

About Us:

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Company Profile:

Search – A Search firm established in 1995 attained leadership position and perfection in **Life Sciences, FMCG, Retail, Telecom, Infrastructure, Consumer Durables, Media & Entertainment etc.** industry segments, catering to all functional areas in Talent Acquisition, Manpower Planning, Competency Mapping and HR outsourcing. With over a decade of experience, it's a well known brand as an innovator and has made significant progress in terms of business opportunities & has excelled in providing services in HR domain, with the prestigious clientele, and the focus of Quality Recruitment being **middle & senior management**.

The pursuit of exceptional personnel and utmost Customer Satisfaction is a strength we treasure and a tradition that we strive to nurture and maintain.

Executive Search is a Talent Acquisition solutions provider of choice for a wide array of clients and partners throughout the country from mid-sized, to Fortune 500 companies. We are committed to deliver the right solution to help our clients achieve their strategic business goals.

We are a business partner to our clients than merely a consulting firm. We ask the right questions to understand your requirements and challenges from the beginning. Working with your HR team, we design and implement solutions that integrate your vital financial and management functions. We provide the ability to make critical decisions that matter.

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We strive to provide the perfect fit between the organisation, the role and the person.

Why Executive Search:**Dedicated Teams:**

We have dedicated and highly motivated teams for specific industries. These teams have got a very good understanding of their industry.

Headhunting Facility:

It's a well known fact that some of the best talent responds more favorably to a person-to-person approach. We specialize in this search facility. Our research team constantly keeps a close watch on the movements of high profile executives and maintains the personal relations with them.

Uniqueness of Database:

Executive Search has a large database of candidates, across industries and updated at frequent intervals.

Lesser TAT:

Our "Turn around time" is comparatively lesser as dedicated teams are working for only their industry related positions.

Flexibility:

We are quite flexible in outsourcing positions to other teams within the company as & when required.

Associate Offices:

Executive Search serves you through our associate Offices on all India basis as well. We have our associate offices in Mumbai, Hyderabad and Chennai.

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Vision And Mission:**Our Vision:**

To provide the best quality Services "JIT" - Globally.

Our Mission:

We will be a learning organization and strive

1. To serve the clients with

- ✧ Highest standard of Quality
- ✧ Professionalism
- ✧ Integrity

2. To treat employees with

- ✧ Respect
- ✧ Dignity
- ✧ Concerns at all time

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Promoter's Profile:

Our Promoter **Mr. Subhash Arora** with vast experience over 20 years in the Industry in India and overseas and widely traveled to most of the part of the world is a great visionary. With opening of economy he realised the potential of business opportunities available and hence the emergence of EXECUTIVE SEARCH.

Education: B.Sc. LL.B. Fellow member of the Institute Of Chartered Accountants Of India

Formerly:

- ✦ **Head of Finance New Projects.** Ranbaxy Laboratories Ltd, New Delhi, India- A largest Global Pharmaceutical Company
- ✦ **Manager Finance** HCL-HP Ltd, New Delhi, India- A largest Office Automation company of India
- ✦ **Director Finance** and **Company Secretary** Roberts Field Hotel Corporation, Liberia, West Africa
- ✦ **Chief Executive** Mohan Meakins Ltd, New Delhi, India - Reputed Company into the trade of Distilleries and Breweries with diverse interests.
- ✦ Functionally he has a vast exposure across various functions viz. Finance, HR, Marketing and IT.

In Finance he had the exposure in Treasury, Accounting, MIS, Forex risk Management, Taxation, IT and all other related areas with exposure in India and overseas.

In marketing he is exposed to Brand Management / Channel and Direct sales.

He has been a faculty member to in-house training programmes of the organisation.

He has also attended Training programmes for self development in human behavioral sciences.

He is widely traveled to US, Canada, Europe, Middle East and Africa.

He is very hard working aggressive, energetic and dedicated with excellent inter personal skills and possesses vast Industry knowledge. After working for over 20 years in the Industries he has developed good networking.

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Forte:

Talent Acquisition Practices | Our Services | Our Workflow

Talent Acquisition Practices:

As a corporate partner to clients, we source professionals with high intellectual capabilities to help enhance the client's human capital. Executive Search provides its clients with the flexibility to meet different needs of Recruitment, consulting and HR Outsourcing with its businesses aligned in Industry specific verticals |

Retail:

With the services sector leading the robust GDP growth in the past decade, the retail sector would be the next big thing for India. Retail is currently facing a manpower crunch. It will create close to 50, 000 jobs directly and more than twice the number indirectly every year. Executive Search's Retail vertical's current challenge is to bridge the demand in this industry with the supply of retail professionals. Our ability to address turnkey as well as contingency needs at all levels with expertise in middle & senior level head hunting, makes us the leading choice with the who's who in the retail segment.

Telecom:

The focus of the practice is on the Telecom industry and its requirements. Executive Search has a vastly experienced team and each one has strong credentials in this space. The team consists of highly dedicated & energetic professionals who excel at providing specialized service to the Telecom Industry round the board requirement scale.

The team not only understands the client's requirements but also apply their skills to help them to find solutions.

Infrastructure:

This division of Executive Search specializes in servicing Manpower needs of Infrastructure Industry. The team Prides in being one of the largest dedicated sector focused unit, exclusively working on the requirements of one the fastest growing industry in India.

Executive Search has refined its approach, assembling a high-caliber team of professionals devoted solely to serve the Infrastructure industry. The team has been instrumental in running exclusive searches and closing on strategic positions with various clients.

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Pharmaceuticals, Healthcare & Chemicals:

Looking at numbers, in absolute terms, Healthcare in India is a Rs 100, 000 crore (Rs 1, 000 billion) sector and accounts for 5.8 per cent of the GDP of the nation. It is a large employer with over 4 million Indians directly employed. To put it in perspective, the information technology sector (for all its well founded optimism about its future potential for India) currently generates less than 0.5 million jobs and accounts for about 1.7 per cent of India's GDP.

We at Executive Search are a team of consultants to service round the board requirements of Healthcare, Pharma, R&D and Biotech Industry. In a short span of time we have moved from serving local requirements of our clients to servicing their requirements globally.

FMCG & Consumer Durable:

At Executive Search, the team's primary concern is to consistently deliver value to clients in whatever manner possible. The FMCG & CD Practice values in the forms of appropriate measurable results. An extensive databank and multiple sourcing channels enables the team in servicing the leading players in the industry.

The fast growing team is accredited with servicing most of the leading players of the industry. High hit rates and performing with in demanding delivery deadlines makes us one of the most reliable resources for our clients.

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Our Services:

We provide professional support for both:

- ✧ **Retained Searches and**
- ✧ **Contingency Searches**

We first ensure that we understand you and your needs. Then aided by your ideas and suggestions, we recommend the profile of the person who will meet these needs best. We then initiate the search for such people we then target, contact and screen potential candidates. Since we work closely with you, our initial screening process separates the wheat from the chaff and we send you two or three people who we feel would fit the role best. Unless, of course, you ask us for a broader choice.

EXECUTIVE SEARCH maintains total confidentiality on all the information whether received from the client or from candidates.

EXECUTIVE SEARCH charges fees only from client companies and organizations and never from potential candidates.

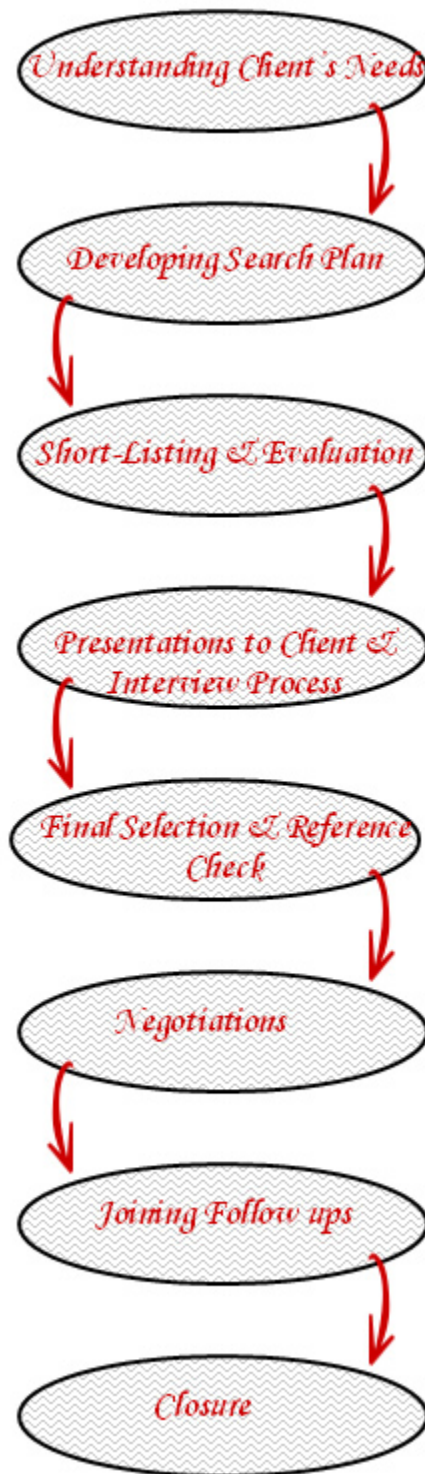
Other Services:

- ✧ Recruiter on demand
- ✧ Walk-in Management
- ✧ Campus Placements events
- ✧ Outstation hiring events

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Our Work Flow:



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Our Prestigious Clients:**Pharmaceuticals / Healthcare:**

- ✎ Ranbaxy Laboratories Ltd.
- ✎ Eli Lilly & Company India Pvt. Ltd.
- ✎ Johnson & Johnson
- ✎ Organon India Ltd.
- ✎ Sanofi Aventis Pasteur India Ltd.
- ✎ DSM Anti-Infectives India Ltd.
- ✎ MSD Pharmaceuticals Pvt. Ltd.
- ✎ Max Healthcare
- ✎ Fortis Healthcare Ltd.

More on request.....

Retail:

- ✎ Madura Garments Lifestyle Retail Company Ltd.
- ✎ McDonalds
- ✎ Pantaloon

More on request.....

FMCG:

- ✎ Pepsico India Holdings
- ✎ Procter & Gamble
- ✎ Amway India

More on request.....

Real Estate:

- ✎ Emaar MGF
- ✎ UK Land Investment

More on request.....

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Telecom:

- ✎ Vodafone
- ✎ Bharti Airtel
- ✎ HCL

More on request.....

Consulting:

- ✎ McKinsey & Co.
- ✎ McKinsey Knowledge Centre
- ✎ Boston Consulting Group
- ✎ A T Kearney
- ✎ Deloitte Touche Tohmatsu
- ✎ Bain & Co.
- ✎ Egon Zehnder International

More on request.....

Media & Entertainment

- ✎ ESPN Star
- ✎ NDTV

More on request.....

At Executive Search we wish to serve you better and have a long term relationship.

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