



Hygiene Products & Services Company seeks fresh Managerial Talent for New Business Divisions

FMCG & Consumer Durables Practice

Client and the Mandate

Our client is a U.S. based provider of institutional care hygiene products & services catering to the Lodging & Healthcare, Retail, and Food & Beverages industries. This \$3 Billion company ran a successful operation in India.

At the time, the client's business was undergoing a restructuring in India. Its incumbent managers were promoted into international regional roles. Moreover, a new Institutional and Laundry Care Business Division was established – the first of its kind in the country. It catered to a virgin market with no national or international players in India.

PSS's mandate was to identify, present and close on two candidates for the positions of Senior Business Unit Head of the firm's Institutional & Laundry and its Food & Beverage Divisions. Time was a significant factor in successfully fulfilling the mandate. The current Management Team was moving on. This left immediate vacancies for the Senior Business Head positions. Furthermore, there were no candidates currently available in India with prior experience in serving the virgin Laundry Care market.

Search Process

The client was initially apprehensive about candidates from certain industries despite not having a concrete idea of the type of candidate it was looking for. Moreover, the compensation package offered for this position also did not match the quality of candidates that the client expected to fill these positions.

A PSS Consultant Team sat down with the outgoing Managing Directors to thoroughly understand the requirements and profile expectations for the position including the industries to target for suitable candidates. They consulted the client on defining an appropriate profile for which they would conduct a search. They also convinced the client on the need to offer appropriate compensation packages based on its high expectations of the quality of the Candidates.

Based on the Consultant's understanding of the position, an inter-industry Search was carried out and suitable candidates were identified, contacted and interviewed. The profiles of short-listed candidates from this process were then presented to the client. Each short-listed candidate was interviewed by the client.

Result

On interviewing short-listed candidates for the two Business Head positions, the client selected two candidates who subsequently joined the company. They have successfully steered the client Company after the restructuring phase and continue to add value in their positions.

PSS has received several follow-up mandates from the same client that our Consultants successfully fulfilled as well.