

Latin countries join race to hire Indian managers

Experts feel this trend is a recognition of India's growth

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Latin American countries including Brazil and Mexico and other and African continent have emerged new destinations when it comes to hiring Indian managers. Leading headhunters and executive search firms who deal with placement of Indian professionals feel that this phenomenon is a reflection of global recognition to Indian growth story.

Although the recruitment of Indian executives has been happening for more than 10 years but it has been increasing by 15-20 per cent every year now, driven mostly by these new destinations. And not just new countries, but Indian executives are managing new areas of business as well.

"A lot of new age businesses have taken a large shape in Indian market and experienced Indian professionals from these new areas are very much in demand and are very valuable in different countries, particularly these newly devel-



oping countries. So, in total, demand of Indian managers has been increasing by 15-20 per cent every year," said Sunil Goel, director, GlobalHunt, a leading executive search firm.

Oil and gas, construction, IT are some of the traditional areas, Indian professionals had been heading. But now in sectors like telecom, FMCG and BFSI Indian professionals are much in demand.

"With Indian transna-

tional like Bharti entering the African market, there will be lot of Indian managers joining the telecom space abroad. Besides, with lot of oil exploration activities now taking place in Africa and given Indian refinery engineers and professionals well established credentials in the field, there will be great demand for them in Africa. Similarly whenever some developing Latin American economy is planning to grow in a

particular sector where India already has a success story to tell, it looks for Indian managers and professionals," Vinay Grover, CEO, Symbiosis Management Consultants.

Ronesh Puri, MD, headhunting company Executive Access, said, "The rise of Indian expats has been palpable both from demand and supply side. There is far more acceptability and respectability for Indian talents globally than in the past. With MNCs digging deep into Indian talent pool, the demand for Indian expats is increasingly rising by the day."

And there are both large local business houses and global MNCs, which deploy professionals from Indian operation to these countries.

"Hiring of Indian managers generally happen at senior level. Compensation of Indian expats varies from \$50,000 to \$ 300,000. the countries require highly skilled and qualified Indian expats," said Goel.

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