of the Client and their needs including writing of Job Description on behalf of the client if and when necessary.
- Search for the ideal candidate by placing advertisements accordingly, network channeling and using our own data base.
- Short listing the resumes depending on the exact requirements of the client with respect to qualifications, experience and other criteria as deemed necessary by the client.
- Conduct preliminary interviews and effectively reduce the shortlisted candidates to a minimum.
- Check on references discreetly.
- Submitting shortlisted resumes and setting up interviews with the clients.
- Grooming the candidates with accepted guidelines to enable them to face the interviews with confidence and achieve success and to make the much heeded first impression
- Build long term business relationships with the client and provide personalized, timely and professional services to our clients.
- Offering advice to both clients and candidates on training and career progression.
- Customized solutions for placements.
- Attempt to match a candidate to the culture of the business to ensure they are with the business for the long term.



WHY US?

- Time is precious, so the stress of going through a vast number of CV's, interviewing candidates, short listing them according to skills, experience, checking references which consume time will be taken off your busy schedule.
- An up-to-date candidate base where we match candidates and employers who are genuinely suited to one another to create a successful working environment.
- The partnership increases the client's choice of candidates for a given job.
- Reduces or eliminates advertising costs.
- Competitive prices in comparison to the others and who are doing the same kind of job.
- Well trained staff who have experience in the sales / marketing field to offer advice on your placement needs.
- Confidentiality of both the client and the recruit is maintained.

DOCUMENTATION

The following documents will have to be forwarded to us as per the requirements set out by the Sri Lankan Bureau of Foreign Employment. Copies are attached herewith for your reference.

- Special Power of Attorney
- Job Order Form
- Company Agreement
- Specimen of the Contract of Employment-As per the job order.

(Please note that the above documents will have to be attested by the Sri Lankan embassy)

CLIENT OBLIGATION

By giving us a comprehensive description of the requirement you seek in a potential candidate which would enable us to find the right talent in the market for your business. Details such as the Job description for the position which recruitment is sought for, remuneration package, person & qualification specifications, and relevant organization details will enable to speed up the process and deliver with a minimum time period specified by you.



DIRECTOR PROFILES

Michael Mascal (United Kingdom)

Director Overseas - Europe

Michael has been working in Asia and South East Asia for 35 years. In the late seventies early eighties he worked in India and Sri Lanka as a gem dealer, exporting blue sapphires and rubies to Thailand for the leading traders in those regions. Following this in the early 80's he was a Director of C P Trade in Bangkok & Thailand trading in Vietnam in fisheries and hotels. In the late 80's he worked in Cambodia, with the Chairman of the council of ministers Hun Sen who was later elected prime minister and is to date.

Michael was also a director of Western International based in Hawaii, USA working for them in Beijing during the 1989 riots. He facilitated their investments in this region where he was dealing and working with the high level Chinese officials at that time in order to secure Western International Ltd.'s contracts in the petroleum business.

During the 90's and 2000 years, Michael ran various businesses in the tourist trade in Thailand & Cambodia and kept close ties with Sri Lanka helping them in their dark years of terrorism. After 28 years of the government fighting terrorism on the island of Sri Lanka, in 2007 Michael established a business on the Island of Sri Lanka. Michael truly believes from his highly valued connections in Sri Lanka and Asia that today's dynamic politicians with the people of the country Sri Lanka it will emerge as the gem of Asia.

Graeme David Spence (New Zealand)

Director Overseas - Asia

Graeme is the Director responsible for all the Financial & Administration workings for the DCI Office in Sri Lanka. He has vast experience in Asia, having lived and worked in the region for the last 35 years. He was formerly contracted for 28 years to the United Nations Agency IOM based in Bangkok as the Chief Financial Officer for the Asian region. His responsibilities covered all treasuries, accounting, budgeting and audit functions for IOM handling a yearly budget of over \$ 150 million, For the last 7 years he has been a private consultant to various foreign companies in Asia, assisting with company set ups, financial restricting and auditing assistance. Graeme has a vast knowledge and experience within the Asian market place and amongst the Asian cultures.

Graeme is an avid supporter of rugby and has been associated with the development of the game in Asia namely Thailand, where he was appointed as an external advisor to the Thai Rugby Board.

DIRECTOR PROFILES

Dilshard Hassan (Sri Lanka)

Managing Director

Dilshard is the Managing Director for DCI. He is a career banker who started his career with The Commercial Bank of Ceylon. Here he learnt the backbone of what and where a majority of his banking career was to be in i.e. Trade Services. He subsequently moved overseas to take up a posting with HSBC Bank ME Ltd in Dubai and in particular, to be part of a two man team to start up a Trade Services Unit in the Jebel Ali Free Zone. Finally when he left, that unit was the number two revenue, volume and market share generator for the whole of the UAE

After 18 years of Banking, Dilshard took a sabbatical to pursue his own dreams. In the past 5 years he has set up his own Janitorial and Cleaning Company with a present staff strength on 70 servicing 33 clients. His new venture is the very interesting and challenging subject of Recruitment where he is utilizing all the skills acquired in his present capacity along with his vast experience and contacts over the past years.

Dilshard is a high achiever in both professional and academic fronts. Recognized for outstanding work performance with an innovative, analytical and focused mindset, superior client service skills, strong banking and finance experience within a multinational banking environment.



CONTACT US

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☎ +94 11 2 503 623

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Company Registration No : PV80160
Foreign License No : 2702