

# We look out for people who are far-sighted

The dynamism of social networking in the virtual world has opened gates for innumerable dotcoms; they are a huge platform for the masses, on the stage or back of the stage. The people back stage—be it the technical team, the marketing team or the admin department—are the ones creating the platform and are the trendsetters. Hence the importance of having a good, innovative, hard working and enthusiastic team is really important for a dotcom player such as ApnaCircle. The people behind this virtual world should be self-motivated and dynamic enough to bring about the difference and also communicate it.

At ApnaCircle, we look for employees who take ownership of their responsibility towards the organisation. There are certain skill sets and qualities we look for in a good prospect that can roll the wheel uphill. The qualities and skill sets could be bifurcated into two, one for freshers and the other for professionals.

When it comes to freshers, we look at people with good academics and professional qualification and who have good IT skills, which is a must for a virtual networking business like ApnaCircle.

Fluent communication in all the teams is an important pre-requisite for the employee at ApnaCircle. Being headquartered at Paris, the communication flows needs to be kept in mind and taken special care of. The HR team hires keeping the same in mind.

Being good at theory doesn't mean being good at practical. At ApnaCircle, after the interview, we let the candidates present their work, projects and their POAs for the organisation. This exercise has two benefits. First, it lets the HR team analyse the aptitude of the prospect and also check their ability to put theory into practice. Second, the prospect sets his or her own KRAs and does what he/she is best at. With these minimal qualities, the candidate should also have a craving to learn more and crave for more information.

When it comes to professionals, experience plays a very important role in deciding the efficiency of a prospect. Experience also adds expertise and is an advantage for us.

Past performance plays an important role. The experienced candidate should have a record of accomplishment. A good track record of happy and satisfied ex-employers is a good sign. We ask for testimonials and references to get an idea about his/her performance.



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We also want our employees to be reliable. We have an open communication system in the organisation therefore the non-reliability of a candidate could be hazardous to the confidentiality of ApnaCircle.

We have a hierarchy to be followed and the KRAs as every organisation does; however, we maintain flexibility in those KRAs, so as to enable each one to learn and understand the responsibility of others. This enables synchronised and smooth work flow and also serves as a backup in the absence of one another. Only a multi-tusker, creative and innovative thinker can fit in.

We also look out for employees who are far-sighted; those who not only innovate and contribute but also have the ability to evaluate the end result and think beyond.

When it comes to work environment, at ApnaCircle it is professional yet not stringent. We look for employees who share the goal of the organisation. To every employee who wants to make a difference to the organisation, we give motivation and a sense of belonging to the organisation. We make sure the goals we set are challenging yet attainable and not something that is wildly out of everyone's reach. We let the employees choose and do what they love doing. We make it a point to sit down with the employees and outline our goals and understand each others' level of vision. This open communication keeps the goal of the organisation and that of the employees in equilibrium. Also, the flexible hierarchy system gives our employees a chance to learn things beyond their own responsibilities and gives them a sense of equality and belonging. This also helps the employees streamline their personal goals with those of the organisation. And last but not the least, we strongly believe in working hard, partying harder. So, by celebrating birthdays in office while at work, office parties and outings, we are able to understand our employees better.