

# Cos Hire for Senior Positions

## Talent Hunt

### Top Appointments in Past 2 Months

**RAJAT JAIN** joined Xerox as MD India, from the mobile VAS provider, Mobile2win India, where he was the chairman

**SANJAY JAIN** joined Educomp as Group CEO. He was earlier CEO at Tulip Telecom

**RUSTOM MODY** joined Lupin as senior VP - research & development (biotech). He was earlier vice president at Intas Biopharmaceuticals

**ANANDA MUKHERJEE** joined Chemtura Corporation as MD and country head for India & South Asia. He was earlier with Jubilant Industries as CEO and whole-time director

**ELKANA EZEKIEL** joined Zydus Wellness as MD. He was earlier with Samsung India as chief marketing officer



**MORE MANDATES:** Search firms see 35% improvement in business over the past two months, as sectors like auto and FMCG pick up pace, and demand grows in healthcare and education

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Companies in India are pumping up hiring at senior management levels again, as a nearly 35% improvement in executive search firms' business in the previous quarter indicates. In particular, more hiring mandates are coming from the industrial, consumer and life-sciences sectors.

"If we compare February and March with January or the period before that, companies are giving out more mandates," says Madhav Sharan, senior client partner and office MD (New Delhi), Korn/Ferry.

Business sentiment was poor during in October-December 2011, due to both global and domestic economic conditions, but those concerns have faded to a large extent, he adds. Sharan, however, declined to reveal the number of mandates the firm received during February and March 2012. A leading search firm typically gets about a dozen mandates in a good month. In mid-2011, this came

down to four to five mandates a month. An improvement of about 30% would mean each firm is getting seven to eight mandates a month. "We are hoping the sentiment will carry through into the ongoing quarter as well," says Sharan.

For a few others, business is stable. At Egon Zehnder International, each consultant handles about 15 to 16 mandates every year, which continued in 2011, says partner Sanjiv Sachar. "If the country gets a dose of economic reforms, business will be better for us," he added.

The segments that have done well include automobiles, chemicals, metals and minerals, energy and oil and gas, FMCG, consumer durables, and media and entertainment. "Many new companies are expected to come up in the medical diagnostics, medical devices and private healthcare space," adds Sharan.

In addition, search firm Executive Access is getting mandates from e-commerce companies, says its managing director Ramesh Puri.

"There is a spurt of activity in this sector. On the other hand, sectors like FMCG are fairly stable, while financial services is yet to recover," he says.

Education is another sector that is looking for people at senior management levels, says Poojesh Malhotra, managing partner, Positive Moves. "I know at least two MNCs that are looking to form joint venture partners in India in the K-12 space," he adds.

The demand for talent will only increase, says Educomp Solutions chairman & MD Shantanu Prakash. "Companies are looking to hire people at senior levels from segments such as telecom, banking and infrastructure," he adds. Educomp appointed Sanjay Jain as group CEO last month. He was earlier with Tulip Telecom as CEO.

Mumbai-based Stanton Chase has seen a lot of demand in the logistics

and transportation segment, says CEO, R Suresh. "Emerging players are looking to tap talent from international logistics giants," he adds.

The improvement in senior-level hiring is a mix of replacement and new hiring. "With the beginning of a new financial year, many executives will look for opportunities, which may add to our business," says K Sudarshan, managing partner at EMA Partners International.

Kunal Bahl, CEO of snapdeal.com says his company is working with about a dozen headhunting firms for talent at mid-to-senior-level positions. The firm recently hired a senior person, who worked in Silicon Valley for several years, for a technology-related position. "E-commerce may have existed in the US for 50 years, but is new in India, and is growing at a very fast pace."

The bottomline, he says, is not only about attracting talent. "It's about attracting the right people as well," he adds.

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