



# HTD Model 2026 | Zero Hiring Cost BFSI Solution

## Transform BFSI Hiring into a Revenue Engine



JOIN

OUR

TEAM

### HIRE → TRAIN → OJT → REVENUE → HIRE PERFORMERS ONLY

At Scinext Skills, we have redefined this model through our HTD (Hire-Train-Deploy) Framework:

Train → OJT → Revenue Validation → Final Hiring



#### Current Hiring Challenges

- Low productivity from freshers
- High attrition (30–60 days)
- Training cost without ROI
- Candidates not field-ready
- Poor sales conversion



#### BFSI Roles We Deploy

- CASA Sales Executive
- Relationship Officer (RO)
- Business Development Executive (BDE)
- Field Sales & Cross-Sell Executive
- Insurance Advisor / Sales Officer

Customized hiring support as per your business requirement



#### Scinext Solution – HTD Model

Hire → Train → OJT → Revenue → Hire Performers Only

#### Our Differentiation

- Revenue-focused training (not just theory)
- Real field exposure before hiring
- Performance validation (not interview-based)
- PAN India scalable hiring

“Don’t hire candidates—hire proven performers.”



#### Result for Your Organization

- Hire only revenue-ready candidates
- Reduce attrition and training burden
- Improve conversion ratios from Day One
- Build a scalable sales workforce across PAN India



#### Final Selection

Performers → Onboard  
Low Performers → Rejected

### Current Market Gap

Train → Interview → Hire → Hope for performance

This often results in:

- Low productivity from freshers
- High attrition
- Increased training cost without ROI

# HOW OUR HTD MODEL WORKS

SOURCE → TRAIN → OJT + DEPLOY

## SOURCE

- PAN India Fresh Graduates
- Pre-Screened (Sales + Communication)

## Transform Hiring into a Revenue Engine

## TRAIN (45 Days)

- BFSI Products (CASA / Insurance)
- Sales & Cross-Sell Techniques
- Lead Generation
- Customer Handling
- BFSI Products (CASA / Insurance)
- Sales & Cross-Sell Techniques
- Lead Generation Strategy
- Customer Handling
- Field Sales Simulation
- BFSI & Banking Product Knowledge

## Traditional Hiring Issues

- Low productivity
- High attrition
- No ROI from training
- Weak sales conversion

## OJT + PERFORMANCE

30 Days OJT (Game Changer)

- Real field exposure
- Live customer interaction
- Assigned sales targets

Real Field Sales  
Live Customer Interaction  
₹50K-₹1L Revenue in 30 Days

Only revenue-performing candidates are deployed.

Stop Hiring Candidates. Start Hiring Revenue.

### Scinext HTD Model

- Train Candidates
- Test in Real Market
- Measure Revenue
- Deploy Only Performers



₹50K-₹1L Revenue (Month 1)  
Reduced Attrition  
Faster Productivity



85%+ Selection Accuracy  
₹50K-₹1L Revenue Benchmark  
30 Days Performance Validation

Start with a Pilot Batch (10-20 Candidates)

### Why Partner With Us?

- Zero Hiring Cost Model (2026 Launch)
- Dedicated support for CASA & Field Sales Executives
- Strong focus on long-term partnership, not just revenue
- Ready-to-deploy trained manpower across India
- Continuous hiring pipeline for monthly / bulk requirements

### PAN India Hiring Capability

Tier 1, Tier 2 & Tier 3 Coverage  
Bulk Hiring Support (Monthly / Quarterly)  
Strong Vendor + Campus Network  
Ready Pipeline for Continuous Demand

# Certification & Job Readiness Validation



## Industry-Aligned Certification Program

Upon successful completion, candidates receive:

- BFSI Training Completion Certificate
- Post Graduate Diploma in Banking (Optional Program)
- Sales Readiness Certification (CASA & Cross-Sell)

## What This Certification Ensures for Clients

- Verified Job-Ready Sales Professionals
- Strong understanding of Banking Products & Processes
- Trained in Real Market Sales Execution
- Confidence in Customer Interaction & Conversion

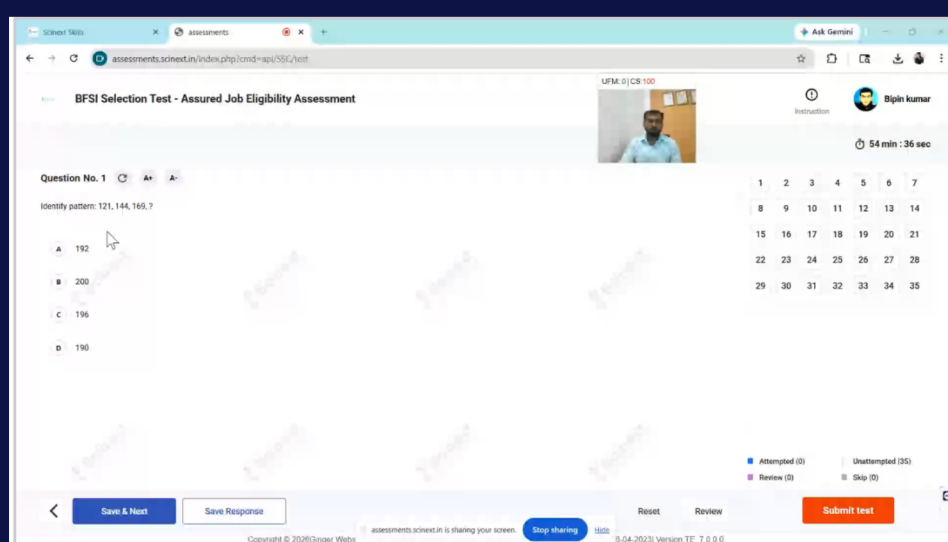
## Our Quality Commitment

Every certified candidate is not just trained — they are tested, evaluated, and proven ready for field performance.

# Online Assessment & Evaluation System

## Structured Candidate Evaluation Framework

- We ensure only high-quality, job-ready candidates move forward through a multi-level assessment process:



## Online SHL-Based Assessment

- Aptitude (Numerical, Logical, Analytical)
- Communication & Sales Orientation
- Behavioral & Personality Mapping

## Module-Wise Evaluation

- Daily performance tracking during training
- Weekly assessments on BFSI concepts & sales skills


## Final Certification Assessment

- Comprehensive test covering:
- Banking & CASA Sales Knowledge
- Cross-Selling Ability
- Customer Handling Scenarios
- Only candidates scoring 85%+ qualify for deployment

Let's Build Your High-Performance Sales Team

Connect for Partnership Discussion

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Ready to deploy trained BFSI sales professionals across India

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