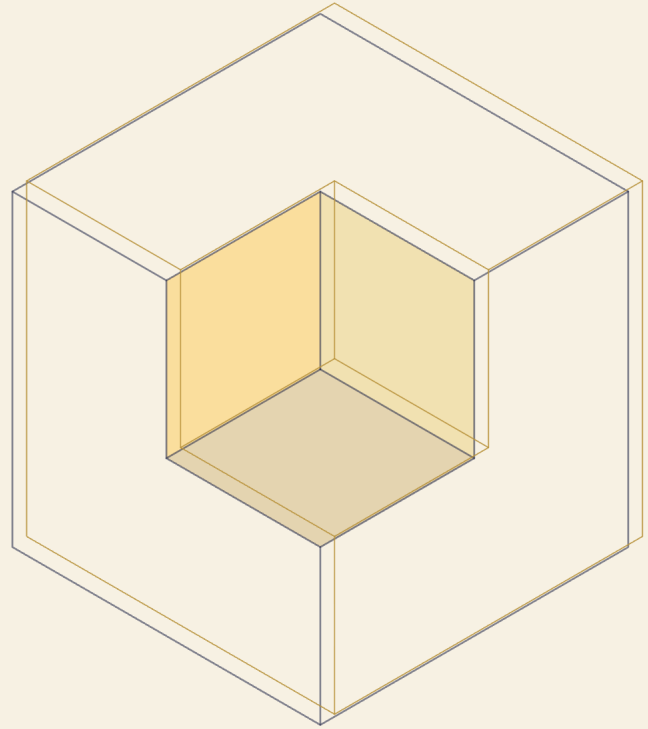
LENOR VENTURES
PRIVATE LIMITED
INNOVATING ACROSS POSSIBILITIES

STAFFING SOLUTIONS

THE RIGHT SPECIALISTS, DELIVERED WITH TRUST.

We source, screen and deploy talent for permanent and contract roles across thirteen technology and business domains.



Staffing at a glance

Lenor Ventures finds, verifies and deploys specialists for permanent and contract roles, and we stay accountable for each placement after the person joins.

180+

Roles we staff, from AI engineers to SAP consultants and testers

13

Domains across technology and business functions

4 HRS

Turnaround to share curated candidate profiles

9

Governed stages, from sourcing to onboarding

Two hiring models

Permanent hiring

We source, screen and shortlist candidates. The person you select joins your payroll.

Skill tests and interviews happen before you see a profile.

Documents and background are verified before the offer.

A replacement guarantee covers each placement.

Contract staffing

Our people work at your site or remotely while they stay on the Lenor Ventures payroll.

We run monthly payroll and issue payslips.

We handle Provident Fund, Employees' State Insurance and Professional Tax.

We check in with every deployed person at regular intervals.

IN PRACTICE Our contract engineers have worked for a cybersecurity client on the Lenor Ventures payroll since April 2026.

Why clients choose us

We combine speed with care: AI tools find candidates quickly, and experienced recruiters decide who is shared.

I

Fast delivery

Curated candidate profiles reach you within a four-hour turnaround.

II

One point of contact

One assigned person owns your account from end to end.

III

Ongoing engagement

Periodic check-ins and surveys continue with every deployed person.

IV

AI-augmented sourcing

AI sourcing tools find and qualify candidates faster.

V

Human-led evaluation

An experienced recruiter reviews every shortlisted profile.

VI

Rigorous pre-screening

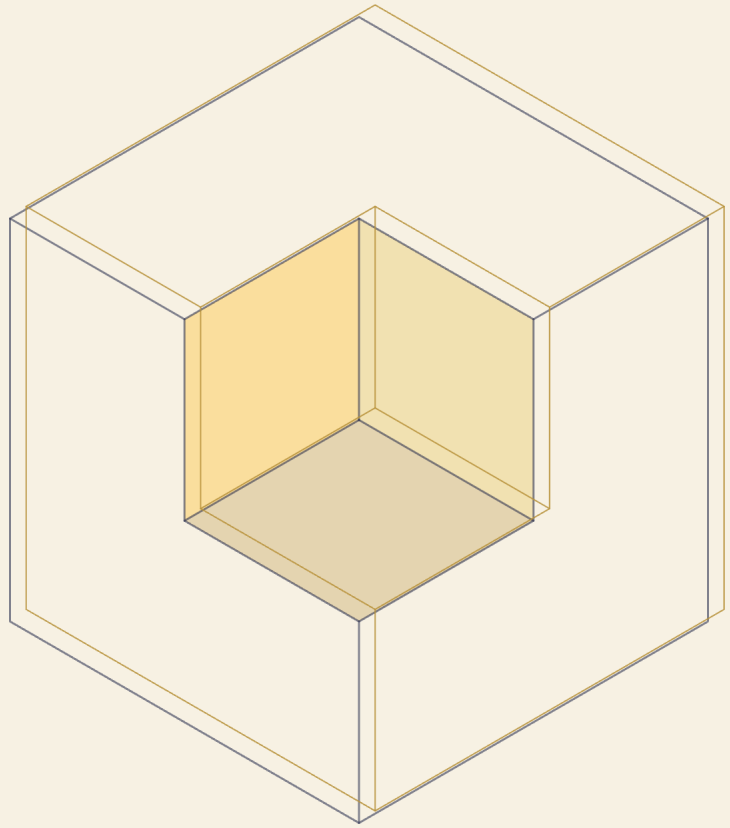
Skill tests and interviews happen before any profile is shared.

02

People and talent

Domains we staff

We staff more than 180 roles across thirteen domains, from AI engineering and SAP to testing, IT support and business analysis.



Thirteen domains, one partner

17
AI, GenAI and machine learning

22
Data engineering and analytics

30
SAP

21
Software engineering

14
Intelligent automation and RPA

13
Power Platform, SharePoint and EUC

11
Cloud, DevOps and release

9
Security, network and IT support

11
Quality engineering and testing

11
Project delivery and business analysis

10
ERP, HR and business systems

7
CRM, integration and platforms

7
Domain and business specialists

183 ROLES

The number beside each domain is the count of roles we staff in it.

DOMAIN 1 · 17 ROLES

AI, GenAI and machine learning

Engineers and architects who design, build and run AI systems, from generative AI and agents to MLOps.

AI Engineer	Agentic AI Developer	MLOps Engineer
Senior AI Engineer	Agentic Solution Architect	MLOps Developer
AI Architect	Prompt Engineering	Data Scientist
Gen AI Engineer	AI/ML Chatbot	AI Product Analyst
Gen AI Technical Architect	Google Dialogflow CX	AI PMO
AI/ML Engineer	Copilot Developer	

DOMAIN 2 · 22 ROLES

Data engineering and analytics

Specialists who build data pipelines and platforms, and who turn data into dashboards and reports.

Data Engineer	ETL Developer	Power BI Developer
Senior Data Engineer	Ab Initio	ETL Power BI Developer
Data Platform Engineer	Informatica P360 Developer	Power BI or Qlik Developer
Support Data Engineer	SAP Data Services	Tableau Developer
Data Apps Engineer	Database Management	Dashboard Developer
AWS Cloud Data Engineer	Master Data	Visualization Expert
AWS Big Data Engineer	Python with PL/SQL	Alteryx Developer
Google Cloud Data Services		

DOMAIN 3 · 30 ROLES

SAP

Functional and technical consultants across SAP, from S/4HANA and ABAP to finance, supply chain and payroll.

SAP S/4HANA	SAP FICO	SAP CRM Sales
SAP S/4HANA for Product Compliance	SAP FSCM	SAP HCM Payroll
SAP ABAP	SAP CO Product Cost Controlling	SAP GRC
SAP ABAP Lead Application Developer	SAP MM	SAP BW Consultant
SAP ABAP with Fiori	SAP MM/WM	SAP Analytics Cloud Development
Vistex ABAP Senior Engineer	SAP MDM	SAP Vendor Invoice Management
SAP UI5 Developer	SAP IBP	SAP Transport Management
SAP BTP	SAP Sales and Distribution	SAP Monitoring and System Monitoring
SAP Basis Administrator	S&D Functional Consultant	SAP Oil and Gas
SAP PO/PI Developer	SAP GTS and SD	SAP and VBA

DOMAIN 4 · 21 ROLES

Software engineering

Developers across the main enterprise stacks: Java, .NET, Python, JavaScript frameworks, PHP and Go.

- Java Spring Boot Developer
- Java Fullstack Developer
- .NET Developer
- .NET Fullstack Developer
- .NET Lead
- Python Backend Development
- Solution Designer with Python
- Full Stack Developer
- React and Node.js Developer
- React.js Developer
- Vue.js Developer
- Front End Lead Developer
- Web App Front End Developer
- UI UX Designer
- PHP Developer
- Go Programming
- Microservices and Lightweight Architecture
- Web E-Com Software Engineer
- MSA E-Com Software Engineer
- Sitecore Developer
- Unreal Developer

DOMAIN 5 · 14 ROLES

Intelligent automation and RPA

Developers and analysts for UiPath, Blue Prism, Automation Anywhere and Celonis process mining.

- Senior RPA UiPath
- VBA and UiPath
- Blue Prism Developer
- RPA BP
- Automation Anywhere (A360)
- RPA AA
- Automation Developer
- Celonis
- Celonis Task Mining
- Process Mining Developer
- IDP Support
- BA, Intelligent Automation
- Automation Business Analyst
- DigiOps Senior Analyst

DOMAIN 6 · 13 ROLES

Power Platform, SharePoint and EUC

Builders for Power Apps, Power Automate, SharePoint and the Excel and VBA tools that teams use every day.

- Power Platform Developer
- Power Suite Developer
- Microsoft Power Apps
- Power Pages
- Power Automate Technical Architect
- VBA, Power Platform
- K2 Developer
- SharePoint Developer
- SharePoint Administrator
- EUC Analyst
- EUC VBA
- VBA .NET
- Excel Macro

DOMAIN 7 · 11 ROLES

Cloud, DevOps and release

Engineers who build, migrate and run cloud environments on AWS, Google Cloud and Azure DevOps.

- AWS Architect
- AWS Ops Admin
- GCP Developer
- Cloud Migration Engineer
- Cloud Application Developer
- Fullstack Cloud Engineer
- Azure DevOps
- DevOps
- CI/CD
- Release Manager
- Senior Production Support Engineer

DOMAIN 8 · 9 ROLES

Security, network and IT support

Security, network and support staff who keep systems protected and users productive.

- Security Information and Event Management
- Security Engineer, CyberArk Access Management
- Oracle Identity Manager
- IT Service Manager
- Network Engineer
- IT Network Engineer
- Network Infrastructure Developer
- IT Helpdesk Administrator
- L1 Desktop Support

DOMAIN 9 · 11 ROLES

Quality engineering and testing

Manual and automation testers for applications, data and RPA bots, with Selenium and Tosca skills.

- Tester
- Test Automation Engineer
- Lead QA Automation Developer
- SDET
- Selenium Tester
- Tosca Automation Engineer
- SQL Tester
- Data Test Engineer
- RPA Tester
- RPA Blue Prism Tester
- UiPath Automation Tester

DOMAIN 10 · 11 ROLES

Project delivery and business analysis

Programme managers, PMOs, scrum masters and analysts who keep delivery on track.

- Programme Manager
- IT Project Manager
- Senior Technical Project Manager
- Engineering Manager
- PMO
- Pharma PMO
- Scrum Master
- Business Analyst
- Business Requirement Analysis
- Manufacturing Business Analyst
- Technical Writer

DOMAIN 11 · 10 ROLES

ERP, HR and business systems

- Workday HCM Consultant
- HRIS Dayforce
- HRIS Analyst
- JDE Developer
- JDE Technical
- CNC Consultant
- Business Central
- Microsoft Dynamics CRM Technical
- Pricing System Architect
- Supply Chain Developer

DOMAIN 12 · 7 ROLES

CRM, integration and platforms

- Salesforce Developer
- Salesforce LWC Developer
- ServiceNow Developer
- MuleSoft Developer
- Boomi AtomSphere Integration
- IBM Sterling B2B Integrator
- PTC ThingWorx

DOMAIN 13 · 7 ROLES

Domain and business specialists

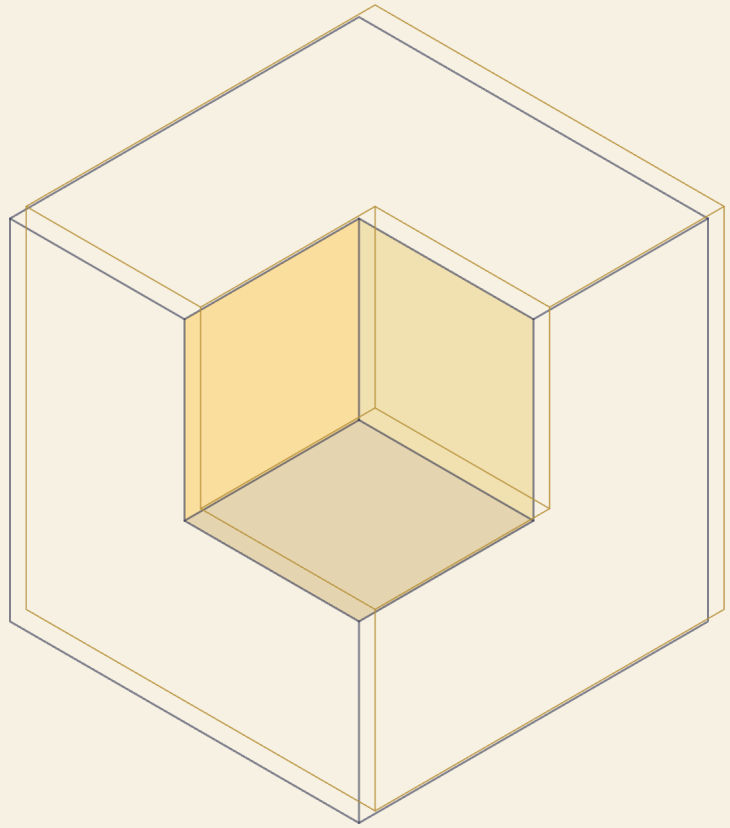
- Pharma Data Analyst
- Finance Analyst
- Market Research Analyst
- Brand Analytics
- Contract Management
- Design Engineer
- Data Entry Executive

03

Process and governance

How we hire

A written policy governs every hiring, from the first resume we source to the day the new person completes onboarding.



Who does what in every hiring

Every hiring involves four groups, and each group owns a clear set of tasks.

Recruitment team

Sources candidate profiles through approved channels.

Maintains candidate records and databases.

Coordinates communication with candidates.

Recruitment vendors and managers

Screen and shortlist candidates.

Verify candidate documents.

Schedule interviews.

Client or hiring manager

Reviews candidate profiles.

Interviews candidates and gives feedback.

Approves or rejects each candidate.

Human resources

Issues offer letters.

Coordinates onboarding.

Maintains employee records.

Nine governed stages

Every engagement moves through the same nine stages, from sourcing approved candidates to a structured onboarding.

1	2	3	4	5	6	7	8	9
Source	**Contact**	**Shortlist**	**Client review**	**Interview**	**Selection**	**Verification**	**Offer**	**Onboard**

TWO GATES

Stage 4 and stage 7 are quality gates. The client approves every profile before an interview, and we verify every selected candidate’s documents before an offer is made.

From sourcing to interview

01	**Resume sourcing**	We obtain resumes through approved channels: job portals, employee referrals, internal databases, registered recruitment agencies, and social and professional platforms.
02	**Contact and details**	Our recruiters contact each candidate and record employment history, experience and skills, notice period, compensation expectations and location preferences.
03	**Shortlisting**	We assess each profile against the job requirements, skills, qualifications, experience and communication. Only candidates who meet every criterion move forward.
04	**Client review**	We present shortlisted profiles to the client or the designated hiring manager for review and explicit approval.
05	**Interviews**	We schedule technical, functional, managerial and final-round interviews on Microsoft Teams or another approved platform.

From selection to onboarding

06

Selection

Selected candidates move to document verification before any offer.

Candidates who are not selected receive the outcome in writing. We keep their details only as data-privacy rules allow.

07

Verification

- Identity proof
- Educational certificates
- Employment documents
- Experience certificates
- Address proof
- Additional documents

08

Offer letter

- Position title
- Compensation details
- Reporting structure
- Terms and conditions
- Joining date

09

Onboarding

- Documentation completion
- System access creation
- Orientation and induction
- Policy acknowledgement

Payroll, compliance and data care

Contract payroll

Contract staff stay on the Lenor Ventures payroll. We run monthly payroll, issue payslips, and handle Provident Fund, Employees' State Insurance and Professional Tax.

Data protection

We hold candidate information in strict confidence, keep it under our data-retention policy, and process personal data in line with privacy and data-protection regulations.

Fair hiring

We hire without discrimination on the basis of race, religion, gender, age, disability, nationality or any legally protected characteristic, and we follow applicable labour laws.

GOVERNANCE Our Staffing Process Policy has been in effect since 5 June 2026. Any exception needs written approval from the Head of Human Resources, and the policy is reviewed every year.

Smart Bench

Smart Bench is our talent bench platform. It gives clients and vendors one shared, current view of the candidates who are available for work.

Client view

Clients search candidates by skill, compare skill ratings and see at once who is available now.

Vendor view

Vendors list their candidates and keep each status current, either on the bench or being hired.

Trust. Live status means a client never chases a candidate who has already been placed.

Innovation. Skill ratings turn a list of names into a searchable view of capability.

Industries we staff for

Cybersecurity and digital trust

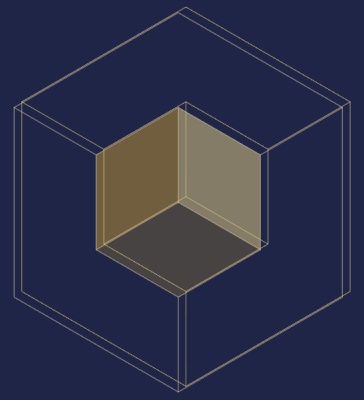
Our contract engineers have worked for this client on the Lenor Ventures payroll since April 2026.

IT infrastructure and system integration

We provide teams and delivery support to a firm that serves enterprises, data centres and labs across India.

> *Your deep understanding of our recruitment needs, from technical skill requirements to cultural fit, has played a pivotal role in helping us build strong, capable teams. Each placement reflects your insight, professionalism and commitment to excellence.*
>
> CLIENT FEEDBACK · TALENT ACQUISITION

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TELL US THE ROLE YOU NEED TO FILL.

Curated candidate profiles reach you within a four-hour turnaround, and one point of contact stays with you after the person joins.

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