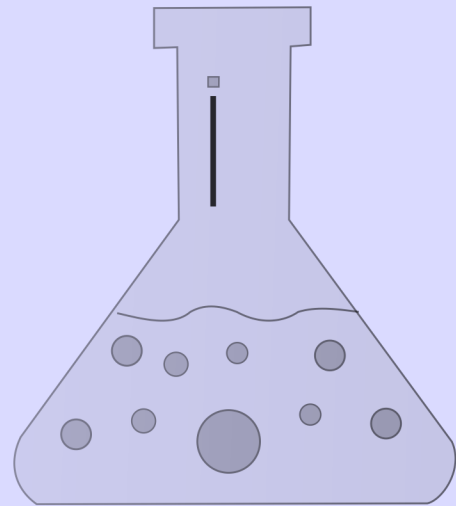
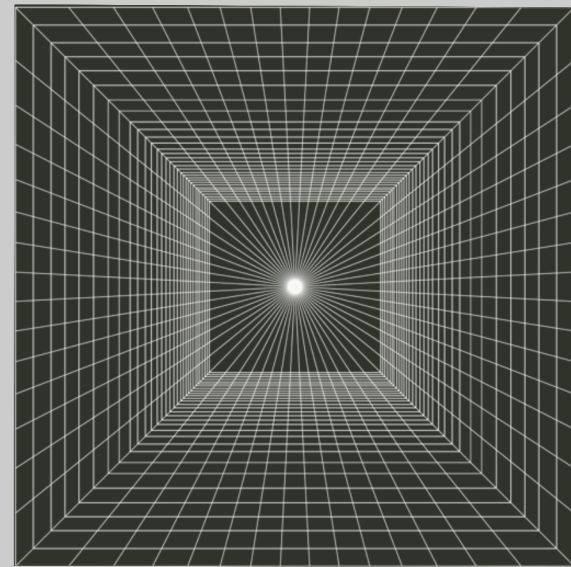


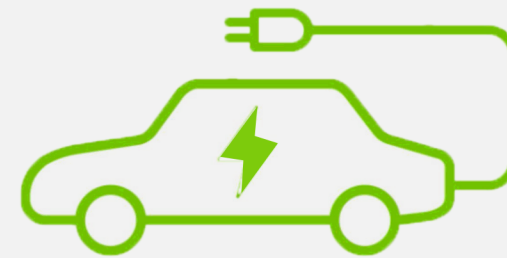
THE GREAT **INDUSTRIAL** TALENT CHURN



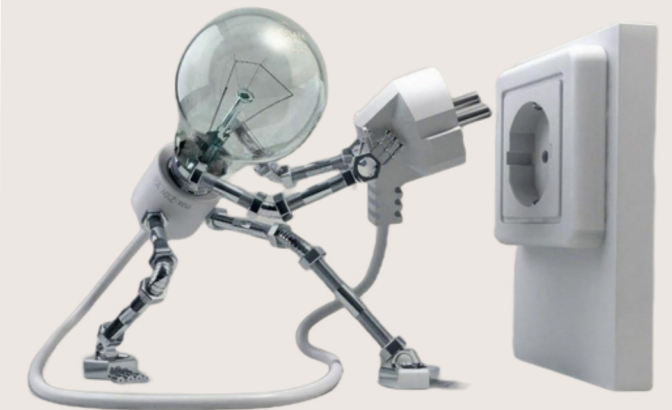
CHEMICALS



**BUILDING
MATERIALS**



EV



ELECTRICALS

Contents

Chemicals

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3

Building Materials

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EV

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Electricals

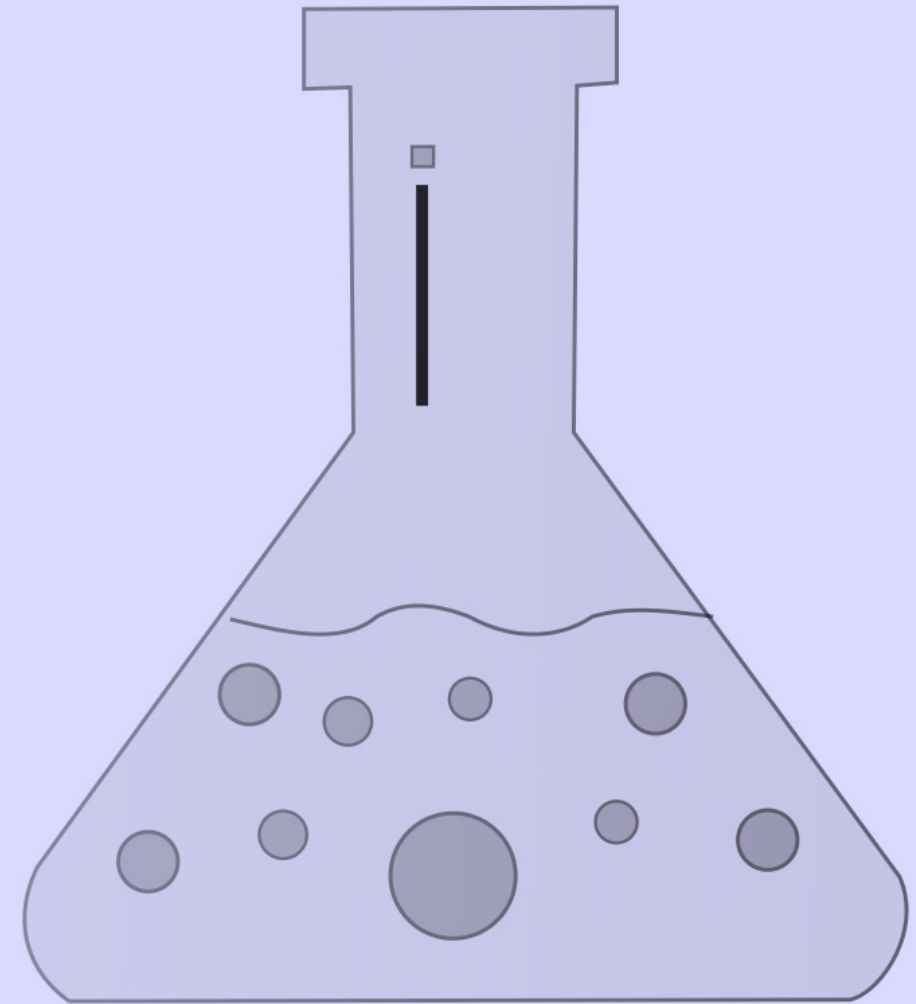
→

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DISCLAIMER:

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Chemicals



Coverage - Chemicals

132+

Senior Movements

2 Sectors

Bulk Chemicals
Specialty Chemicals

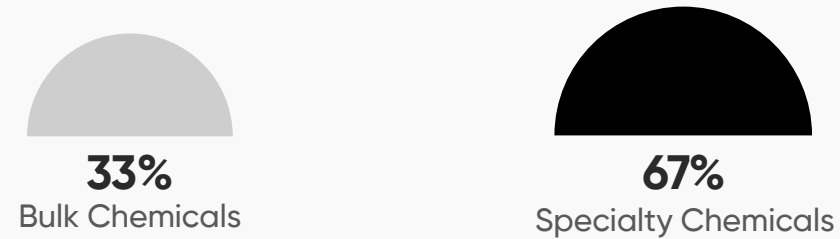
10 Skills

Formulation
Innovation & Technology
Quality
Synthesis
Synthesis & Formulation
EHS
Engineering
ESG
Operations
Production

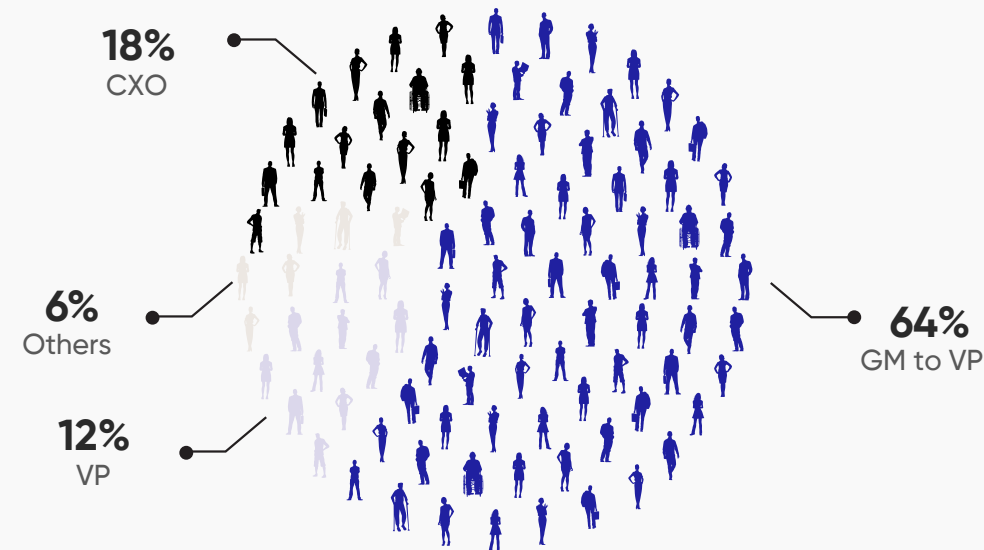
51

Companies
Analyzed

Sector Wise - Senior Talent Movements



Level Wise - Talent Movements



Shift towards R&D necessary to cope with future challenges

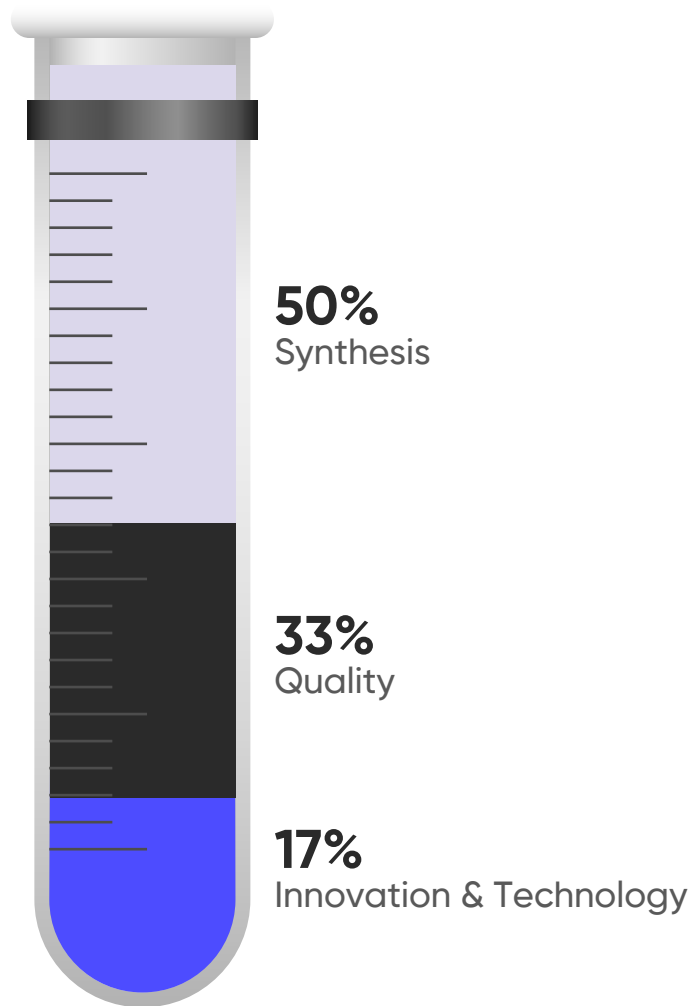
// The chemical industry is experiencing a new tide of technology-driven disruption and transformation, making it difficult for companies to stay competitive and profitable in the era of rising raw material prices and market instability. They can do so by addressing unavoidable challenges such as prioritizing investments in future technologies, managing changing consumer demands, reevaluating supply chain structures, investing heavily in innovation and sustainability, and adopting emerging technologies to drive sustainability. The coming year seems to witness chemical companies creating and adding ESG roles to its organogram, making heavy investments to increase R&D capabilities, and manufacturing specialty chemicals in-house to reduce dependency on China. Major hiring focus is expected to shift from sales and marketing to R&D and manufacturing roles. //

Mandeep Dadyala
Native

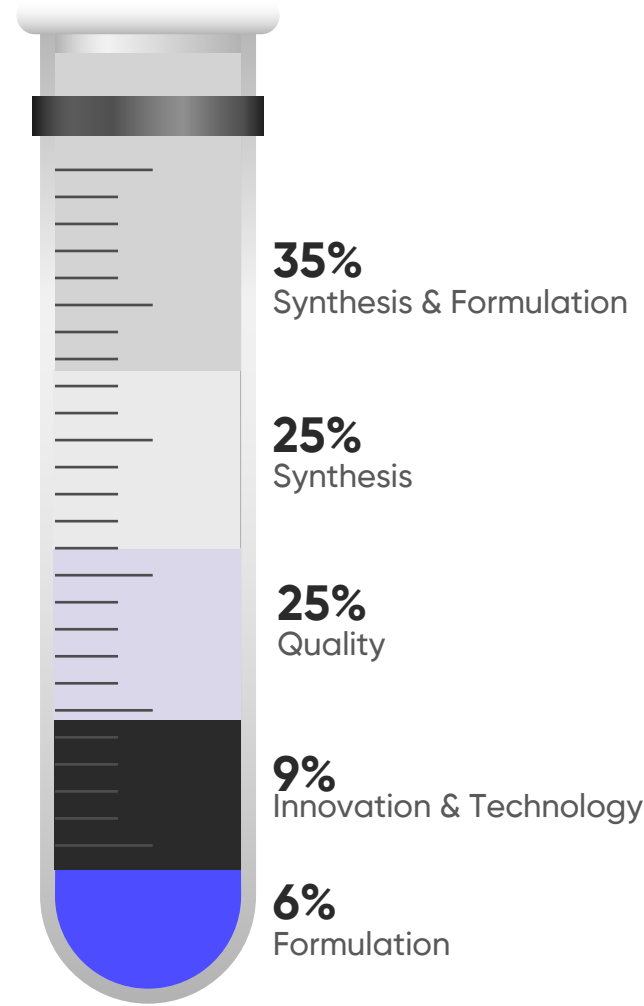


Senior Talent Movements Within R&D Across Skills

Bulk Chemicals



Specialty Chemicals



Talent that can contribute to growth: Techno commercial talent most sought after

India is growing rapidly, particularly in the chemical sector and is expected to take 10-12% of the share in the global chemical market by 2040. India has the potential to become both the key consumer and contributor in the global chemical industry. Within India's chemical sector, the specialty segment is performing well and is one of the strongest pillars. While this is very positive, a recent benchmarking of six global chemical clusters done by a global organization indicate that India lags behind in areas such as feedstock availability, availability of R&D talent and environmental clearance.

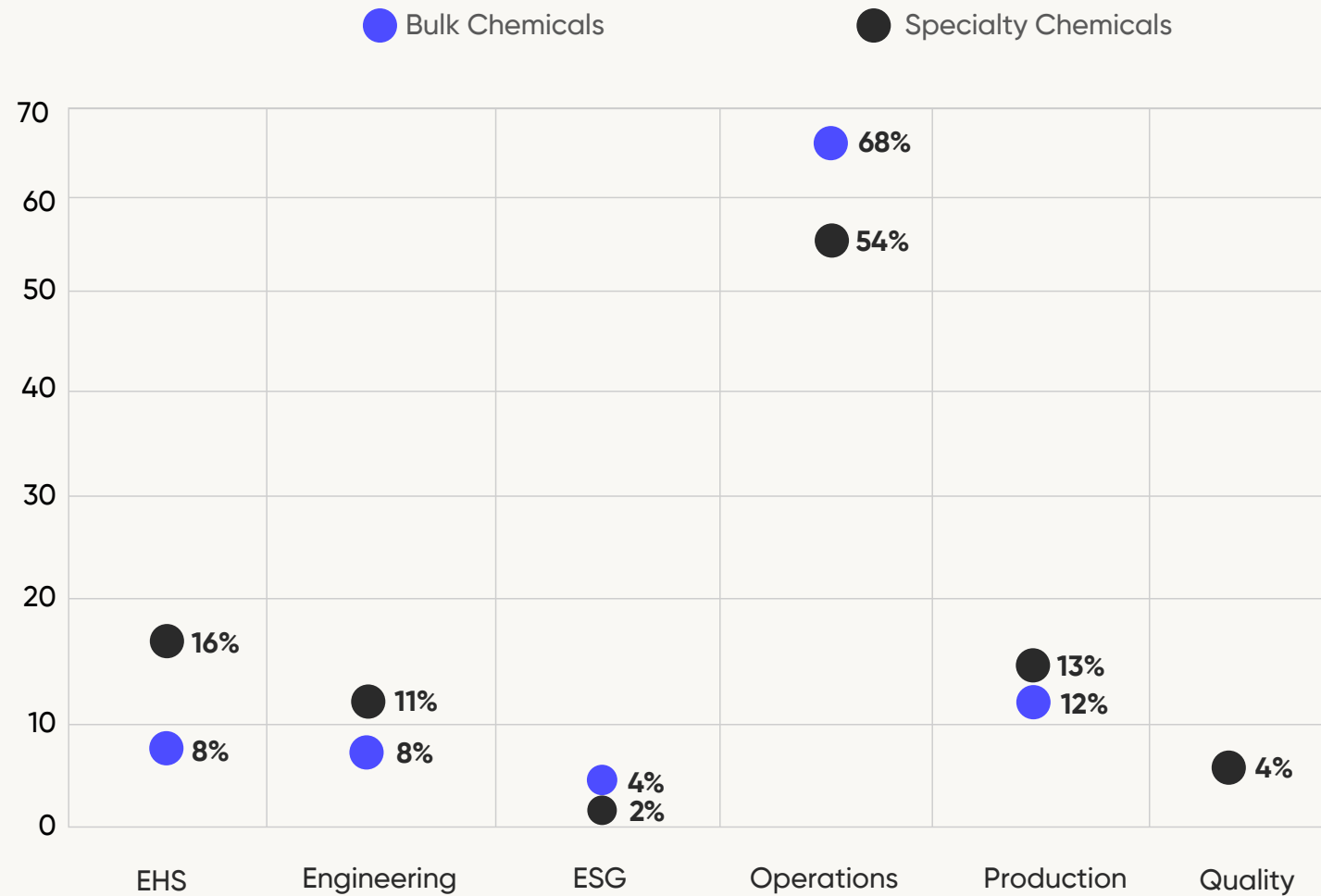
Growth in the chemical sector would lead to hiring and the hiring would now start to focus on those who have the potential to contribute to this growth. Talent with techno-commercial (idea to commercialization), strong analytical, design thinking, project management, operational excellence skill sets and expertise in developing eco-friendly products and technology, would be the most sought after. The top skills that employers would look for in such talents would be technical expertise, project management, resource management, lean management, and analytical thinking. Heavy investments in R&D are being done by large corporates in the chemical industry aiming at creating in-house innovation campuses.

Dr. Raja Kaliappan

Director - Research & Technology
Huntsman International India Pvt Ltd
(A company of the Archroma Group)



Skill Wise Split - Manufacturing



Future potential over past experience: The shift in hiring criteria

// Some say it is a VUCA world (volatile, unorganized, complex, ambiguous) while many say it has evolved to a more complex BANI world (brittle, anxious, nonlinear, incomprehensible). With rising complexities in our world, the organizational challenges and survival tactics are also evolving every day. In this constantly evolving world, leadership definition is also no longer what it was in the past. The leadership spectrum requires a complex matrix of management. competencies and subject matter expertise. This balance is very important to bring agility along with results. The top skills that would be in demand in the coming years in chemicals manufacturing domain would be a mix of hard and soft skills such as project management, technology and process engineering, operational excellence, change management and agility, and in-depth understanding of changing geopolitical and business dynamics. //

Sandip Chakraborty

President Projects
Grasim Industries



Top Hiring Firms



Key Senior Hires

Aarti Industries

Dr. Vaishali Bhandary - Senior Vice President Quality

Croda

Naishadh Ajgaonkar - Director of Operations

Evonik Catalyst India

Dr. Ajit Garade - Director R&D

Grasim Industries

Sandip Chakraborty - President Projects

Gujarat Fluorochemicals

Prasanna Pandit - President - Manufacturing & Projects

Huntsman International India Pvt Ltd (A company of the Archroma Group)

Raja Kaliappan - Director, Research and Technology

Indorama India

Chandra Shekhar Prasad - Chief Operating Officer

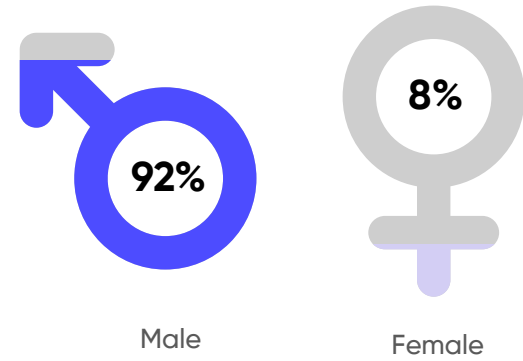
Laxmi Organic Industries

Krishna Rao - Senior Vice President - Quality

Sameer Johri - Senior Vice President Manufacturing

Prashant Patil - EVP Manufacturing

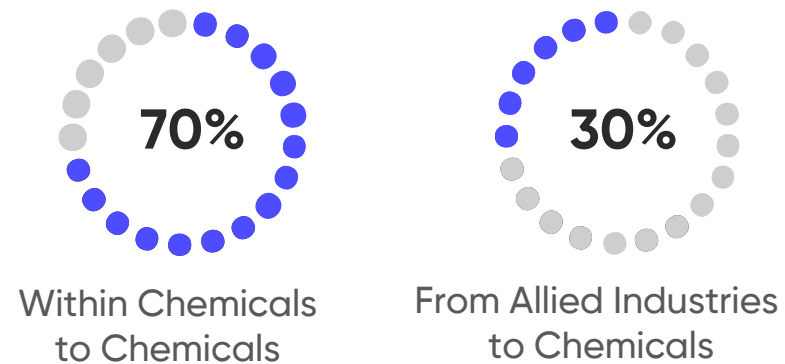
Diversity Hiring Split



Regional Hiring Split



Migrations of Senior Level Talent to Chemicals



Key Senior Hires

Lubrizol Additives India

Prashant Ambaskar - Manufacturing Director

Lubrizol Advanced Materials India

Kedar V Chikhalikar - Head R&D South Asia and Middle East

Meghmani Finechem

Vijay Vasudeva - Senior Vice President - Site operations

Navin Fluorine International

Pankaj Singh - Vice President and Head of R&D

Suneel Manohar Babu Chennamsetty - R&D Director

Pidilite Industries

Joseph Varghese - Director of Operations

Savita Oil Technologies

Sunil Tande - Vice President (R&D)

SI Group

Chidananda Bhagwat - Senior Director - Manufacturing India

Building Materials



Coverage – Building Materials

69+

Senior Movements

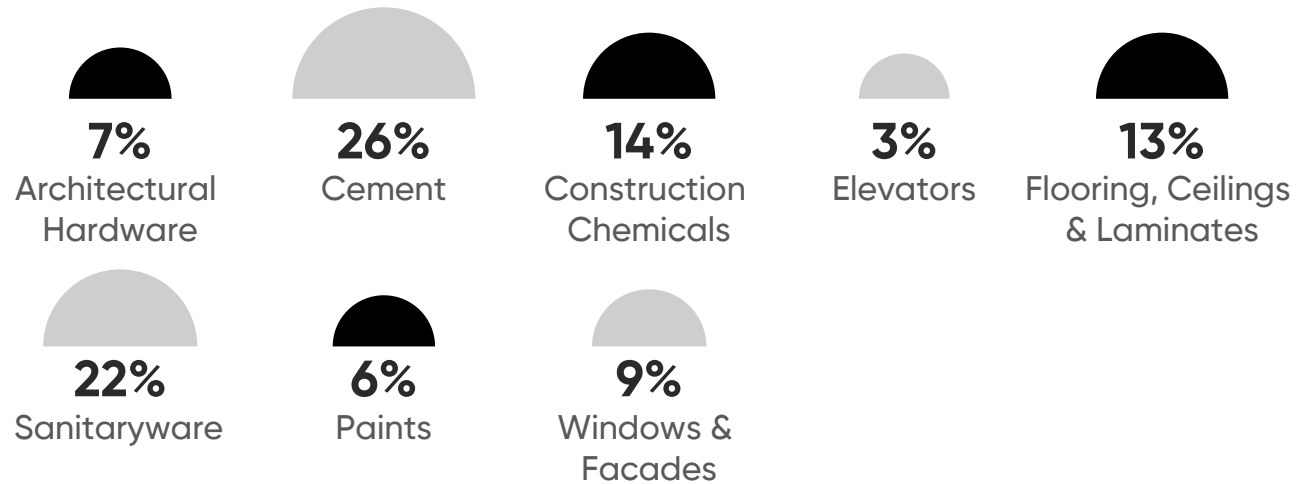
8 Sectors

Architectural Hardware
Cement
Construction Chemicals
Elevators
Flooring, Ceilings & Laminates
Paints
Sanitaryware
Windows & Facades

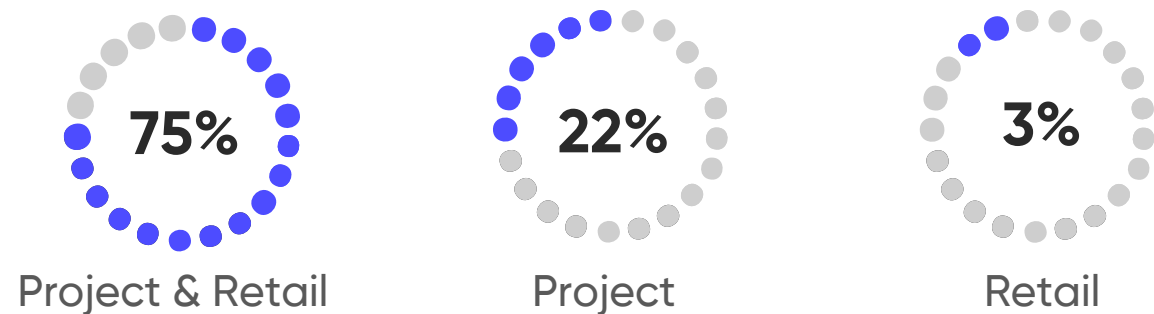
32

Companies
Analyzed

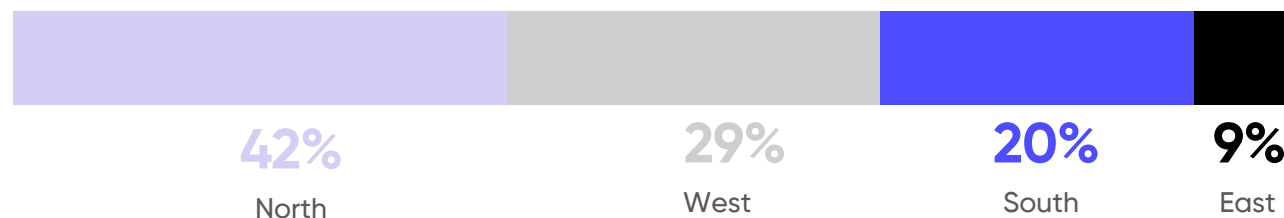
Sector Wise – Senior Talent Movements



Skill Wise Senior Hiring Split



Regional Hiring Split



Continuous learning & innovation: Necessary tools for the long run

“ In the ever-evolving interior landscape, a harmonious synergy between functionality, aesthetics, and the wellbeing of occupants takes center stage. Architects and designers are increasingly focusing on creating spaces that are not only aesthetically appealing but also focus on the wellbeing of the occupants and are environmentally friendly.

In response to these trends, we are aligning our human resource strategies to attract and develop talent that embodies the values of sustainability, creativity, and adaptability. We seek individuals who possess a strong understanding of design principles and are capable of integrating them into their work. Moreover, we recognize the importance of nurturing a diverse workforce that brings fresh perspectives and ideas to the table.

To support our employees' growth and development, we invest in comprehensive training programs that equip them with the necessary technical skills and knowledge to excel in this dynamic market. Our aim is to foster a culture of continuous learning and innovation, empowering our teams to keep pace with the ever-changing design landscape. Only by staying at the forefront of industry developments, we can offer our clients innovative solutions that align with their goals and enhance their spaces.

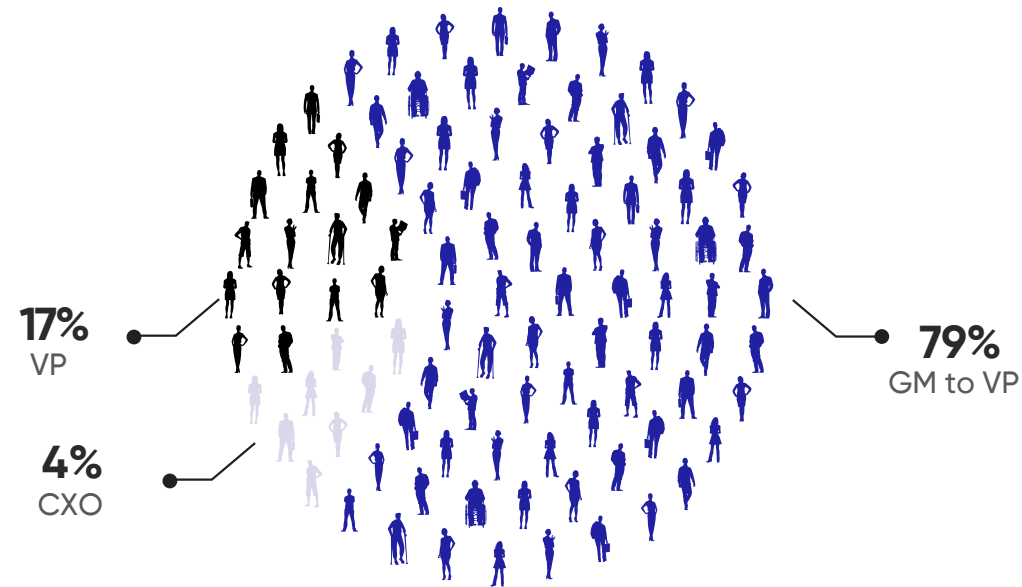
With a modular ceiling industry spanning 25 million square meters and experiencing a growth rate exceeding 6%, it presents a lucrative opportunity for numerous individuals to participate and thrive. We are committed to attracting and developing talent that can thrive in a sustainable and innovative environment.”

P.V. Somasundaram

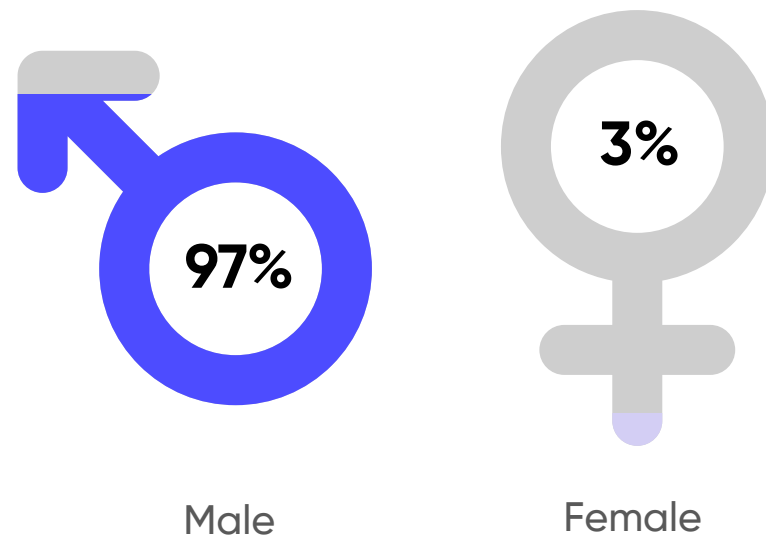
Managing Director – India & SAARC
Knauf Ceiling Solutions



Level Wise – Talent Movements



Diversity Hiring Split



Talent velocity will increase: The great reshuffle

// 2023 overall looks bullish in terms of talent movement and the building materials and construction segment is looking to recover from the input cost hikes that buffeted it for most of Q4 2022/Q1 2023. With supportive macroeconomic indicators and the likelihood of a stable central government in the upcoming general elections, the investment climate in real estate is anticipated to even out in H2 2023 going over into 2024 onwards for the next foreseeable 3-5 years unless there's another black swan event like Covid-19 or a global recession.

Talent velocity across companies, sectors and functions is expected to increase as candidates are more attuned to their area of interest, compensation, career development, leadership direction and finally – a plethora of options in direct correlation to the ongoing talent war. Erstwhile 'The Great Resignation' has metamorphosed into 'The Great Reshuffle' in terms of candidates rethinking their options, relevance and stability (IT mass layoffs have rocked everyone's boat). DEI surely assumes significance wherein building materials and construction sectors, traditionally a longstanding male bastion, has opened its doors to a swathe of diversity talent to up its aspirational quotient. //

Ranjeet Sharma

President & CEO
3A Composites



Top Hiring Firms



Asahi India Glass Ltd.



Key Senior Hires

Cera Sanitaryware

Sandeep Abraham - President Sales

Jk Lakshmi Cement

Ranjeev Sharan - Chief of Sales

Kohler

Nipun Sharma - Head - South Asia Market

Normet Group

Pawan Chhajed - Business Head Key Accounts

Pidilite Industries

Shantanu Adhikari - Chief Sales & Marketing

Roca India

Parveen Khurana - Director Sales & Marketing

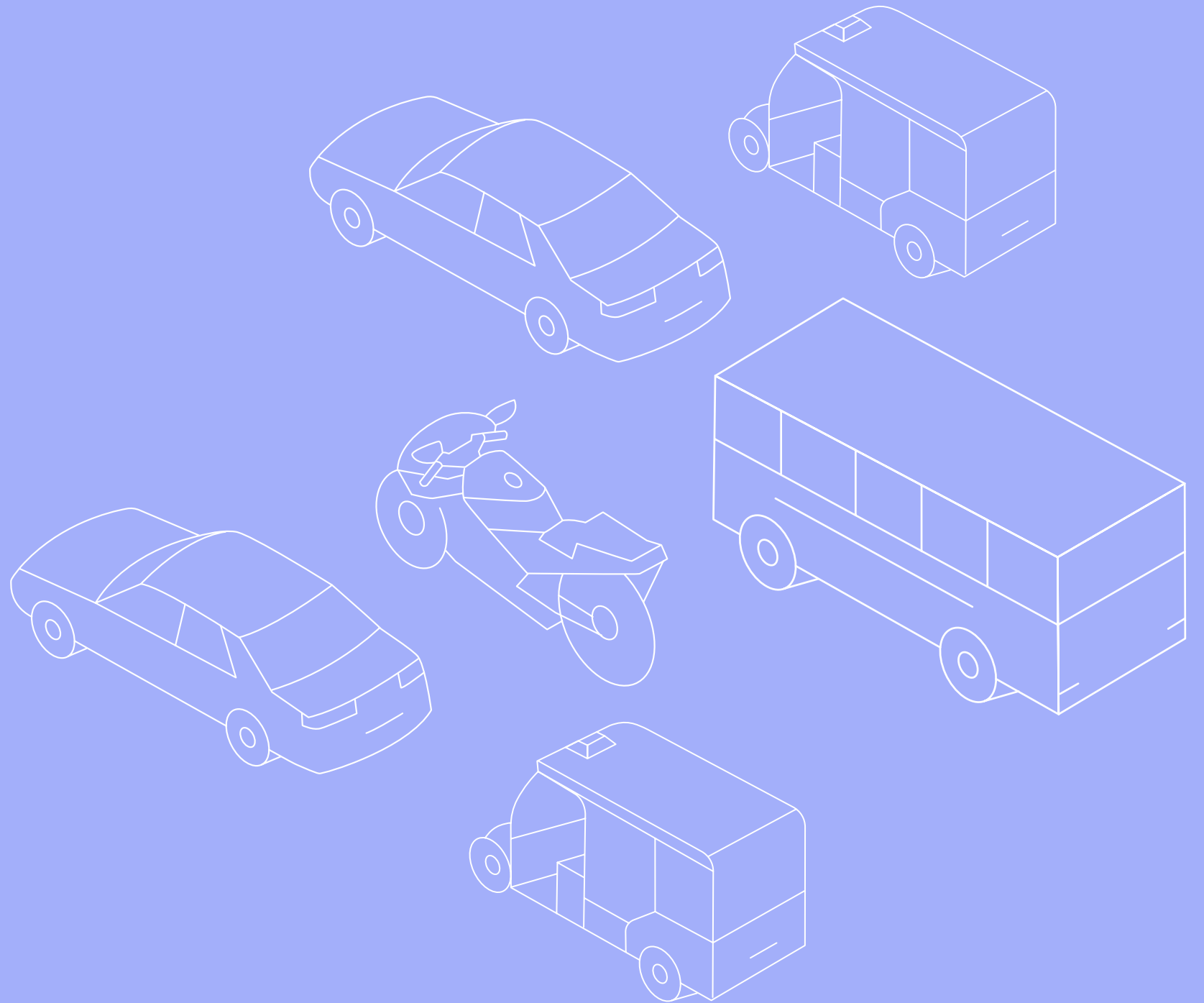
Simpolo Ceramics

Rakesh Mishra - Vice President of Sales

Ultratech Cement

Ragesh Rawat - Joint President (Head - Sales)

EV



Coverage - EV

169+

Senior Movements

2 Sectors

EV
Traditional Automobile

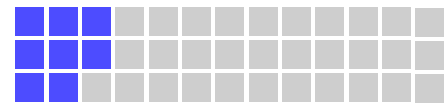
5 Skills

General Management
Operations
R&D
Sales and Marketing
SCM

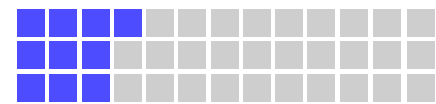
22

Companies
Analyzed

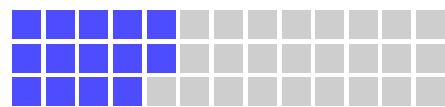
Migrations of Senior Talent to EV



24%
From EV



31%
From Other



45%
From Traditional Automobile

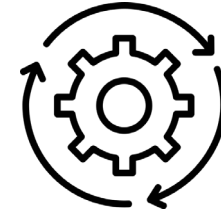


Skill Wise Senior Hiring Split



11%

General Management



24%

Operations



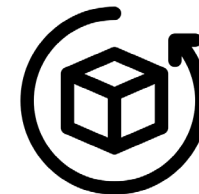
10%

R&D



37%

Sales and Marketing



18%

SCM

Top Roles in Demand

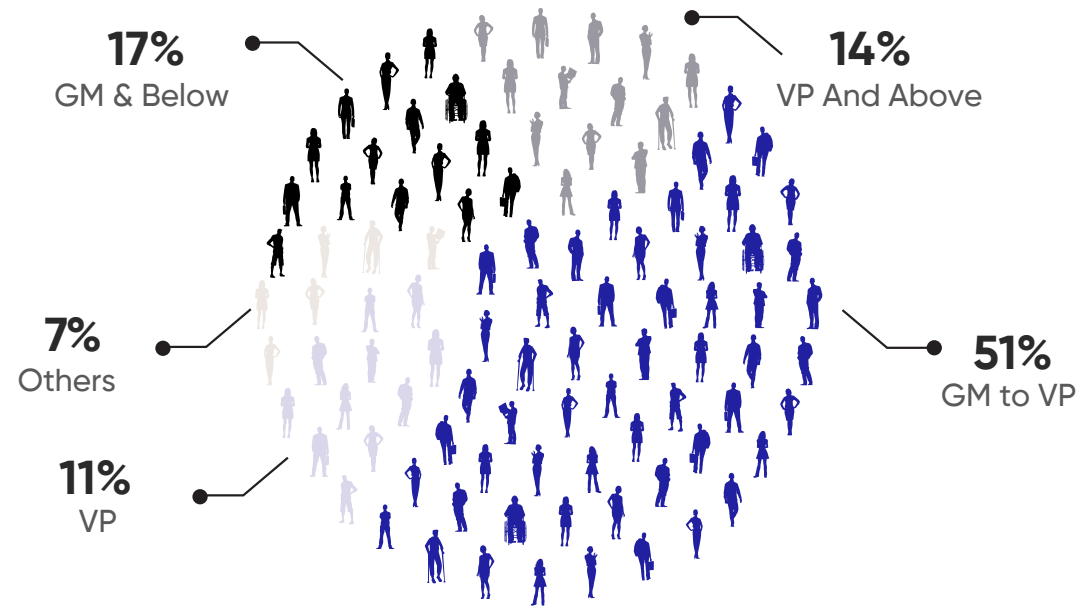
General Management

Strategy
R&D

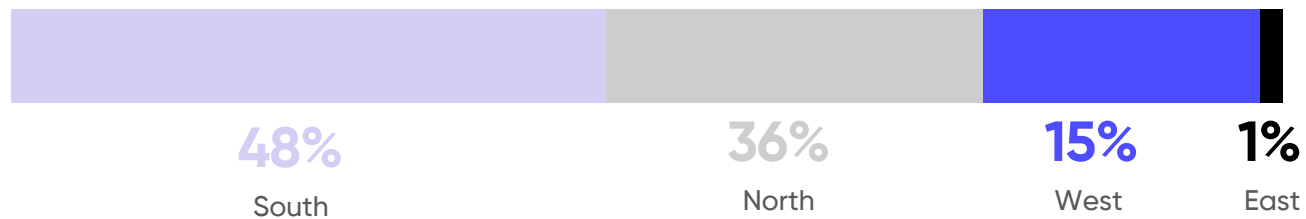
Operations

Head Engineering
Manufacturing
Quality

Level Wise - Talent Movements



Regional Wise Split



Quick learning and adaptability important for growth in the future

// Year 2023 looks really promising and yet challenging for our industry. As the world continues to transition towards sustainable energy, which has immense support from the government, however, we still need the right kind of talent to be able to make our dream come true!

We are a fast growing and ever evolving organisation and therefore the 'talent' we look for are the ones who can demonstrate agility and can embrace changes, quickly learn, adapt and apply new skills.

These are the kind of people who come with growth mindset and have the hunger and passion to learn and grow with the organisation. We want to create leaders, not only for ourselves, but for the overall economy and hence we look for individuals who can influence and inspire others. //



Varun Goenka

Chief Driving Officer
ChargeUp



Key Senior Hires

Altigreen Propulsion Labs

Debashis Mitra - Director Sales Service & Marketing

Simple Energy

Yoganand Parthasarathy - Senior Vice President of Engineering

Exponent Energy

Ravi Kharul - President New Product Development

Evage Ventures

Arnab Saha - Chief Strategy & Corporate Development Officer

Okaya Electric Vehicles

Amulya Kumar Roy - Executive Vice President

Generalist Talent preferred

//

The EV sector in the Automobile industry is very similar to the startup companies in the Technology industry. High focus area, high investments, rapid growth and a dynamic ecosystem. The major differentiator is the reach to the masses and its cost to consumer and hence, the application of the EV products will take longer than usual. In this timeframe, there will be a lot of developments, both positive and negative. Keeping this in mind, organizations are looking for talent who are more generalist in nature and are more hands on. Cultural fitment is a major key area while evaluating candidates. Currently, the need for a specialist is mainly in the R&D function but going forward, the need for specialists will grow in other business functions too. //

Mandeep Dadyala
Native



Top Hiring Firms

**GREAVES
ELECTRIC
MOBILITY**

ALTIGREEN

**SIMPLE
energy**

**SUN
MOBILITY**

**OKAYA
ELECTRIC VEHICLES**

Key Senior Hires

Battery Smart

Amit Kumar Saxena - Sr. Director

Greaves Electric Mobility

Nirmal NR - Chief Executive Officer -
3 wheeler businesses

Dr. Narasimha M V (Venkatanarasimharao
Medam) - Chief of Advance Engineering

Revolt Motors

Manav Mehra - Chief Commercial Officer (CCO)

Pankaj Sharma - Chief Business Officer

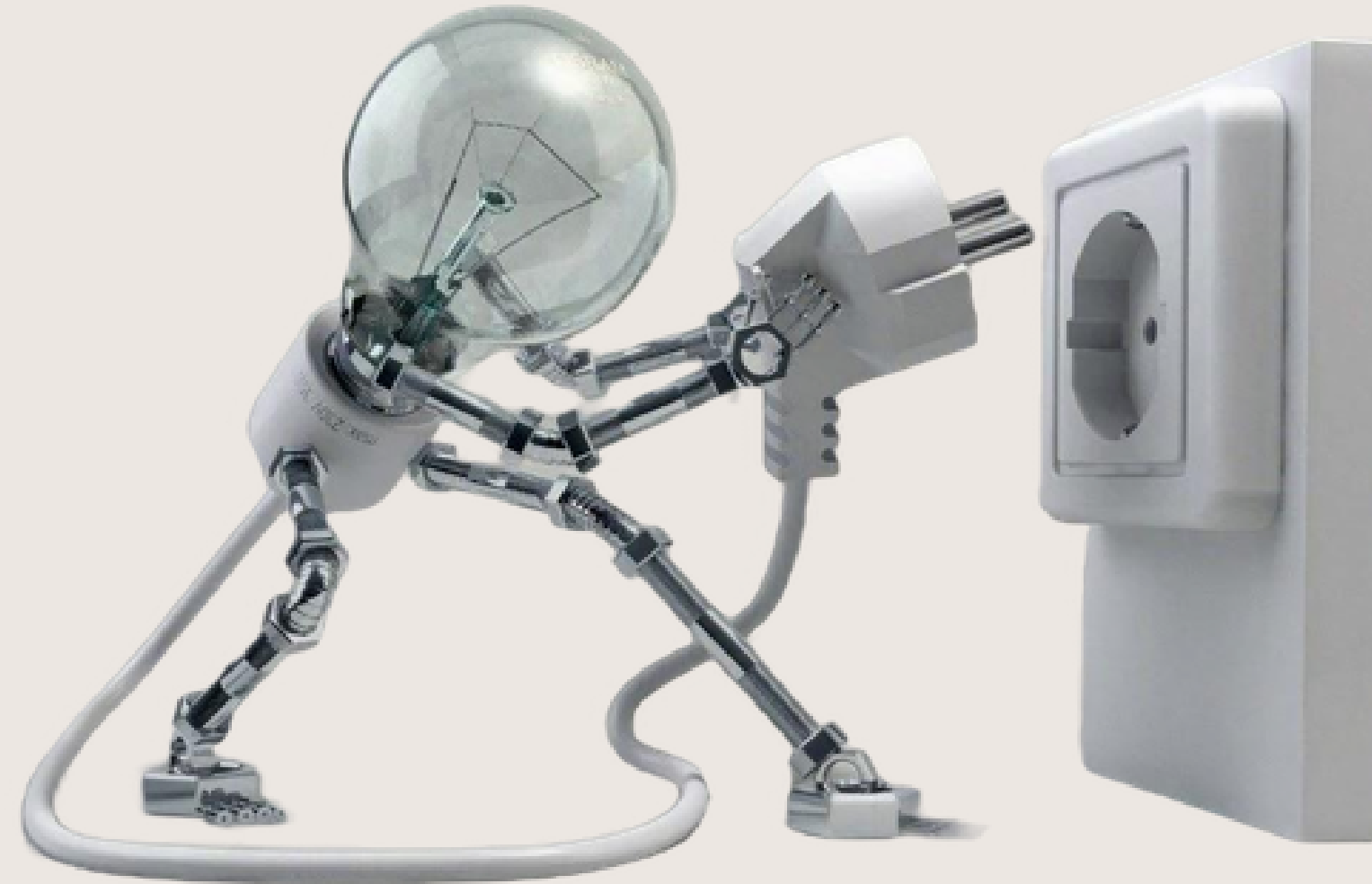
Sun Mobility

Anand GCP Ganapathy Chennira - Chief Strategy
Officer (CSO)

Ultraviolette Automotive

Gautham Hegde - Technical Director

Electricals



Coverage - Electricals

226+

Senior Movements

4 Sectors

Appliances
Automation
Cables
Manufacturing

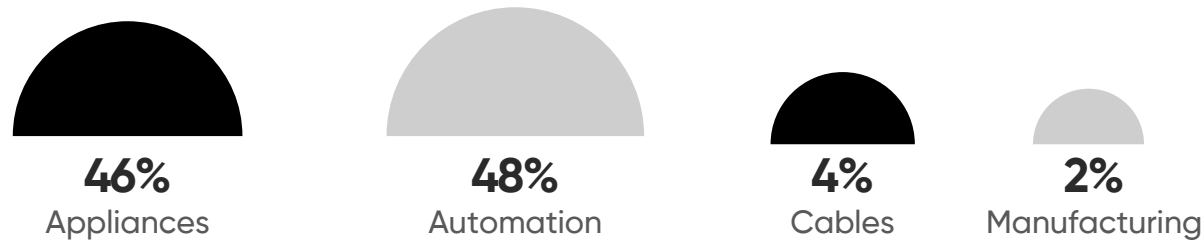
2 Skills

Procurement
Supply Chain Management

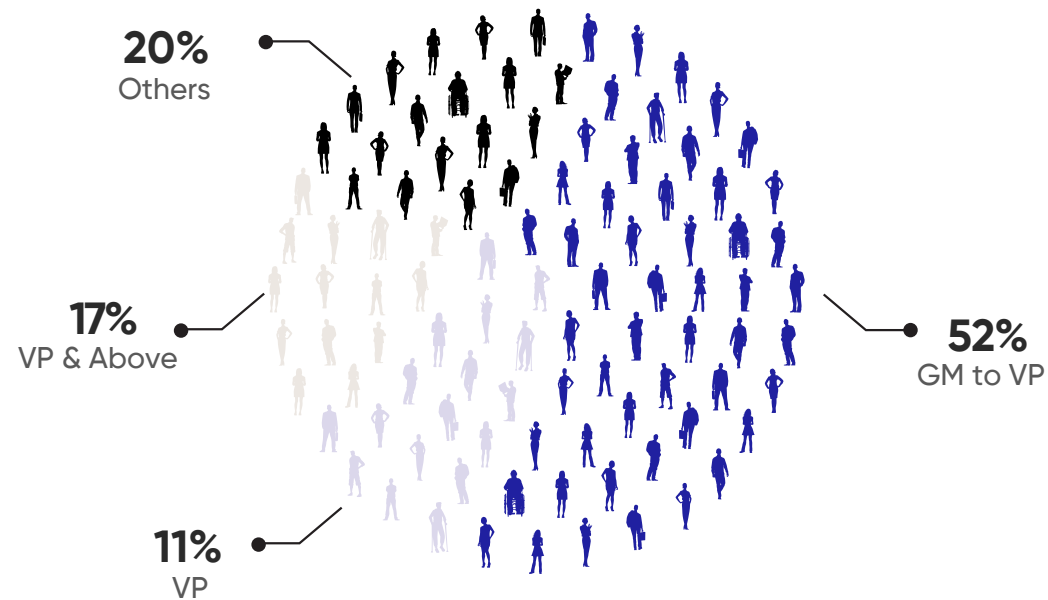
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Companies
Analyzed

Sector Wise - Senior Talent Movements



Level Wise - Talent Movements



Promising career path ahead: Individuals with techno-commercial expertise to take the limelight

// The electricals industry has witnessed remarkable growth in recent years, fueled by advancements in technology, the real estate upswing, and increasing consumer demand for technology driven quality products for comfort & safety.

As the industry flourishes, competition among manufacturers, suppliers, and service providers has intensified. Many international and home-grown brands are leading the charge by offering cutting-edge electrical solutions. Companies are investing heavily in research and development to introduce products that meet the evolving demands of consumers.

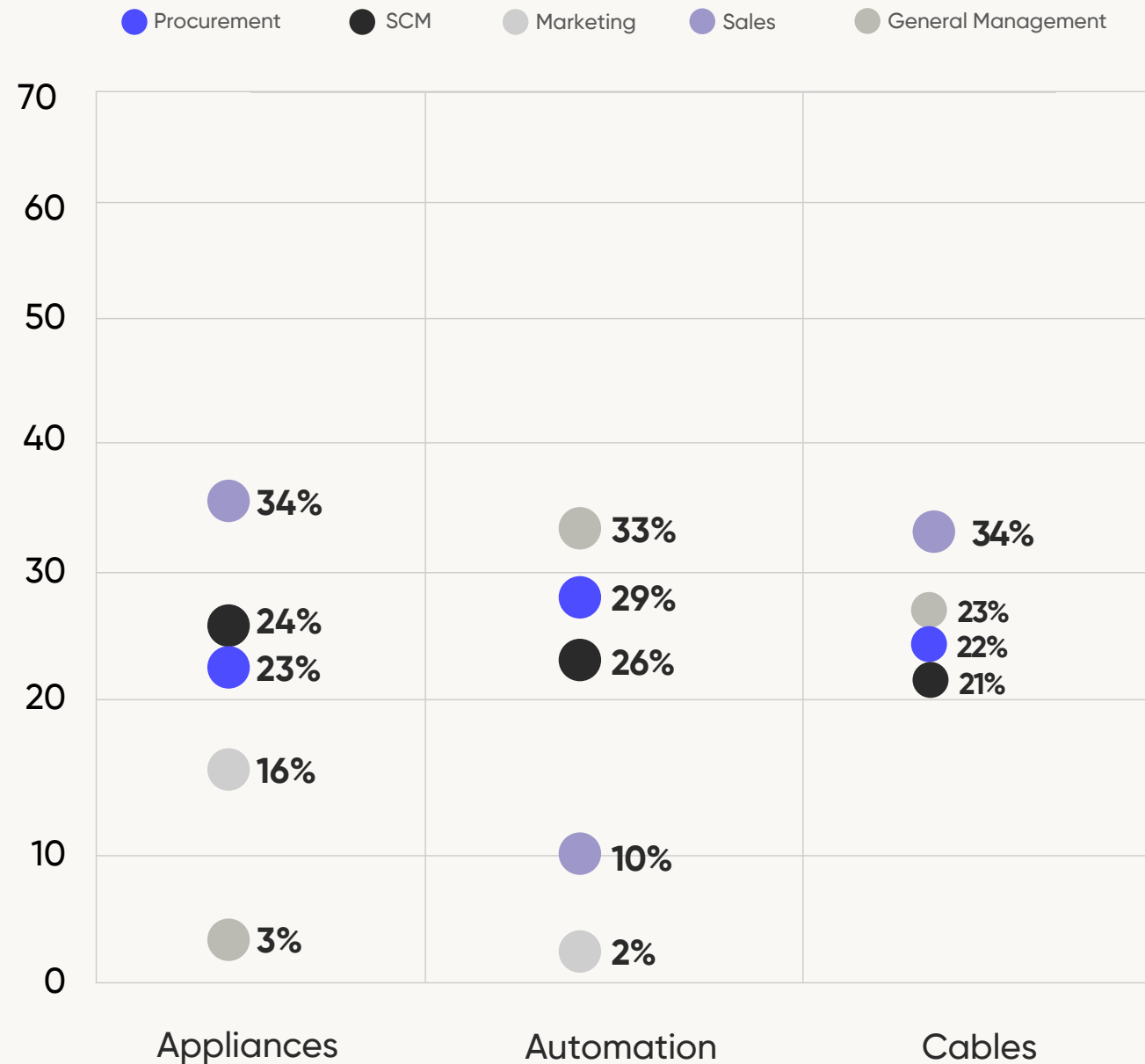
Numerous opportunities have emerged for skilled professionals in key positions. Electrical engineers, designers, technicians, project managers, and sales specialists are in high demand. With a projected growth rate of 15% over the next five years, the industry offers a promising career path for those who possess the requisite expertise and are passionate about innovation and sustainability. However, the shortage of technical sales specialists in the Indian building industry is a concern. We often encounter a skill gap where individuals often lack a combination of technical knowledge and sales expertise. Over the years, industry's emphasis on technical qualifications overlooked the importance of developing sales talent. Individuals in technical roles also tend to have limited exposure to sales practices and lack essential skills in customer relationship management and effective communication. Industry and intuitions need to collaborate these by designing pecialized programs, which equip individuals with sales skills for technical products.



Vivek Yadav
Executive Vice President
Switchgear Business
Havells India Ltd



Skill Wise Hiring Split



Niche skills in high demand

“ In a traditional industry like electricals, major growth and investments have taken place over the last couple of years. With growing consumer demands and their evolving needs, the electrical durables segment, which was more focused on a singular product, has now moved into providing a complete solution. On the manufacturing side, focus on automation has increased from it being just a robotic arm to being a full-fledged automated plant enhancing the quality of products and reducing the production time. From the talent front, these changes have led to organizations requiring niche skills. Roles in functions like procurement, strategy and business excellence have seen a huge spike, along with an emphasis on cost optimization. Going forward, talent specializing in niche skills will definitely have an edge and will add more value to the growth of this industry. ”

Mandeep Dadyala
Native



Top Hiring Firms



SIEMENS



Key Senior Hires in Sales

ABB

Shishir Jha - Associate Sales
Director - North, PAMA

Apar Industries

Shashi Amin - CEO - Cable Solutions

Havells India

Rakesh Moza - Executive Vice President
Rohit Kapoor - EVP - Brand & Marcom

Hitachi Energy

Samar Pal Singh - Associate Sales
Director - GSU Manager PGGGA North

Polycab

Deepak Kumar Mitra - Vice President - Emerging
India & Rural - Sales

Schneider Electric India

Bidisha Das - Director - Services
Sales & Business Development

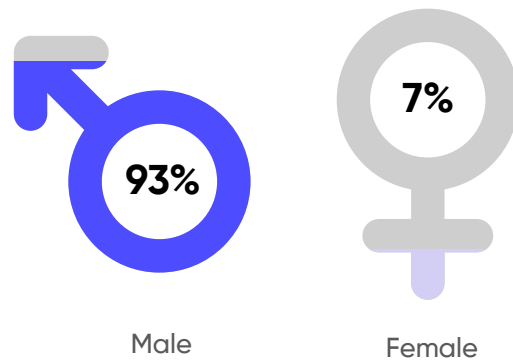
Usha International

Rajneesh Sharma - Vice President
(National Sales Head - Electric Fans)

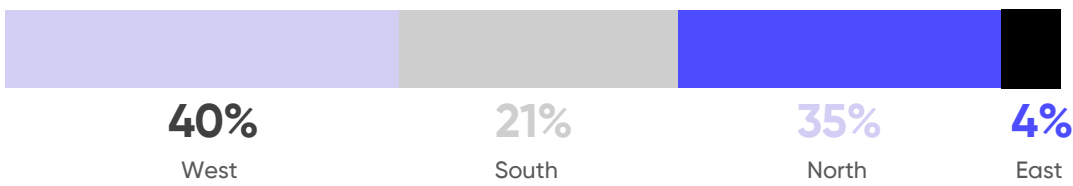
Voltas - A Tata Enterprise

Gyan Pandey - Head Digital/CDO

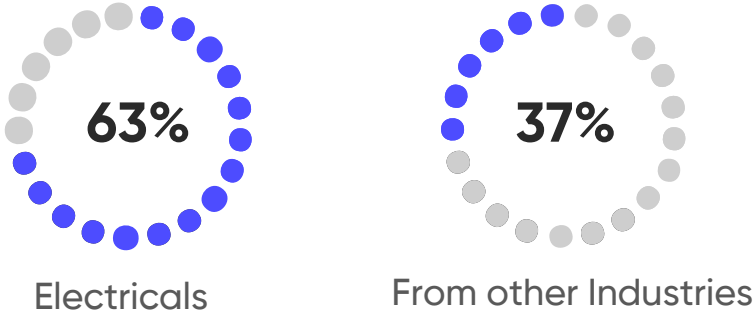
Diversity Hiring Split



Regional Hiring Split



Migrations of Senior Level Talent to Electricals



Key Senior Hires in Procurement

Apar Industries
Suyash Saraogi - President Strategy & Projects

Bajaj Electricals
Deepak Sharma - President - Integrated Supply Chain CP

Havells India
Pankaj Sehgal - SVP - Procurement & Supplier Management
Ravinder Gambhir - Joint Vice President

Polycab India
Vipul Aggarwal - Executive Vice President

Siemens
Raj S. - President

Suzlon Energy
Pramod Gupta - Project Director

Usha International
Ajay Sharma Ajay - President - Supply Chain Management

The Power of Informed Intuition.

Native is more than just 'executive search'. Native is a promise of finding the place that fits the personality, through the power of informed intuition.

We have created a science out of the very human art of decision-making. We are wholly plugged into every industry that we place for, which puts us in a unique position of seeing the trends & shifts of it all, simultaneously. We leverage this to help our clients understand not just the current context, but also future possibilities

3
Offices

14
Industries

100+
Consultants

15+
Years of expertise

500+
Clients

4000+
Thriving natives

Our Industrial Natives



Mandeep Dadyala
Principal



Subodh Rai
Senior Consultant



Harsimranjit Singh
Associate Consultant



Kevin Baptista
Associate Consultant

Native

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