

Adept & Agile Security Solutions Pvt. Ltd

Sourcing security & skilled personnel for the Global security market



Oskar Overseas Private Limited

License No. 728/064/65

URL: www.adeptandagile.com

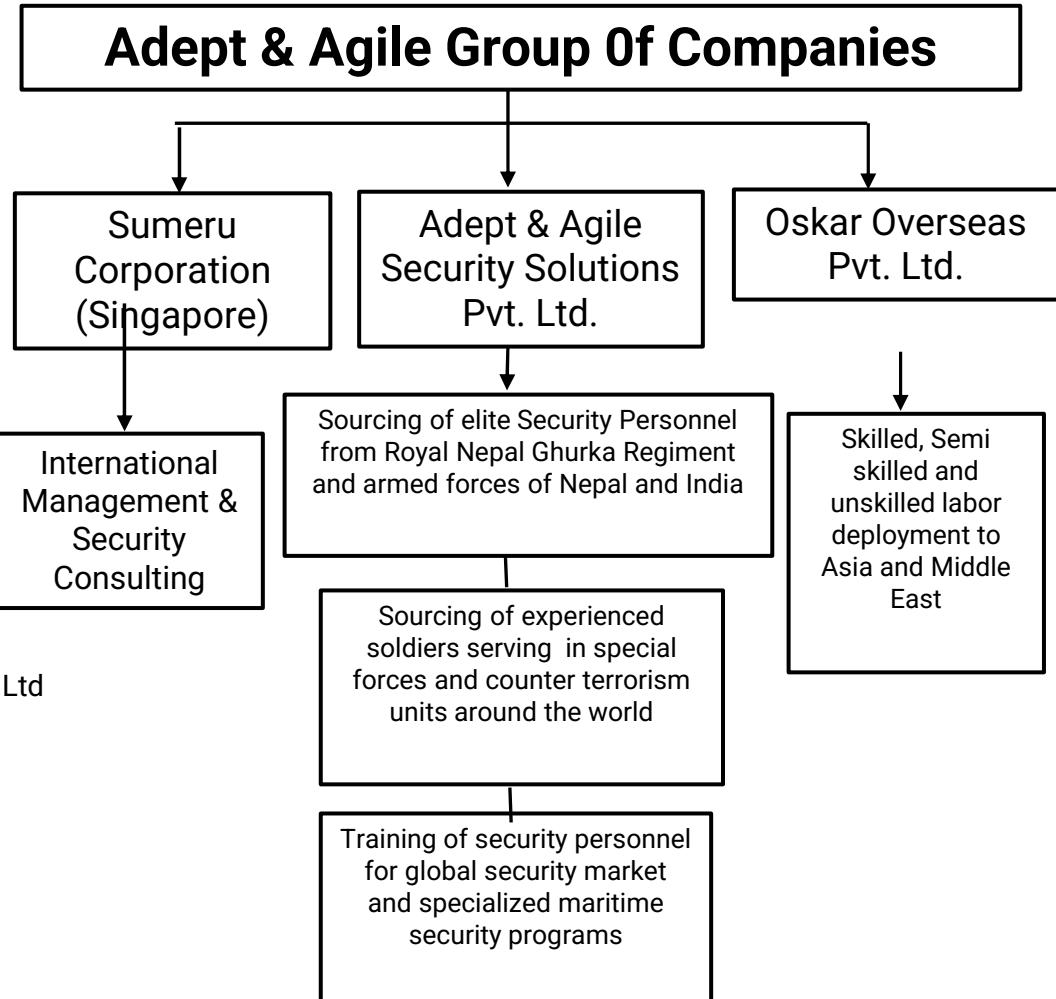
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Nature Of Business : Sourcing of security personnel and general manpower for the Global market.

Adept & Agile : Adept and Agile Security Solutions Pvt. Ltd
: Oskar Overseas Pvt. Ltd.
: Sumeru Corporation (Singapore)



BACKGROUND

Adept & Agile Consultancy Plc. (dba) Oskar Overseas Plc. License No. 728/064/65, is a Nepal Government approved Recruitment and Employment Agency based in Nepal with signatory status of the I.CoC. (International Code of Conduct for Private Security Service Providers) as well as NAFEA. We are currently being audited for the approval of the ISO 28000 with PAS 28007. Our expertise is to provide manpower from Nepal to the Worldwide arena. We are also one of the pioneer Nepali agencies to provide Gurkha maritime marshals and officers - both as team members and team leaders to International Waters in the Cruise and Maritime Security field.

Ethos - We are a recruitment consulting company based in Nepal sourcing ex GURKHAS from the British Army, the Indian Army, Nepal Armed Forces and specially trained military personnel for the Global security market. We also recruit skilled, semi-skilled and unskilled labor for the international manpower industry. Our strategic relationships in the armed forces network of Nepal and India as well as military corps around the world ensures the maximum level of sourcing and recruitment support for our clients. This provides us a strong vertically integrated supply chain within the security industry that allows us to meet the most challenging demands of our clients. Since our inception we have deployed security personnel to Asia, Africa, Caribbean Islands, North America, Europe and the Middle East. **WHERE WE RECRUIT FROM:**

- **Special Forces (Counter Terrorist Unit):** The unit is organized, developed and trained by the Israeli Army. The unit still maintains the standard and all its personnel are very reliable and confident Gurkhas.
- **Special Forces (Special Air Service):** The unit is organized; developed and trained initially by the British Army SAS. All its personnel are very reliable and confident. These Gurkhas have a thorough professional knowledge and have proven operations experiences. They have served as Quick Reaction Forces in UN PKO.
- **Ranger Battalion:** The unit is organized, developed and trained as per the US Army Rangers standard. The unit conducts joint exercises with US Army Rangers and has extensive operations experience.
- **Para Battalion:** It is the only airborne battalion in the Nepal Army. It was initially established with the help of Israeli Army. All its personnel are Para Commando and highly experienced. The unit also has participated in UN PKO.
- **Commando Battalion:** The only commando battalion in Nepal Army and its Gurkhas are highly trained and disciplined. This is an old traditional unit of Nepal Army.
- **Other Gurkha Units:** Some personnel are drawn from other Gurkha units. These are basically infantry battalion and some belong to supporting units as well. All these units have gone through rigorous training and have a very well developed organization, rich military culture and tradition.

CONSULTING SERVICES

- **Land Based Global Security Consulting** :- Advisory related to sourcing of tactical military and counterterrorism personnel for the protection of high value individuals and assets for the global security market. We also provide consulting for recruitment of trained security personnel for private and public enterprises.
- **Cruise-liners & Maritime Security Consulting** :- Being one of the established maritime security providers across the world offer maritime protection services to help shipping as well as offshore companies and ports to protect their assets and employees from risks.
- **Recruitment consulting for factories** :- Evaluation, review and advisory services for recruitment of skilled and semi-skilled workers for factory. We evaluate the automation at your factory and provide recruitment consulting services on the skillsets required for the machinery operated by your factory. We also provide advisory on the optimal mix required by your factory when it comes to skilled, semi-skilled and unskilled workers with attention paid to local language requirements as well as supervisory skills for your operations.
- **Recruitment consulting for other industries** :- We have experience in the recruitment of labor for the plantation, agriculture, healthcare, entertainment, property management and tourism sectors. Our advisory in these areas cover sourcing, recruitment planning, skills evaluation and management of the recruitment process
- **Governmental Process Consulting** :- Our support team in Nepal have experienced personnel to handle all government related matters.

OUR TEAM



Pravin Rimal - Executive Chairman

I started in the service trade in 1986, that would mean slightly over 3 decades of continuous meanderings professionally. All changes in career are momentous corner-stones for all individuals and I have based my professional career on the simple fact that I always enjoy new challenges and opportunities and detest being stagnant for long. I have developed new methodologies with my 33 years experience in the recruitment arena and other decades in the tourism and commerce areas. I shall be continuing my career in recruitment and add a few other areas to my portfolio such as security, provision of maritime marshals, logistics, commercial activities and tourism; whilst continuing the undertakings that I am committed to. With me, you are in capable and professional hands.



Resham Bahadur Gurung
Chairman Emeritus

After serving 20 eventful years in the British Gurkha from 1978 till 1998, Mr. Gurung ventured into the recruitment arena and has been actively leading Oskar Overseas and the Security Division of Adept & Agile. After relinquishing his position as the active Chairman of the company to Mr. Pravin Rimal, Mr. Gurung is till active at the helm of this organization and therefore has been respectfully conferred the position of Chairman Emeritus.



Retired Lt. Colonel Hemendra Khadka – Board Member – North America

Retd. Lt. Colonel Hemendra Khadka is a former Nepalese Army Gurkha officer with extensive Command experiences with the UN Peacekeeping Forces, Physical Security, Executive Protection and Logistics Operations in Spartan and militant environments. Colonel Khadka also has 12 years' management experience with International Humanitarian Organizations, Government Organization and Private Security Companies as well. In addition to his security management experience, Colonel Khadka has widespread experiences in the training of civilians and humanitarian workers for security awareness and response in high risk zones, such as Afghanistan and Iraq. He is proficient in the following languages: English, Afghan Dari, Urdu, Hindi, Nepali, and basic Arabic. Presently, he is stationed in the United States of America and while representing our interests in the Americas, also is a vital advisor to all of our security endeavors.



Amarendran Sathyaseelan – Commercial Director – South East Asia

Commercial Director based in our Malaysia office with 16+ years of management as well as international labor consulting, contracting and recruitment experience in Europe, Africa, Asia and the Middle East involving challenging industries such as Oil & Gas, Construction and Security Services.

Experienced in Negotiation, Commercial Strategy Development, Project Management, Commercial Management, and Business Development. Strong management professional with an educational background focused in Finance and Business Systems

Staff Photo Gallery



Gurkhas orientation class



Duty assignment roster call



Administration Team



Our Gurkha MSO at high seas



Gurkha VIP personal detail



Award presentation

British & Indian Army



We have a strong network of recruiters in the UK & North India that helps us source retiring service members of the Indian Army. The British and Indian Army regards their Gurkha Nepalese service members highly due to their contributions locally and abroad throughout history.

Former Civilian Guards

We provide civilians who are experienced in security jobs throughout Nepal and India. Their experience in their domestic jobs make them suitable candidates to be deployed internationally as trained guards.



Ex-Nepal Army and Police



Through years of collaboration with the Government of Nepal we have built a strong relationship with the armed forces of Nepal to help their members after they leave their positions in the government. They remain one of our main contributors of highly trained security personnel.

Ex Gurkha servicemen from Brunei, Singapore, etc.

Specially trained elite Gurkas

While the world thinks of Sherpas as the benchmark when it comes to being a Himalayan mountain guide this was only true after World War 1. Prior to this any exploration of the Himalayan Mountains beyond 6,000 meters was done with the help of the Royal Gurka Regiment courtesy of the Government of Nepal. As elite soldiers they were capable of scaling heights at treacherous conditions that were not possible by most people at that time.



They were known by foreign armies as formidable soldiers who were at heart, humble and simple. Bearing such a contradiction in character they were highly sought after by elite forces around the world such as the British SAS, French Foreign Legion and the Singapore Elite Police Force.

We provide such caliber of Gurkhas to our special clients who have special requirements when it comes to protecting high value individuals and assets.



SKILLED / SEMI-SKILLED AND UNSKILLED WORKERS WE DEPLOY



- Scaffolder
- Bar Bender
- Pipe Fitter
- Welder
- Sweeper
- Loader
- Gardener
- Chambermaid
- Receptionist
- Heavy Duty Driver
- Cleaner
- Garbage Collector
- Roofer
- General Labor
- Store Keeper
- Waiter/Waitress
- Steward
- Cook
- Light Duty Driver
- Crane Operator

- Bell Hop
- Fork Lift Operator
- Security Guard
- Body Guard
- Watchman
- Furniture Carpenter
- Shuttering Carpenter
- Joinery / Assembler
- Steel Fixer
- Brick layer/Block Mason
- Plaster Helper
- Machine Operator
- CCTV Operator
- Cashier
- Store Keeper
- Salesperson
- Loader

* This is not an exhaustive list. Do enquire with us should you have a requirement for a specific skillset.



Adept & Agile Due Diligence

How do we perform due diligence?

Due diligence is one of those terms that you may understand on the surface but don't know how to put it into practice. Let's learn about due diligence and how to use it in a real world setting, as this is the way that we put it into practice on your behalf:

What is due diligence?

The [dictionary definition](#) says that due diligence is "the care that a reasonable person exercises to avoid harm to other persons or their property." In plain English, due diligence means doing your homework. Before putting your business funds to work on anything, you should make yourself an expert. Often, due diligence is used to describe the investigation done before purchasing another company, so let's start there.

Due Diligence for Hiring an Employee

- Ask for three references and [personally verify at least two](#).
- For professional positions, verify that the person has the credentials they listed on their resume. Ask for copies of degrees, certifications, and experience. When checking references, verify that they worked in the capacity listed on their resume.
- Test their skills to assure they have core knowledge. Make a test on your own or check with your industry trade group about ready-made assessments.
- Psychological testing is important for high stress positions.
- Perform a background check.
- With the candidate's permission, perform a credit check if the position involves access to financial accounts or other related position.
- Conduct an interview and ask another trusted person to conduct another.

The Hard Truth

Due diligence is time consuming, inconvenient, tedious, and sometimes expensive. It goes beyond the basic checks you would normally make and it's safe to say that if you didn't find it to be about as fun as going to the dentist, you probably didn't do it right. You should know just as much about the business or person as you do about your own business.

Bottom Line

Above, we've outlined a brief overview of some of the due diligence questions you might answer when performing these common business activities. For other decisions, produce a checklist of your own and make sure to include the needed experts. Even if you're in a financial field, you aren't necessarily skilled at evaluating a company's books, for example. It's better to spend a little money now to avoid costly mistakes later. And that is how we do it.

Code of Ethics



Adept & Agile Consultancy Plc. (dba) Oskar Overseas Plc. License No. 728/064/65 does not encourage or promote in any way, the recruitment of Nepali staff for the purposes of cheap labor. We believe that the use of Nepali workers should only be considered when they are employed in the local economy.

We encourage our employees to assist with their expenses. We can say that we are motivated by the fact that we are motivated by the fact that we encourage them to learn more about the community and how to improve their career and language skills.

Adept & Agile Consultancy Plc. (dba) Oskar Overseas Plc. License No. 728/064/65 make every effort to ensure that all documents are noticeable.

We always encourage the employers to make the most of their assessment of their lives. Although it can be significantly reduced, it is possible to reduce the risk of unsatisfactory levels of participation in the country.

All agents working through **Adept & Agile Consultancy Plc. (dba) Oskar Overseas Plc.** License No. 728/064/65 are trained to work to a tight screening process.

The main target is the fulfillment of requirement and need of both the employer and the employee, so we do what we do best - **LISTEN!** and only then **ACT!**



CONTACT US

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