

Stop Filling Seats. Start Running the Show.

From delivering order to manage the demand

How C2H and hiring partners can evolve from transactional staffing to becoming the full talent engine of a Global Capability Center.

The C2H Model Is a High-Risk, Low-Ceiling Business

Every placement you make today is a bet - and the house doesn't always win.



No-Show Risk

Candidate accepts offer, doesn't join. You absorb the cost of sourcing, screening, and time - with zero revenue.



Clawback Exposure

Candidate exits within 90 days. Client claws back fees. Your margin evaporates - sometimes becomes a loss.



Zero Stickiness

Each placement is a transaction. Next requirement goes to a competing vendor. No recurring relationship, no loyalty.



Linear Ceiling

More revenue means more recruiters. No leverage, no platform, no scale. Revenue is capped by headcount.

There is a better model - and we want to bring you into it.

India's GCC Boom Is Creating a Massive Talent Demand

1,900+

GCCs in India today

Each one is an active, growing talent consumer

500+

New GCCs expected by 2027

Each new GCC needs 100–500 hires in Year 1 alone

1.9M+

Professionals in GCCs now

Projected to reach 4M+ by 2030

₹800Cr+

Annual staffing spend in GCCs

Fragmented across hundreds of vendors today

WHAT THIS MEANS FOR YOU AS A PARTNER:

- Every new GCC is a 12 - 24 months bulk hiring engagement - not a single job order
- Existing GCCs grow year-on-year and need a reliable, embedded talent partner
- The partner who gets in early becomes the preferred vendor - locking out competitors
- GCC hiring is structured, predictable, and high-volume - the opposite of ad-hoc placements

From Transactional Vendor to Strategic GCC Talent Partner

TODAY: TRANSACTIONAL MODEL

Revenue Model	Per-placement fee, one-time
Risk Profile	High - no-show, dropout, clawback
Client Relationship	Transactional, no stickiness
Engagement Level	Mostly customer project delivery leads
Revenue Ceiling	Linear - capped by recruiter headcount
Contract Length	None - each order is standalone
Value Delivered	A warm body in a seat
Competitive Moat	None - always pitching against rivals



TOMORROW: MANAGED SERVICES PARTNER

✓ Revenue Model	Monthly retainer + volume SLA
✓ Risk Profile	Low - SLA-based, shared, manageable
✓ Client Relationship	3–5 years embedded partnership
✓ Engagement Level	Customer Corporate Strategy Team
✓ Revenue Ceiling	Scalable - grows as GCC grows
✓ Contract Length	12–36 months, renewable
✓ Value Delivered	Full talent supply chain ownership
✓ Competitive Moat	Deep - near-impossible to displace

Six Service Lines You Can Own Inside a GCC Engagement



01

Bulk Hiring Engine

Drive structured hiring campaigns for 50–500 roles. Predictable mandates, volume SLAs, recurring revenue.



02

HR Onboarding Services

Offer letter generation, BGV, document collection, employee ID setup. Recurring fee model, not per-head.



03

Training & Induction

Domain, process, and soft-skills training before deployment. High-margin, differentiated service layer.



04

Payroll Processing

End-to-end monthly payroll management. Pure annuity revenue - sticky, scalable, hard to dislodge.



05

Compliance & Labour Law

PF, ESI, gratuity, statutory filings. Expertise play that makes you indispensable to the GCC leadership.



06

Build-Operate-Transfer (BOT)

Build the HR/talent function, run it to maturity, then hand over - leaving a case study and a replicable model.

What the Numbers Look Like as a GCC Managed Services Partner

TRADITIONAL C2H	
Monthly placements	8–12 positions
Fee per placement	₹30,000 – ₹80,000
Monthly gross revenue	₹3L – ₹9.6L
Risk deductions	15–25% (dropouts, clawbacks)
Net monthly earnings	₹2.25L – ₹7.2L
Year 1 (est.)	₹27L – ₹86L
Client contracts	None - ad hoc



GCC MANAGED SERVICES	
GCC client retainer	₹8L – ₹25L / month
Hiring volume SLA	20–80 hires/month
Payroll management fee	₹1.5L – ₹5L / month
HR ops & compliance	₹1L – ₹3L / month
Net monthly (1 GCC client)	₹10L – ₹33L
Year 1 (1 client)	₹1.2Cr – ₹4Cr
Client contracts	24–36 months, renewable

With 3 GCC clients, you build a ₹3.6Cr – ₹12Cr annual managed services business - with multi-year contracts.

How You Grow With Every GCC Engagement - The Partner BOT Path

ENTRY
POINT

Hiring Partner

You are brought in as the preferred hiring partner for a new or expanding GCC. Volume mandates, structured SLAs.

₹5L–₹15L/mo

MONTH
3–6

HR Ops Partner

You expand to manage onboarding, offer letters, BGV, and compliance. Retainer-based, low effort after setup.

+₹3L–₹8L/mo

MONTH
6–12

Payroll & Compliance

You absorb the payroll processing and statutory compliance for the GCC workforce. Pure annuity revenue.

+₹2L–₹5L/mo

YEAR 2+

BOT: Build & Transfer

You build the full internal HR function, run it for 12–18 months, then transfer to client. Case study + reference.

₹15L–₹40L/mo

WHAT WE BRING TO YOU

Why Partnering With Our GCC Advisory Group Changes Everything

You don't need to find GCC clients. We bring them to you - already engaged, already committed.



Pre-Qualified GCC Clients

We engage companies planning to set up or expand GCCs. When they sign with us, you get a direct mandate - no cold pitching.



Preferred Partner Status

As our ecosystem partner, you are positioned as the recommended talent provider - not one of 20 vendors in a rate war.



Service Expansion Playbook

We give you the managed services frameworks, SLA templates, and pricing models to expand your offering immediately.



Pipeline Visibility

Jointly create GCC pipeline before it goes to market. Early access to mandates gives you a 4–12 weeks head start on competitors.



Co-Delivery Support

For complex engagements, our team works alongside yours. You don't have to figure out GCC operations alone.



Reference & Case Study Rights

Every successful GCC you help build becomes a case study you can take to the next client - compounding credibility.

Simple to Start. Structured to Scale.

01

Partner Assessment

Week 1–2

We evaluate your current capabilities - hiring volume, geographic reach, compliance maturity, and capacity to expand services.

02

Partner Charter & Agreement

Week 2–3

We formalise the engagement - preferred partner status, exclusivity terms for specific GCC clients, revenue share model.

03

Capability Uplift

Week 3–4

We share our GCC playbooks, operating frameworks, strategic checklists, and SLA templates. You hit the ground running.

04

First Client Activation

Month 2

Joint Go-to-Market strategy for GCC client. Create active pipeline. We co-pitch, we jointly deliver. Our credibility becomes your credential.

05

Expand & Scale

Month 3+

As you prove delivery, we bring you into more GCC engagements, expand your service scope, and deepen the partnership.

This Is Not an Upgrade - It Is a Reinvention

Before you move forward, answer these honestly:

1

Can your GTM team sell to Corporate Strategy?

Today you engage Project Delivery and TA Managers. GCC deals are owned by CFOs, CHROs, and Global Ops Directors. This needs a different conversation, different skills, and different relationships.

⚠ Your existing GTM team may not be equipped for this - without upskilling or new hires. Your webpage & engagement platform will need reform to attract GCC pipeline.

2

Are you ready to move from PO fulfilment to Shared Services?

Each GCC service line - Bulk Hiring, Onboarding, Payroll, Compliance, Training - needs a Tower Leader, an SLA, a delivery playbook, and tooling. This is a new operating architecture, not a larger version of what you do today.

⚠ Without Tower Leaders and a defined operating model, delivery will collapse under GCC scale.

3

Have you built your Rate Card and Cost-to-Serve model?

GCC clients expect structured commercial proposals - priced by service line, headcount band, and engagement complexity. Without a ready rate card, you cannot close or govern an engagement.

⚠ Walking into a GCC pitch without a cost model is the fastest way to lose credibility.

THE DECISION IS SIMPLE

Keep Placing Candidates One at a Time - Or Build a Business.

*The GCC wave is here. Companies are building. They need a trusted talent partner.
We are the connector. The question is - do you want to be at the table?*

1

**Partner
Conversation**

30 min · No obligation

2

**Capability
Assessment**

We map the opportunity

3

**First GCC
Mandate**

You deliver, we co-support