



## INTRODUCTION

Namaste,

A very wonderful and warm greeting to all of you,

World Net Recruitment Consultants (P). Ltd. comprises experts who are active, experienced, energetic, and driven to deliver great business solutions. We are strong proponents of bridging the gap between job creators and job seekers. We stand out as one of the greatest organizations to work with because we focus on building solid partnerships between companies and employees.

We look forward to providing you with the best services possible in the days ahead. We appreciate the opportunity to serve you. We guarantee that you will receive the best service available at all times.

Thank you sincerely!

# About Us



Since its inception on July 20, 2000, World Net Recruitment Consultants (P.) Ltd. has had Govt. Lic. No: 174/056/057 has become Nepal's foremost international employment consultancy. The company was founded to address the growing demand for Nepalese workers overseas, which helps to alleviate the country's annual unemployment rate.

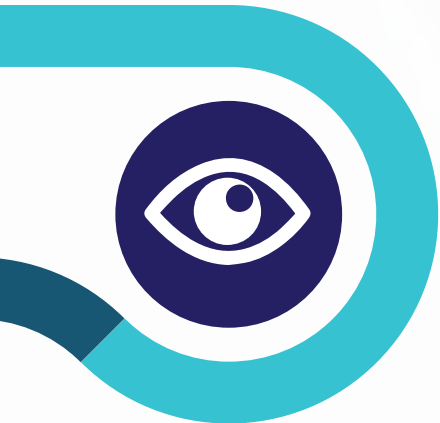


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Based on the needs of our valued clients, the organization exports a wide range of competent people, ranging from unskilled to highly qualified specialists. As a result, the agency serves as a link between Nepal and countries that import manpower worldwide.

Over the years, World Net Recruitment consultants (P) Ltd. has established itself as a reliable name in outbound recruitment. The firm believes in a combination of competence and excellence. Working in a foreign country has been the preferred alternative for Nepalese millennials seeking better work opportunities.



## VISION

Based on the extent and quality of our service, our vision is to become the preferred Manpower service of choice for companies and to give world-class professional requirement solutions to employers and job seekers in every discipline.



## MISSION

Our mission is to find talented people for our network. At the right time, we deliver the right applicant to the right employer. This statement shows our commitment to providing the best possible service to our clients, candidates, and other stakeholders with whom we work and the implementation of our corporate social responsibility program to benefit the wider community.



## OBJECTIVES

World Net Recruitment Consultants (P) Ltd. is dedicated to providing manpower employers with the best human resources. Our company's major purpose is to lawfully provide job chances to manpower companies for professionals, skilled, semi-skilled, and unskilled workers and our top concern is customer satisfaction.

# MESSAGE FROM THE CHAIRMAN



Population growth rates in industrialized countries are slowing, which means more job opportunities in the global economy. Immersion needs appear to be more scientific, and their fulfillment would be a great challenge if done the usual way. As a result, a significant shift in the recruitment process is required.

World Net has established itself as one of Nepal's most ethical and professional recruitment agencies, with a reputation for providing high-quality, specialized services.

We provide personal service, confidentiality, and the highest professional standards in the recruiting industry to applicants and clients.

As a result, we have placed thousands of people in commercial and entrepreneurial firms worldwide. World Net collaborates closely with customers to discover the particular credentials and skills required in prospects and conducts lengthy interviews with applicants to assure their experience.

Throughout the client interview and follow-up, we remain actively involved. Our primary goal is to establish long-term successful relationships between the people we place and our clients.

World Net has done an excellent job of promoting Nepalese human resources in the international job market and raising professional competency levels.

We hope that every one of you will profit from our services.

Thank you,

A handwritten signature in black ink, appearing to read 'D.B. Nalbo', written over a horizontal line.

D.B. Nalbo

# Board of Directors

## Dipendra Kumar Nalbo



Mr. Dipendra Kumar Nalbo has grasped the knowledge in the oil and gas field in Middle east countries in the scaffolding division for more than twenty years and has continuously contributed to this recruitment industry since then. As an Assessor, recognized by the Government of Nepal, he offers a technological advantage in recruiting trained workers which is something that most enterprises lack. His constant involvement in the selection process in Kathmandu makes the task for the technical wing considerably more difficult. However, it provides the most important advantage to companies that partner with us over the agencies.

## Bhuwan Singh Rai

For more than ten years, Mr. Bhuwan Singh Rai has acquired experience in the oil and gas field in Middle Eastern countries through the scaffolding division, and he has continued to contribute to the recruitment business since then. He values quality service and reputation because he is a businessman with much sway in his industry. His goal has remained to provide high-quality, timely service.



## Nanda Raj Gurung



Through the scaffolding division, Mr. Nanda Raj Gurung has gained knowledge in the oil and gas field in Middle Eastern countries, and he has continued to contribute to the recruitment company since then. Furthermore, he has indulged himself by starting a training Center "Susan Polytechnical Private Limited" which provides a comprehensive platform to various Nepalese who are seeking to learn the different training courses to build themselves for good foundation in their life. It provides a training program for aspiring Nepalese from entry level.

## Bibhuti Bhushan Chettri

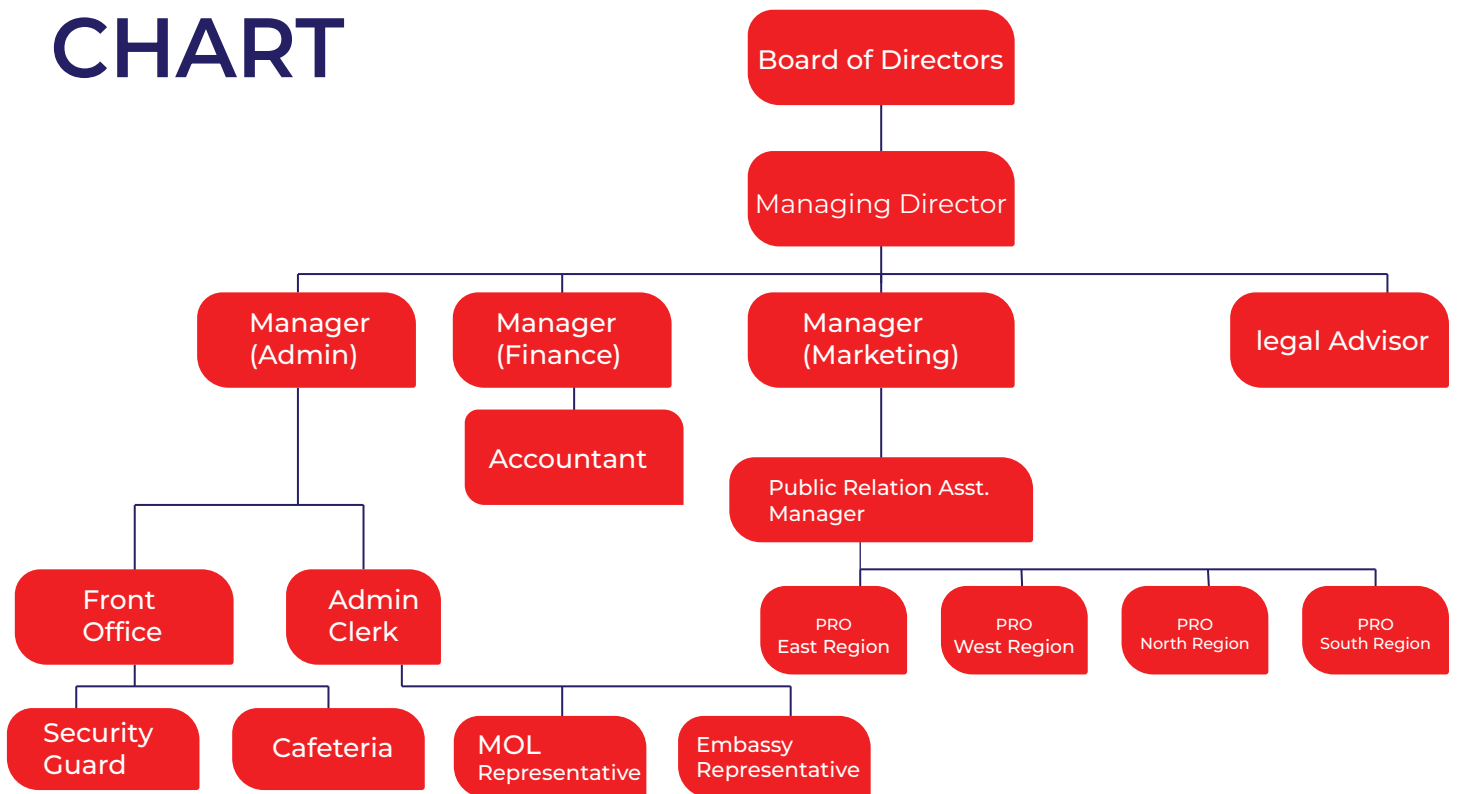
We focus our efforts under the able guidance of Mr Bibhuti Bhushan Chettri, the company's worldwide marketing director. He has developed a thoroughly professional approach to the recruitment process with with an experience of more than 2 decades in sales and marketing. The ideal candidate is selected cautiously and realistically, validating the 'right person at the right place.'



WNRC encourages its team to work together effectively which benefits both the team and the organization. Our team is far more than just a collection of people and the contribution of each individual towards the organization has made WNRC a popular and reliable name in the Manpower Industry in Nepal and Abroad.



# ORGANIZATION CHART



# LEGAL DOCUMENTS

नेपाल सरकार  
अर्थ मन्त्रालय  
आन्तरिक राजस्व विभाग

स्थायी लेखा नम्बर (PAN) दर्ता प्रमाण पत्र

आन्तरिक राजस्व विभाग  
काठमाडौं, नेपाल

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व्यक्तिगत विवरण: [Blank]

व्यवसायिक विवरण: [Blank]

अन्ततः प्रमाणित गरिएको छ।

आन्तरिक राजस्व विभाग  
काठमाडौं, नेपाल

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दर्ता गरिएको छ।

आन्तरिक राजस्व विभाग  
काठमाडौं, नेपाल

आन्तरिक राजस्व विभागको कार्यालयमा  
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काठमाडौं, नेपाल

आन्तरिक राजस्व विभागको कार्यालयमा  
दर्ता गरिएको छ।

नेपाल सरकार, अर्थ मन्त्रालय  
वैदेशिक रोजगार विभाग  
दस्तावेज पत्र

वैदेशिक रोजगार ऐन, २०६४ र वैदेशिक रोजगार विनियमावली, २०६४ को अन्तर्गत यो वैदेशिक रोजगार व्यवस्थापन पत्र जारी गरिएको छ।

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वैदेशिक रोजगार विभागको कार्यालयमा  
दर्ता गरिएको छ।

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दर्ता गरिएको छ।

वैदेशिक रोजगार विभाग  
काठमाडौं, नेपाल

वैदेशिक रोजगार विभागको कार्यालयमा  
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काठमाडौं, नेपाल

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काठमाडौं, नेपाल

वैदेशिक रोजगार विभागको कार्यालयमा  
दर्ता गरिएको छ।

डिस्ट्रिबुटिड टो:  
Nepali Money Public Council  
B.N. 331774

Nepali Money Public Council  
Regd. No. 19879

Received for:  
License  
No. 174936007  
Date: 03 December 2014 A.D.

Conditions:  
1. Without facing approval shall not open branch and work.  
2. Shall not send to any employee in any conditions to any foreign country except approval taking country.  
3. Shall follow the directions of Nepal Government's time to time in addition of prevailing laws.

Translated By: Ashokra / Money Public-Trade Public Regd  
Contact No: 977-1-88576, 9841-52129 | Email: money.public@gmail.com

Nepali Money Public Council  
B.N. 331773

Nepali Money Public Council  
Regd. No. 19879

Government of Nepal  
Ministry of Labor and Social Security  
Department of Foreign Employment  
Public Seal Office

License No: 174936007  
Date: 03 December 2014 A.D.

License

This license is hereby provided to Ms World Net Recruitment Consultancy Pvt. Ltd. to conduct the foreign employment business within the conditions mentioned in this license in pursuant to the Foreign Employment Act, 2007 A.D. and Foreign Employment Rule 2008 A.D.

License Issuing Officer:  
Signature: [Blank]  
Name: Pratik Kumar Paudyal  
Rank: Director General  
Date: 03 December 2014 A.D.

Translated By: Ashokra / Money Public-Trade Public Regd  
Contact No: 977-1-88576, 9841-52129 | Email: money.public@gmail.com

# CATEGORIES OF PERSONNEL

Personnel accessible for foreign work in Nepal is divided into various categories.

## ENGINEERING SECTION

- Project Manager
- Civil Engineer
- Computer Engineer
- Mechanical Engineer
- Electrical Engineer
- Draft-man
- Others

## OFFICE STAFF

- Chartered Accountant
- Accountant
- Assistant Accountant
- Office Clerk
- Computer Operator
- Office Boy
- Receptionist
- Storekeeper
- Others

## CLEANING SECTION

- Cleaning Supervisor
- Cleaner
- Others





## CONSTRUCTION SECTION

- Engineers - Civil / Electrical / Mechanical
- Surveyor
- Quantity Surveyor
- Safety Officer
- Foreman - Civil/ Electrical / Plumbing  
Carpentry Masonry / Scaffolding /
- Steel Fixing
- Charge Hand
- Time Keeper
- Heavy Equipment Operators -  
Excavator Loader / Dozer / Roller etc.
- Heavy Driver
- Plant Operator
- Concrete Pump Operator
- Road Equipment Operator
- Scaffolder
- Electrician
- Plumber / Pipe Fitter
- Carpenter - Shuttering / Finishing
- Mason - Title / Block / Plaster / Marble
- Steel Fixer
- Gyps Man
- Painter - Spray/ Roller
- Helper
- Others

## SECURITY SECTION

- Security Officer
- Security Supervisor
- Security Guard



## TECHNICIAN

- Plant Technician
- Chiller Plant Technician
- A/C Technician
- Material &
- Concrete Technician
- Duct Technician
- Others

## HOTEL & RESTAURANT

- Chef / Cook
- Assistance Cook
- Continental Cook
- Waiter/ Waitress
- Rom Boy
- Cleaner / Steward
- Gardner
- Others



## SALES SECTION

- Manager
- Sales Executive
- Sales Supervisor
- Accountant
- Cashier
- Sales Man
- Fork Lift Operator
- Helper
- Others



## MEDICAL SECTION

- Medical Doctors
- Nurse
- Ophthalmic Assistant
- Optometric Optician
- Pathologist
- Lab Technician
- Others



## GARMENT / TAILORING

- Tailor Master - Cutting / Sewing
- Tailor
- Others

## WORKSHOP

- Plant Technician
- Chiller Plant Technician
- A/C Technician
- Material & Concrete Technician
- Duct Technician
- Others



# SELECTION PROCEDURE

We advertise for possible recruits in publications and on the internet. We are working to improve our clients' service standards and quality; therefore, interested applicants may contact World Net Recruitment Consultants.

## Apply

We want to give you all the online and offline information you need. It is highly recommended that you visit World Net Recruitment Consultants to apply for a job opening. For the selection of shortlisted candidates, we use three methods.

## Interview

Interviews will be held with the candidates who have been shortlisted. We will market and select our candidates through interviews between employees and employers.

## Video Conferencing

Based on the requisition and the relationship we have with our clients, we offer the option of video conferencing to interview candidates.

## Direct

For the final interview, several employers travel to Nepal. We make arrangements for the interviews. On the agreed-upon interview day, we call shortlisted prospects. We have a completely equipped office with all the necessary modern amenities and equipment for an interviewer.

## On behalf of the employer

Some manpower importing companies delegate complete control over the selection process to manpower consultants. In such cases, we conduct interviews on behalf of employers in other countries and coordinate all dispatching arrangements to the job location.



## WHY SHOULD YOU RECRUIT FROM WORLD NET RECRUITMENT CONSULTANTS?

World Net Recruitment Consultant (P). Ltd is a leading manpower recruitment firm in Nepal, with a reputation for providing professional and exceptional service. Our employees are highly competent and trained in their respective fields.

We take pleasure in being dependable, friendly, and up-to-date with our clients. We are confident that when WorldNet does business with you, we will give you 100% of ourselves. Clients are our top priority, and we make certain that we never disappoint them. You will never hear us say no Our positive approach with 100% dedication towards the client requirement has always left us with best results and we continue to deliver our services with the same level of enthusiasm.

One of the key sources of our business is repeat and referral business from previous clients. This demonstrates that we can always make our customers pleased and satisfied with our services.

We explore for new businesses and at the same time we give equal importance in retaining our existing business.

- Agency with Professionalism
- Training Center
- Proficient Worker
- Avoid gap information
- Avoid financial exploitation

# DOCUMENTS REQUIRED

## DEMAND LETTER

Addressing World Net Recruitment Consultants (P). Ltd. from the employment, stating the number of workers and required categories, as well as the compensation scale, duty hours, and other benefits, all of which have been authenticated/attested by the appropriate authorities (Chamber of Commerce, Ministry of Foreign Affairs, etc.)

## POWER OF ATTORNEY

Providing World Net Recruitment Consultants (P). Ltd with power/authority to recruit workforce from Nepal, duly authenticated/attested by the appropriate authorities (Chamber of Commerce, Ministry of Foreign Affairs, etc.)

## AGENCY AGREEMENT

Both the employer and World Net Recruitment Consultants (P). Ltd signed and sealed a commercial contract.

## EMPLOYMENT CONTRACT

Wages and benefits are discussed in a service contract between the employer and the employee.

## GUARANTEE LETTER

Without the approval of appropriate Nepal Government officials, the employing enterprise should not transfer any workers to another nation.



# Our Strategy & Procedure

- Tabled the employer's requirements, verified to the data bank, and found the number of conditions and categories that need to be fulfilled.
- Call a staff meeting.
- Discuss and identify the potential areas for finding manpower.
- Campaign Marketing by our field marketing staff to assemble potential applicants.
- Our interview team will conduct a preliminary oral interview.
- Finalize the interview date as per the Client's schedule.
- With the authorization of the clients, our experts conducts the final interview even on their absence. WNRC guarantees the quality of the candidates according to the client requirements.
- Selected Candidates will go for a medical checkup.
- We accumulate shortlisted candidates' Medical fit reports, police clearance reports, photos and passports for the visa endorsement and other necessary documents as they differ from country to country.



# Terms And Conditions

1. The FIRST PARTY will send the SECOND PARTY a Demand Letter, Power of Attorney, Guarantee Letter, Manpower Recruitment Agreement, and Employment Contract (authorizing the SECOND PARTY to recruit and expatriate workers from Nepal on behalf of the FIRST PARTY). The Chambers of Commerce of the employing country, the Foreign Ministry, and the Nepalese Embassy shall all attest to the Demand Letter, Power of Attorney, and Employment Contract.
2. Both parties must get the consent of their respective governments to import, recruit, and supply workers, following the rules and regulations of both nations about the conditions required for import and supply.
3. The SECOND PARTY is responsible for shortlisting qualified applicants following the FIRST PARTY'S requirements based on their trade qualifications and experience. The SECOND PARTY shall advise the FIRST PARTY of any competent applicants shortlisted and ready for a final interview and selection.
4. The FIRST PARTY can send a representative or allow the SECOND PARTY to select the process and send qualified workers under the SECOND PARTY'S complete assurance.
5. A representative of the employer or a SECOND PARTY on his behalf will interview, test, and pick the worker. The FIRST PARTY commits to notify the SECOND PARTY through fax, email, or letter of its final list of individuals selected and the intended mobilization date at the appropriate location.
6. The SECOND PARTY will assist the workers with Nepal immigration and government requirements, medical tests, visa stamping from the appropriate embassy, and necessary clearances.
7. The SECOND PARTY will offer airport assistance to leave selected personnel at their own expense. It will notify the FIRST PARTY of their arrival details via any means of contact (fax, email, or telephone) so that they can be met upon arrival

8. The FIRST PARTY will be responsible for receiving the workers at the airport in part or in full, depending on the Client's requirements and the validity of the concerned country's visa.
9. Each category's attached demand letter and contract agreement will determine the worker's monthly pay and other service conditions. The SECOND PARTY should be informed about the salary by the FIRST PARTY. The SECOND PARTY, in turn, must notify the candidate clearly and concisely.
10. If the employer finds the selected worker unfit, unqualified to continue the employment, refuses to work, fails medical tests upon arrival in the concerned country, or is considered a security threat within the three (3) month probation period from the start of employment, the EMPLOYER may replace the worker. The SECOND PARTY is responsible for returning the unqualified worker within a month after the unskilled worker's termination. The SECOND PARTY is responsible for all expenses incurred due to this.
11. The shortlisted candidates will arrive within one month of their visas being issued. If the visas are not received within this time frame, they will be revoked, and the SECOND PARTY will be responsible for any replacement costs.
12. If the candidate does not receive all of the benefits stipulated in the Employment Contract and the company, FIRST PARTY will replace them at their own expense.





# ABOUT NEPAL

Destination Nepal, a former kingdom in the Himalayas of South Asia, is profiled on Nations Online. The landlocked, hilly country is bordered on the west by Uttarakhand, on the south by Uttar Pradesh, on the southeast by Bihar, and on the east by West Bengal and Sikkim.

It has a border with Xizang, China's autonomous territory known as Tibet, in the north. Nepal is slightly greater than 1.5 times the size of Portugal or somewhat larger than the state of Arkansas in the United States, with a total area of 147,181 km<sup>2</sup>. Nepal's population is 30.3 million people (2021). Kathmandu is the largest city and the country's capital.

Nepal is a fantastic place to visit for exploration and a one-of-a-kind experience, with ancient civilizations set against some of the world's most beautiful terrain. Nepal, a beautiful nation, is ideal for open-minded people seeking an authentic and thrilling experience. By relishing in the unspoiled and undiscovered, you will discover yourself.



# ABOUT NEPAL

The immense diversity of Nepal, from hot jungle and Terai to the cold peaks of the world's highest mountains, ensures an unequaled range of activities. Trekking, mountaineering, and rafting in a gorgeous environment are three of Nepal's most popular activities. Elephant Polo and a microlight flight through the Himalayas show that your imagination is the only limit to what you can do in Nepal. With 15 National and Wildlife Parks, Nepal is one of the few places on the planet where you may witness the Asiatic rhinoceros and the Royal Bengal Tiger (two of which are UNESCO World Heritage Sites).

Nepal's most enticing aspect is, for many, its people. The traditions of Nepal's many ethnic groups and the country's well-known hospitality are vital components of the country's uniqueness. Nepalese people are always friendly, from remote mountain villages to medieval hill towns and the Kathmandu Valley's old metropolis. Taste Nepalese cuisine's bold and distinct flavours, prepared with care and a depth of flavour, or attend one of the many festivals occurring throughout the year.

Mount Everest, the world's highest mountain peak, and Lumbini, the birthplace of Gautama Buddha, are both found in Nepal. Mountaineering, as well as other types of adventure and ecotourism, are popular with visitors.

## Some of the Major Tourism Activities in Nepal

- Mountain Climbing
- Trekking
- Bird Watching
- Rafting/Kayaking/Canyoning
- Hot Air Ballooning
- Bungee Jumping
- Paragliding
- Ultralight Aircraft
- Mountain Biking
- Jungle Safari
- Mountain Flight
- Rock Climbing





**World Net Recruitment Consultants (P).Ltd**

"Government Approved Lic. No: 174/056/057"

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Email : [info@worldnetrecruitment.com](mailto:info@worldnetrecruitment.com)

Website: [www.worldnetrecruitment.com](http://www.worldnetrecruitment.com)



\*AN ISO 9001:2015 CERTIFIED COMPANY



QR CODE



World Net Recruitment Consultants (P).Ltd

- Reliable
- Responsible
- Trustworthy
- Ethical
- Resourceful