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How PRATIBHA Setu is redefining recruitment need for corporate world with UPSC-qualified professionals

The platform offers access to a highly proficient talent pool that brings both strong aptitude and attitude. From a strategic HR standpoint, this can lead to better recruitment decisions, reduce hiring risks and support long-term workforce planning by integrating candidates known for resilience, discipline and high intellectual rigor.



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Highlights

- The portal hosts over 10,000 willing candidates who have cleared all stages of various examinations conducted by UPSC.
- The candidates, having cleared some of the most demanding exams, bring strong analytical and administrative capabilities.
- From a corporate perspective, some form of commitment or bond could help ensure stability if the candidate is still eligible for the exam.



Retention is indeed a key concern with this candidate pool, especially for those with remaining UPSC attempts, according to HR leaders

The Union Public Service Commission (UPSC) has introduced the '[PRATIBHA Setu](#)' portal to bridge the gap between talent and opportunity, ensuring skilled individuals get a second chance to enter the workforce based on their UPSC examination result.

The portal hosts over 10,000 willing candidates who have cleared all stages of exams like Civil Services, Indian Forest Services, Central Armed Police Forces (Assistant Commandants) Examination, Engineering Services, Combined Geo-Scientist, Combined Defence Services, Indian Economic Service, Indian Statistical Service, and Combined Medical Services Examination, according to the UPSC website.

Let's explore how HR leaders are assessing this platform to infuse highly qualified talent into their organisations.

HR leaders' assessment of the platform

Registered companies or [Public Sector Undertakings](#) (PSUs) can sign up using their Corporate Identification Number (CIN), which is verified via the Ministry of Corporate Affairs (MCA). Once verified, access is granted to explore and recruit from the talent pool, as per the UPSC website.

According to [Sachin Patwa](#), DGM - HR, APL Apollo Tubes, PRATIBHA Setu offers access to a highly capable talent pool that brings both strong aptitude and attitude.

“We plan to engage such candidates through a one-year structured trainee programme, assessing their suitability based on domain expertise. Given that they have cleared such rigorous competitive exams, we believe they possess the mental and emotional resilience needed for key administrative and functional roles in our organisation,” said Patwa.

Manish Mandan, Group Head - Human Resources & Admin, SLCM, said, “This platform enhances the traditional hiring ecosystem by introducing a level of verification and transparency that builds confidence in candidate credentials.”

“From a strategic HR standpoint, this can lead to better recruitment decisions, reduce hiring risks and support long-term workforce planning by integrating candidates known for resilience, discipline and high intellectual rigor,” Mandan added.

Talent pool with high analytical and administrative skills

“As the candidates, having cleared some of the most demanding exams, bring strong analytical and administrative capabilities, we can select them based on their academic and domain alignment, and their multidimensional skill sets make them well-suited for dynamic roles in the corporate world,” said Patwa of APL Apollo Tubes.

Incorporating these professionals into corporate or PSU roles presents opportunities to enhance operational efficiency and strategic decision-making, said Mandan of SLCM.

“Organisations can benefit from their systemic approach to tasks and ethical grounding. Ultimately, these candidates can drive innovative solutions and elevate organisational standards by bringing a fresh perspective that aligns with both regulatory compliance and corporate governance requirements,” Mandan added.

Retaining those who are still in the UPSC race

Retention is indeed a key concern with this candidate pool, especially for those with remaining UPSC attempts, according to HR leaders.

“From a corporate perspective, some form of commitment or bond could help ensure stability if the candidate is still eligible for the exam. It becomes a win-win situation when candidates have exhausted their attempts, as they are more likely to commit wholeheartedly to a corporate career. For those with remaining attempts, open and transparent discussions during the hiring process will be crucial to align expectations on both sides,” said Patwa.

According to Mandan, managing retention and engagement within this distinct talent pool requires a nuanced approach that respects candidates’ aspirations to potentially reattempt UPSC examinations.

“Organisations can look towards implementing flexible career frameworks that allow continuous learning and growth, paired with assignments that challenge and develop skills relevant both to their current roles and broader ambitions,” said Mandan.

Open communication about career pathways and opportunities within the organisation can help align individual goals with corporate objectives, fostering mutual loyalty to unlock the full potential of this uniquely talented group, according to HR leaders.