

# Providing Veteran Talent For Renew Power's Exponential Growth

As a recruitment partner, helping provide talented employees, for operations, liaison, HR, admin, security across India



ReNew Power Private Limited

## Helping Provide Talented Employees To Support Renew Power Setup 8 GW+ Solar Farms Across India

*"... Brisk Olive Business Solutions Pvt Ltd has provided us recruitment services to hire military veterans in operational roles at mid-management and supervisory levels for **over last few years**. Their shortlisting / screening process is very good and that enabled us to reduce the turnaround time in closure of vacancies as also to hire right skilled candidates that have a good job fit."*

Col Pushkar Prasad, President, Regional Affairs & Development (RAD), ReNew Power

Recruitment of talent

### Ground Staff to Sr Managers

by reliable ex-soldiers visiting homes, neighbors, Gram

### Executive Summary

ReNew Power, **one of India's fastest growing renewable energy companies**, required talent to support its exponential growth to become one of India's largest renewable companies. **Brisk Olive Business Solutions Pvt Ltd** (earlier Soldier2ndLife, Navyug Infosolutions Pvt Ltd) partnered with ReNew since 2017, to meet their manpower needs - from management level to supervisory staff.

Brisk Olive has provided ReNew Power over a 100 employees over 2+ years and **has been acknowledged as a trusted, reliable partner**.

## Client Requirement

ReNew Power Pvt Ltd, one of India's largest renewable energy companies, has large manpower requirement across its 8 GW+ solar farms across India. It needs manpower for various functions including for operations, logistics, facilities management, administration, HR, security, etc, from supervisory to senior levels. Their key requirements are reliability, resourcefulness, and the ability to function independently at the company's diverse facilities across the country.

## Client Challenges

The Client's challenges included:

- Manpower across functions, and across geographies, including in remote areas.
- Verified, reliable talent.
- Short lead times for recruitment, due to the company's rapid growth and fast emerging requirements.
- Multi-skilled individuals, with the ability to take quick decisions on the ground.

## Services Provided by Brisk Olive

Brisk Olive Business Solutions Pvt Ltd (earlier known as the Soldier2ndLife Project of Navyug Infosolutions Pvt Ltd), partnered with ReNew Power in providing them a steady stream of reliable manpower from 2018 till date. Brisk Olive provided the following services to ReNew Power:

- Placement of over a hundred candidates in diverse positions, ranging from operations, logistics, facilities management, administration, HR and security.
- At various levels, ranging from supervisory staff to middle and senior management up to General Managers.

- Sourcing veterans from the Company's huge veteran community of over 23000+ Ex-soldiers, with access to over a 100,000 veterans across India.
- Background, reputation and past performance of veterans verified through the company's unique database and soldiers community.
- Pro-bono transition training to veterans to make them ready to become active contributors from day one.



## Brisk Olive's Differentiators

The following USPs make Brisk Olive a company that is not just a recruiter:

- **Soldier2ndLife - a community of Veterans:** Brisk Olive has created a unique community of veterans – soldier2ndlife – that is focused on providing wonderful second lives to veterans – through learning, earning and collaboration.
- **Brisk Olive Mantras Veteran Training Programs:** Brisk Olive runs continuous transition training programs for veterans, to turn them into assets prized by corporate. To date, it has trained 10s of 1000s of veterans and placed 1000s of them in industry (including as Soldier2ndLife).

under Navyug Infosolutions Pvt Ltd, a sister concern).

- **Brisk Olive's Tech Platform - Erp.Soldier2ndLife.com and Google Apps Scripts:** Brisk Olive uses a proprietary tech platform to manage its 23,000+ growing member base, to train them, place them, and help them collaborate, and used this platform plus Google Apps Scripts to manage and automate the Recruitment Process
- **Internal SLAs: Suitable Candidates within 48 – 72 Hours:** Brisk Olive promises strict adherence to SLAs, through its own internal SLAs and processes.
- Frequent Client Feedback, to ensure quality of service.

- Functions included operations, logistics facilities management, admin, HR, security and some others.
- Candidates for all positions were provided for interviews with 48 hours to 1 week from the assignment being given.
- Retention rate over 90%.

## Tools and Technologies used

Own proprietary ERP and Google Apps Scripts for automation of various recruitment processes
Shared Google Drive for sharing Forms, Shortlisted Clients, Resumes and Turn Arounds
Google Web and Mobile Apps for specific requirements, where needed
Data Analytics
Videos and Balsamiq Mockups for process framing, Git Repository for version control if required, Trac – for tracking and resolving issues.

## Results Achieved By Client

The Client was able to achieve all its recruitment requirements entrusted to Brisk Olive:

- 100+ employees hired, over 2+ years. The engagement is ongoing (temporarily on hold due to Covid-19).
- Pan-India positions were fulfilled.
- Levels of employees hired ranged from middle management (like General Managers) to Supervisors on at sites.

## About Brisk Olive

Brisk Olive Business Solutions Pvt Ltd is an ex-servicemen company that specializes in recruitment of ex-defense professionals to Corporate, Government agencies, and NGOs (Soldier2ndLife, an initiative of Brisk Olive, trains veterans to transition to the civil world; it has 23,000+ veteran members, from officers to jawans, including women officers).

Our ex-soldiers are industry ready and suited for functions like operations, manufacturing, logistics, warehousing, HR, administration, facilities management, security, etc. They are honest, diligent, dependable, process oriented, and loyal, with low turnover.

Through our member base, we provide candidates at virtually every location in India, including some overseas. Besides, our reach extends to practically all 5 Million+ ex-Indian Armed Forces personnel and spouses (please see <https://soldier2ndlife.com>).

### Our Differentiators:

**Our Unique Soldier2ndLife Community:** (soldier2ndlife.com): A large community of ex-military professionals, to whom we provide learning, earning and collaboration. This enables us to provide the best talent, across functions at short notice.

**Our BO Mantras Training Programs:** We provide around the year transition training to veterans - free - to convert them into valued employees.

**Our Tech Platform and Processes:** We deliver excellent SLAs to Clients through our own ERP (erp.soldier2ndlife.com, and supporting automation initiatives like Google Apps Scripts. AI is in the works too.

**Our Clients:**

- MNCs like Amazon India, Welspun India, Hettich India, ReNew Power, Gilbarco Veeder Root, Bajaj Electricals, Bharti Realty, Zen Technologies, etc.
- MSMEs like Rathi Steel, Mother's Pride, E-Pack Polymers, Presto Group, DDF Consultants, Beech Connections, etc.
- 153+ companies (at beginning 2021).

**Brisk Olive's field Force:**

Brisk Olive also helps organizations grow by enhancing their operational reach massively, through India's largest operational field-force of 20,000+ ex-defense professionals, deployed across all 741 districts of the country.

This makes Brisk Olive India's largest technical consulting and field force operations provider. Our Field Force services include Business Consulting, Surveys, Market Research, Audits, Projects, Promotions, Trainings, Verifications, and other white, grey and green collar operational tasks.

Here is a [2-minute Video](#) and a [Presentation](#)

**Contact Us**

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