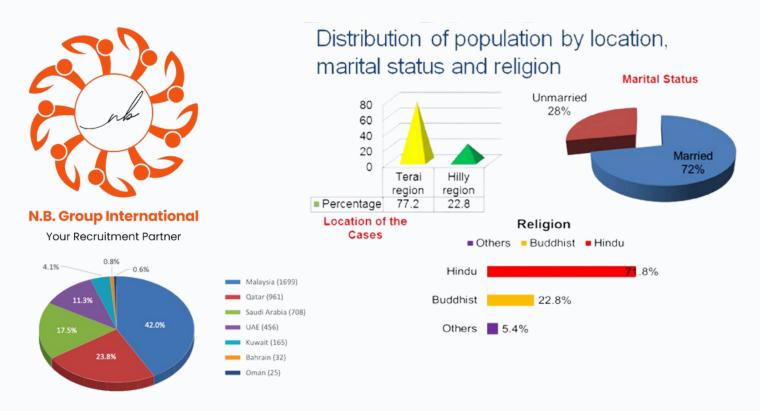


COMPANY PROFILE





Nepal, a captivating country nestled between India and China, is a land of astounding contrasts, blending natural splendor, cultural richness, and spiritual depth. Dominated by the Himalayas, it is home to Mount Everest, the world's highest peak, and offers a paradise for adventurers with trekking trails like the Annapurna Circuit and Everest Base Camp, alongside thrilling activities such as rafting, paragliding, and mountaineering. Beyond its rugged landscapes, Nepal boasts incredible biodiversity, with dense jungles in the Terai sheltering rare species like the Bengal tiger and one-horned rhinoceros. Its cultural fabric is equally enchanting, woven from over 100 ethnic groups and 120 languages, reflected in vibrant festivals like Dashain, Tihar, and Holi, and spiritual landmarks such as Pashupatinath, Boudhanath, and Lumbini, the birthplace of Lord Buddha. The historic Kathmandu Valley showcases architectural marvels like Durbar Squares and ancient stupas, while the warmth and hospitality of the Nepalese people, combined with their delicious cuisine, including momos and dal bhat, create an unforgettable experience. Nepal is a place where towering mountains meet timeless culture, adventure meets serenity, and every moment inspires awe.



Why Nepali Workforce for your recruitment needs?

- Work Ethic: Nepali workers are often praised for their strong work ethic, diligence, and dedication to their jobs. They are known to be hardworking and reliable employees who are willing to put in long hours to get the job done.
- Adaptability: Nepali workers are adaptable and quick to learn, making them valuable assets in various industries and work environments. They can easily adjust to new cultures, languages, and work practices, making them desirable candidates for employment abroad.
- Education and Skills: Many Nepali workers are well-educated and possess valuable skills and expertise in fields such as engineering, medicine, IT, hospitality, and construction. This makes them competitive in the global job market and attractive to employers seeking skilled professionals.
- English Proficiency: English is widely spoken and understood in Nepal, which gives Nepali workers an advantage in international markets where English is the primary language of business. Their proficiency in English enables effective communication and collaboration with colleagues and clients from different parts of the world.
- Cost-Effectiveness: Nepali workers often offer competitive labor costs compared to workers from other countries. This makes them an attractive option for employers looking to reduce labor expenses without compromising on quality and productivity.
- Experience in Specific Industries: Nepali workers have gained experience and expertise in sectors such as construction, hospitality, healthcare, agriculture, and domestic work through both domestic and foreign employment opportunities. This experience makes them highly desirable candidates for employers seeking workers with relevant industry knowledge and skills.

Overall, the Nepali workforce is valued for its work ethic, adaptability, skills, language proficiency, and cost-effectiveness, making Nepali workers sought after in various industries and countries around the world.

MESSAGE FROM CO-FOUNDER & VICE PRESIDENT

As Vice President of N.B. Group International, I am committed to fostering trust, transparency, and excellence in all our endeavors. For our clients, I pledge tailored solutions that drive growth and success. For our candidates, I aim to connect them with opportunities that align with their aspirations and potential. For our stakeholders, I prioritize innovation, ethical practices, and collaboration to create long-term value.

"Together, we will navigate challenges, seize opportunities, and achieve shared success through integrity and continuous improvement."





Mr. Anil Karna Co-Founder & Vice President NB Group International





MESSAGE FROM CHAIRMAN



Dear Valued Employers and Clients,

It is with great pride and enthusiasm that we introduce N.B. Group International Pvt. Ltd.a newly established recruitment company based in Nepal, dedicated to bridging the gap between talent and opportunity.

We understand that finding the right personnel is the cornerstone of success in any organization. Our mission is to connect you with Skilled, Semi-Skilled, Un-Skilled, hardworking, Loyal and Honest individuals from Nepal who are ready to contribute to your vision.

At N.B. Group International, we prioritize:

- Excellence in candidate sourcing and selection.
- Integrity in every step of our partnership.
- Reliability to deliver workforce solutions tailored to your needs.

We are committed to fostering strong and lasting relationships with our overseas employers and clients by delivering exceptional recruitment services and ensuring mutual growth.

Thank you for trusting us to be your recruitment partner. We look forward to working together and creating a brighter future for your organization and the candidates we represent.

DEEPAK K. DEV
- CHAIRMAN





Your Recruitment Partner

MESSAGE FROM **BD-DIRECTOR**



A Warm Welcome from N.B. Group International!

Dear Valued Employers and Clients,

As the Business Development Manager of N.B. Group International, it is my pleasure to introduce our company, a trusted recruitment partner based in Nepal. Our focus is on building bridges between talented professionals in Nepal and esteemed organizations like yours across the globe. At N.B. Group International, we are committed to delivering workforce solutions that go beyond expectations. We take pride in offering:

- Skilled and Reliable Talent Handpicked to meet your specific needs.
- Customized Recruitment Services Designed to align with your organizational goals.
- A Seamless Hiring Experience Ensuring efficiency and transparency in every step.

Our mission is to empower your business with the right talent while providing meaningful opportunities for Nepalese job seekers to thrive internationally.

I am personally dedicated to ensuring that our collaboration is successful, mutually beneficial, and built on trust. Let's work together to achieve greatness and pave the way for a brighter future.

Please feel free to reach out to me directly for any inquiries or to discuss how we can best serve your recruitment needs.

Looking forward to a prosperous partnership!

PUSHKAR K. DEV -BUSINESS DEVELOPMENT DIRECTOR





Your Recruitment Partner

MESSAGE FROM BUSINESS ACQUISITION SPECIALIST



As the KSA Business Acquisition Specialist for NB Group International Pvt. Ltd., I focus on establishing and expanding our presence in Saudi Arabia. Our company specializes in providing skilled Nepali workers across various sectors, including construction, healthcare, hospitality, and more.

We ensure compliance with Saudi labor laws and offer seamless coordination to meet your staffing needs. If you're looking for reliable recruitment solutions, I am here to connect you with top-tier talent to support your business growth.

Feel free to contact me for further details or to discuss partnership opportunities.

Thanks & Regards,

MOHAMMED RABEH R **BUSINESS ACQUISITION SPECIALIST**





KSA TEAM

Your Recruitment Partner

MESSAGE FROM **BUSINESS DEVELOPMENT** DIRECTOR



With over a decade of experience in the F&B industry across the Middle East, I have had the privilege of collaborating with multiple international brands, gaining invaluable insights and expertise. My deep understanding of the recruitment market in the region allows me to address specific requirements with precision and efficiency.

Committed to excellence, I strive to deliver tailored solutions that align with the unique needs of our clients. Ethical recruitment practices and transparency are at the core of my approach, ensuring trust and integrity at every stage of the process. This unwavering commitment to high ethical standards distinguishes me as a trusted partner for your recruitment needs.

I would welcome the opportunity to discuss how my expertise can contribute to your organization's success. Please feel free to reach out at your convenience.

Thanks & Regards.

AKHTAR AHMED MIYA DIRECTOR OF BUSINESS DEVELOPMENT





MALAYSIA TEAM

Your Recruitment Partner



ANAND CHAUDHARY (ARYAN)
- MARKETING DIRECTOR



ELYAS BIN ABDULLAH- SOUTHEAST ASIA
REPRESENTATIVE



Your Recruitment Partner



At NB Group International, we are a dynamic, newly established recruitment agency dedicated to connecting businesses with exceptional talent. While we may be new to the industry, we bring fresh perspectives, innovative strategies, and a commitment to excellence in every search we undertake. Our goal is simple: to make the recruitment process more effective, personalized, and transparent for both our clients and candidates.

We understand the challenges of finding the right fit, whether you're an organization seeking top-tier professionals or an individual looking to advance your career. That's why we take the time to truly understand your unique needs and aspirations. By combining industry knowledge, cutting-edge technology, and a genuine passion for people, we ensure the best possible matches are made-every time.

Mission



At NB Group International, our mission is to empower businesses and individuals by connecting the right talent with the right opportunities. We are committed to fostering long-term relationships with both our clients and candidates, ensuring the growth and success of organizations and professionals alike. Through personalized service, integrity, and innovation, we strive to create a positive impact on the workforce, enabling companies to thrive and individuals to achieve their career aspirations.

Vision



To be the trusted partner in talent acquisition, shaping the future of work by connecting people and organizations with purpose, passion, and potential. We aim to redefine recruitment through innovation, personalized service, and a commitment to excellence-empowering businesses to thrive and individuals to realize their career aspirations.



OBJECTIVES

Key strategies for recruitment success include building strong client relationships across diverse businesses to understand their talent needs, attracting and retaining top-tier candidates, and establishing a reputation for excellence through ethical practices. Leveraging advanced recruitment technologies and offering personalized solutions tailored to client needs enhance service quality. Focusing on long-term relationships with clients and candidates ensures a continuous talent cycle, while achieving financial growth and fostering a positive company culture promotes collaboration, employee growth, and sustained results.

WHY CHOOSE US?

Choosing NB Group International as your recruitment partner in Nepal ensures access to a trusted, professional, and innovative team dedicated to meeting your unique talent needs. With a strong network of top-tier candidates across industries, we provide tailored recruitment solutions aligned with your organization's culture and goals. Our commitment to excellence, ethical practices, and cutting-edge technology guarantees efficient processes and perfect candidate matches. By fostering long-term relationships with both clients and candidates, we ensure sustained success and reliability, making us the ideal partner for all your recruitment needs in Nepal.

www.nbgroupinternational.com

SECTORS WE WORK FOR



Hospitality



Security Guards



Agriculture



Hospital



Aviation

SECTORS WE WORK FOR



Facilities Management



Sales and Marketing



Civil Engineering, MEP and Trade





Oil and Gas

SECTORS WE WORK FOR



Information Technology



Landscape and Gardner



Pest Control



Ship Building



Bakery

NB GROUP INTERNATIONAL RECRUITMENT PROCESS FLOW



UNDERSTANDING CLIENT NEEDS

- · Gather detailed information about the job role, required skills, qualifications, and organizational culture.
- Define the client's expectations, timelines, and priorities.



JOB DESCRIPTION DEVELOPMENT

- · Craft a clear and detailed job description tailored to attract suitable candidates.
- · Highlight key responsibilities, qualifications, and benefits.



SOURCING CANDIDATES

- · Use multiple channels, including job portals, professional networks, databases, social media, and referrals.
- · Partner with local agencies or headhunters (if applicable).



SCREENING AND SHORTLISTING

- Review resumes and applications to shortlist potential candidates.
- · Conduct initial phone or virtual interviews to assess qualifications and interest.



ASSESSMENT AND INTERVIEWS

- · Arrange client-candidate interviews, including technical assessments, behavioral interviews, or skill tests.
- Provide guidance and feedback to both clients and candidates throughout the process.



CANDIDATE SELECTION

 Evaluate interview results to identify the best-fit candidate based on skills, experience, and cultural alignment.



OFFER PRESENTATION AND NEGOTIATION

- · Extend the job offer to the selected candidate.
- · Facilitate negotiations around compensation, benefits, and other terms.



ONBOARDING AND DOCUMENTATION

- Support candidates with paperwork, visa processing (if applicable), and relocation.
- Assist clients in integrating the candidate into their organization smoothly.



FOLLOW-UP AND FEEDBACK

- Maintain communication with both clients and candidates post-placement to ensure satisfaction.
- Gather feedback and address any concerns to build lasting relationships.

FAIR RECRUITMENT POLICY OF NB GROUP INTERNATIONAL

PURPOSE

1

The purpose of this policy is to ensure that NB Group International's recruitment process is conducted in a fair, transparent, and equitable manner. The policy aims to prevent discrimination and bias while providing equal opportunity for all candidates.

EQUAL OPPORTUNITIES

2

NB Group International is committed to promoting diversity and equality in the workplace. All candidates will be treated fairly, regardless of their race, color, gender, age, religion, sexual orientation, disability, marital status, national origin, or any other protected characteristic under relevant law.

NON-DISCRIMINATION

5

- The company ensures that no job applicant is discriminated against or unfairly treated during any stage of
 the recruitment process. All recruitment decisions will be based solely on the applicant's qualifications,
 experience, skills, and potential to contribute to the role and the organization.
- We are committed to hiring based on merit, with the understanding that diverse teams contribute to a more inclusive, innovative, and productive work environment.

TRANSPARENCY IN THE RECRUITMENT PROCESS

4

- All job advertisements will clearly state the key responsibilities, qualifications, and skills required for the
 role.
- Information about the recruitment process will be made available to all applicants to ensure that they fully understand the procedures, timelines, and criteria for selection.
- The recruitment and selection criteria will be applied consistently to all applicants to ensure fairness.

RECRUITMENT PROCEDURE

4

The recruitment process will include the following steps:

- **Job Posting:** Jobs will be advertised in a variety of relevant platforms to ensure a diverse pool of applicants. Internal and external candidates will have equal access to these opportunities.
- **Application Review:** Applications will be reviewed based on clear, objective criteria aligned with the role's requirements. Shortlisting will be based on qualifications, skills, and experience.
- Interview Process: Interviews will be conducted in a structured manner, with each candidate being asked the same core questions to assess their suitability for the role. This minimizes bias and ensures a fair comparison.
- Assessment Tools: Any assessment tools or tests used during the recruitment process will be job-relevant and non-discriminatory. These assessments will be used as an additional measure to gauge a candidate's ability to perform the role.
- **Decision-Making:** Selection decisions will be made based on the candidate's ability to meet the required qualifications and competencies for the role.

FAIR RECRUITMENT POLICY OF NB GROUP INTERNATIONAL

BIAS-FREE RECRUITMENT

6

- Interviewers and recruiters will undergo training on unconscious bias and diversity, ensuring that biases do
 not influence the recruitment process.
- Special attention will be given to ensuring that all candidates are assessed based on their skills, experience, and suitability for the job, rather than personal characteristics.

ACCESSIBILITY

7

NB Group International will make reasonable adjustments to accommodate candidates with disabilities throughout the recruitment process. This includes providing alternative formats of job descriptions, interview locations, or interview styles if necessary.

RECORD KEEPING



The company will maintain a record of the recruitment process, including job descriptions, application forms, interview notes, and the final decision, for transparency and accountability purposes.

CONFIDENTIALITY

All information provided by candidates during the recruitment process will be handled with the utmost confidentiality. Candidate information will be stored securely and only accessible to those directly involved in the recruitment process.

COMMITMENT TO CONTINUOUS IMPROVEMENT

10

We are committed to regularly reviewing our recruitment practices to ensure they remain fair, transparent, and inclusive. Feedback from candidates and employees will be used to improve the recruitment process.

CONCLUSION

11

At NB Group International, we are dedicated to fostering a workplace where all individuals, regardless of their background or characteristics, have an equal opportunity to contribute and succeed. Through our Fair Recruitment Policy, we aim to attract, select, and retain the best talent while promoting diversity, inclusion, and respect within our organization.

www.nbgroupinternational.com

OUR STRENGTH - NB GROUP INTERNATIONAL

- STRONG LEADERSHIP AND VISION

 At NB Group International, we are guided by a visionary leadership team with years of experience in the recruitment industry. Our leadership fosters a culture of innovation, integrity, and excellence, driving the company's growth and success in the competitive global marketplace.
- CUSTOMER-CENTRIC APPROACH
 We place the customer at the heart of everything we do. Our commitment to understanding the needs of our clients allows us to offer tailored solutions and high-quality products that exceed expectations. We build long-term relationships based on trust, service excellence, and reliability.
- 5. INNOVATION AND ADAPTABILITY
 In an ever-changing business landscape, innovation is key to our continued success. NB Group International continuously invests in research, technology, and process improvements to stay ahead of market trends. Our ability to quickly adapt to new opportunities, technologies, and challenges sets us apart from the
- 7 STRONG SUPPLIER AND PARTNER NETWORK

 We have established long-term relationships with top-tier suppliers and
 partners, ensuring that we consistently offer high-quality products at
 competitive prices. Our extensive supplier network enables us to meet the
 diverse needs of our clients, while maintaining flexibility and reliability in our
 supply chain.
- OPERATIONAL EFFICIENCY

 NB Group International operates with a focus on efficiency, continuously refining our processes to reduce costs, improve productivity, and enhance customer satisfaction. Our streamlined operations allow us to offer competitive pricing while maintaining quality and service standards.
- ETHICAL BUSINESS PRACTICES

 At NB Group International, we maintain the highest standards of ethics and integrity in all our business dealings. We are dedicated to transparency, fairness, and accountability in our relationships with customers, suppliers, employees, and stakeholders.

- 2. DIVERSE AND TALENTED WORKFORCE
 Our team consists of skilled professionals from diverse backgrounds, each contributing unique perspectives and expertise. We pride ourselves on maintaining an inclusive environment where our employees feel empowered, valued, and supported in achieving both personal and professional growth.
- 4. GLOBAL REACH WITH LOCAL EXPERTISE
 With operations spanning across various regions, NB Group International
 combines global reach with deep local knowledge. We understand the nuances
 of local markets, which allows us to adapt our services and products to meet
 specific regional demands while leveraging the advantages of a worldwide
- SUSTAINABLE BUSINESS PRACTICES

 We are committed to sustainability and corporate social responsibility. NB

 Group International integrates environmentally-friendly practices into our operations, from sourcing and supply chain management to reducing waste and energy consumption. Our dedication to sustainable business practices reflects
- Our wide range of products caters to various industries, ensuring that we meet the diverse needs of our clients. Whether in wholesale or retail, we ensure that each product meets our high standards of quality, safety, and performance.
- 10. COMMITMENT TO EMPLOYEE DEVELOPMENT
 We recognize that our employees are the backbone of our success. Through ongoing training, mentorship programs, and career development opportunities, we invest in the growth and advancement of our team members, fostering a motivated and high-performing workforce.
- PROVEN TRACK RECORD OF SUCCESS

 With a history of consistent growth, innovation, and client satisfaction, NB

 Group International has earned a reputation as a trusted leader in the wholesa and retail trade industry. Our track record of success speaks to the strength of our strategy and the dedication of our team.

CORE VALUES - NB GROUP INTERNATIONAL

The **core values** of **NB Group International** are encapsulated in the acronym HIRE. We prioritize Honesty by maintaining transparency and integrity throughout the recruitment process, ensuring trust with both clients and candidates. Our commitment to Innovation drives us to incorporate creative solutions in HR consultancy, staying ahead of industry trends. We take Responsibility for the success of every placement and partnership, understanding the impact of our work on both employers and employees. Above all, we strive for Excellence, consistently delivering high-quality manpower services that exceed expectations and contribute to the success of our clients.

Honesty

Committed to maintaining transparency and integrity throughout the recruitment process.

Innovation

Embracing innovative solutions to enhance HR consultancy and meet diverse client needs.

Н

R E

Responsibility

Taking full responsibility for the success of every placement and long-term partnership.

Excellence

Striving for excellence in all aspects of manpower services, ensuring top-tier results.

COUNTRIES WE RECRUIT FROM



Indonesia



Sri Lanka



Nepal



India



Philippines



Ghana



Ethiopia

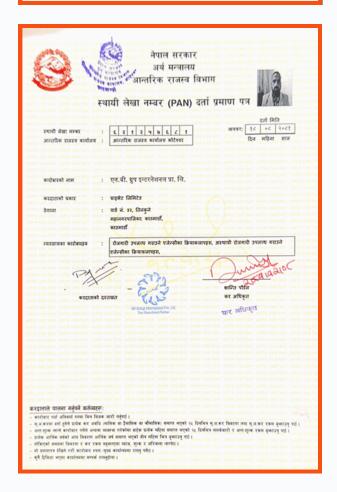
OUR CERTIFICATES



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Thank You

Let's Collaborate





info@nbgroupinternational.com Email Website www.nbgroupinternational.com TINKUNE-32, KATHMANDU, BESIDE ANNAPURNA POST **Address CORPORATE TOWER**

Follow us on: Follow us on:









