Economic Times

Recruitment Likely to Rocket During Search for New Stars

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India Media Monitor

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What the Recruiters are Saying

1 **Ikya Human Capital Solutions**
Maximum posts closed since 2007

2 **ABC Consultants**
Best quarter in two years

3 **Randstad India**
TWO-YEAR HIGH FOR RPO DIVISION. EXPECT STRONGER PIPELINE OF DEMAND

4 **The Head Hunters India**
Best performance in two years. Mandates coming in from ecommerce, engineering and consumer sectors

Sectors Likely to Bring in More Biz
Infrastructure projects, ecommerce, consumer & companies that are into B2B segment

HIRING EXPECTED TO BOOM AT TEMPORARY, JUNIOR AND MIDDLE MANAGEMENT LEVELS

With hiring at 2-year high, recruiters foresee 2007-like demand for talent at all levels soon

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Mumbai: Boom time's back in the job market? Recruiters think so. Hiring data for July-September quarter shows a two-year high while more than half a dozen recruiters reckon hiring levels last seen during the 2007 boom will return in the next few months. The real hiring spree will come when employers focus on talent for new jobs. Right now, hiring is brisk thanks mostly to vacant positions being filled.

For Bangalore-based Ikya Human Capital Solutions, the July-September period topped recruitment closures of the last seven years. "We closed around 4,000 positions in all, including 3,000 in temporary staffing. This is more than any quarter till seven years ago," said Ajit Isaac, chairman and MD of the recruitment firm that looks after middle order and temporary hiring.

"There is demand for managing directors in automotive, manufacturing and infrastructure projects," said R Suresh, managing director of RGF Executive Search. The Japan-headquartered company touched a 13-month high in its India numbers and closures were significantly higher than the same period last year. Another recruitment company that looks mainly at IT middle management hiring said the two-year high includes counter-offers. "This is also good news because it shows mobility in markets and that candidates are willing to look at changes," said the company head, who refused to be named.

Also clocking in its best quarter in a couple of years was Bangalore-based The Head Hunters. Mandates for this recruitment company come from ecommerce, engineering and consumer sectors, according to Kris Lakshmikanth, chief executive of The Head Hunters (India). This September, the recruitment firm hired four senior members for a Canadian company that has operations in Chennai; the posts had been vacant for a while.

The real hiring spree will come when employers focus on talent for new jobs. Right now, hiring is to fill up vacant positions

Staffing companies like Randstad India as well have touched their two-year best this September. "Action from the new government is yet to be seen on the ground but we expect larger orders to come in," said Aditya Narayan Mishra, president (staffing) at Randstad India.

Jobs That Pay a Neat Packet

Some of the most sought-after job profiles in India Inc require niche skills and are at senior levels -- often a level that generate crore-plus salaries. ET examines these profiles. ▸▸ 12

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Jobs That Pay a Neat Packet

TOP DRAWS: Some of the most sought-after job profiles in India Inc require niche skills, are at senior levels – often a level below the CXO – and generate crore-plus salaries. Rica Bhattacharyya and Anumeha Chaturvedi examine these profiles

Head of Digital Marketing and Acquisitions

QUALIFICATIONS

MBA in marketing with digital marketing background. The profile also requires a background in sales and client acquisition. An ideal candidate will be a person with 15-20 years of experience who has a proven track record in improving revenues

WHO'S HIRING

Big banks (both Indian and global) and large consumer companies with a mass clientele

SALARY PACKAGE

₹80 lakh - ₹1.30 crore

PERKS

Regular sops given to professionals at this level such as Esops and enhanced medical insurance. Could also include house, car, etc.

WHAT MAKES THE PROFILE HOT

Most banks and large consumer companies are expanding their clientele through digital means and need senior professionals to run the digital platform – marketing as well as client acquisition

> In addition to a mix of online and marketing skills, this profile requires a sales background as well as excellent communication skills. It is difficult to find a mix of such people and hence the profile is in high demand

ANKIT AGARWALA
Director, Michael Page India

Head of Corporate and Investment Banking Coverage

QUALIFICATIONS

Pedigreed bankers with seasoned experience across investment banking and corporate banking products that bring strong client access

WHO'S HIRING

Major MNC banks

SALARY PACKAGE

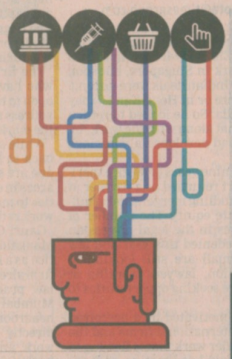
₹1.20 crore - ₹1.80 crore (Total package up to Rs 2.5 crore including bonuses and stock options), up 40% v/s last year

WHAT MAKES THE PROFILE HOT

Emergence of centralised coverage models, newer banking entrants, revival in deal flows

> There is a mismatch between demand and availability of bankers with the depth of both IB and commercial banking products, as the new integrated coverage models are still evolving, pushing up compensation levels for such talent

AYESHA D'SOUZA
Banking specialist at Vito India Advisors



Head of Shared Services

QUALIFICATIONS

MBA in operations or finance with 15-20 years of experience and a background in finance or human resources. The candidate should have the experience of managing a large number of employees

WHO'S HIRING

Banks, consumer, healthcare and logistics companies

SALARY PACKAGE

₹80 lakh - ₹1.50 crore

PERKS

Equivalent to CXO level

WHAT MAKES THE PROFILE HOT

India is the favoured destination for banks, consumer, healthcare and logistics companies for setting up their shared services, with availability of relatively lost cost qualified talent, who can speak English and can cater to a large number of countries

> This is a high-stakes role with the key challenge of achieving the desired operational output at a regional or global level, and hence requires a large degree of international stakeholder management

ANKIT AGARWALA
Director, Michael Page India

GM/Sr GM – Organic Synthesis/ Process Development

QUALIFICATIONS

PhD (Chemistry)

WHO'S HIRING

Sun Pharma, Dr Reddy's, Cipla, Mylan, Jubilant Organosys, Emcure, Zydus Cadila, GVK Bioscience, Aurobindo

SALARY PACKAGE

Annual CTC ₹45 lakh to ₹60 lakh
Companies have also introduced lucrative retention packages

WHAT MAKES THE PROFILE HOT

Pharma generics continue to focus and invest in product development and manufacturing for regulated markets of US, Europe and Japan. The impending Patent Cliff for the years till 2018 is peaking between 2013 and 2016, which means most of the patented molecules of US Big Pharma will lose their patent protection, thus opening up the floodgates for generics in India. As these events unfold, the demand for experienced chemistry PhDs and post docs has increased manifold to support process chemistry and API development projects of large Indian pharma companies

> A very critical and important position in API R&D, the role is required to collaborate extensively with R&D, manufacturing, regulatory and other key stakeholders for timely execution of milestones and a successful product launch

KAMAL KARANTH
MD, Kelly Services for Malaysia and India

GM/VP – Quality Systems/ Corporate Quality

QUALIFICATIONS

BPharm/MPharm

WHO'S HIRING

Cipla, Mylan, Dr Reddy's, Lupin, Alkem, Zydus Cadila, Wockhardt, Glenmark

SALARY PACKAGE

Annual CTC ₹55 lakh to ₹80 lakh
Increase of about 15%-20% in past one year. Salary hikes of 40%-50% during a job change

WHAT MAKES THE PROFILE HOT

With USFDA putting stringent checks and measures in place, Indian pharmaceutical generics are careful to ensure full compliance to quality and regulatory guidelines. Companies are seeking qualified quality professionals with extensive experience and depth in understanding USFDA requirements and guidelines, with good exposure of facing auditors. The job is in great demand as the top 15 large generic pharma companies go into the next phase of their product launches in regulated markets

> We have seen a spurt in demand for quality professionals, with at least six senior-level mandates flowing in this year

KAMAL KARANTH
MD, Kelly Services, India and Malaysia