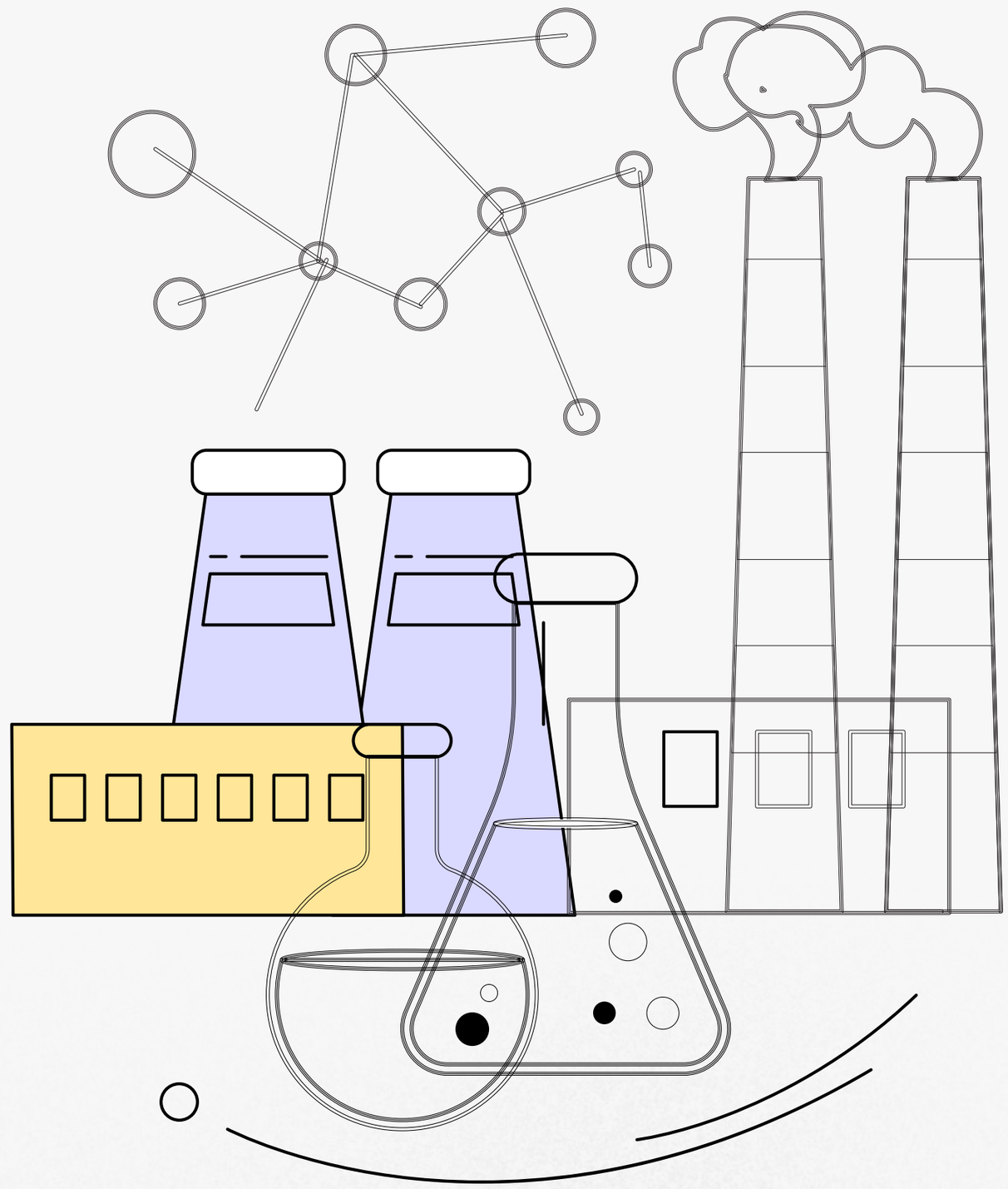
Migrations

2025



UAE Talent Summary

Chemicals

Native

Chemicals

Talent Movements Summary
2025

40%

senior hires within Performance Chemicals

45%

hires at Director & above levels

27%

senior hires came from European nationality

29%

diversity hires

***Note:** The analysis is confined to select talent pool of 200+ migrations within the mid to CXO level in the UAE for the year 2025.

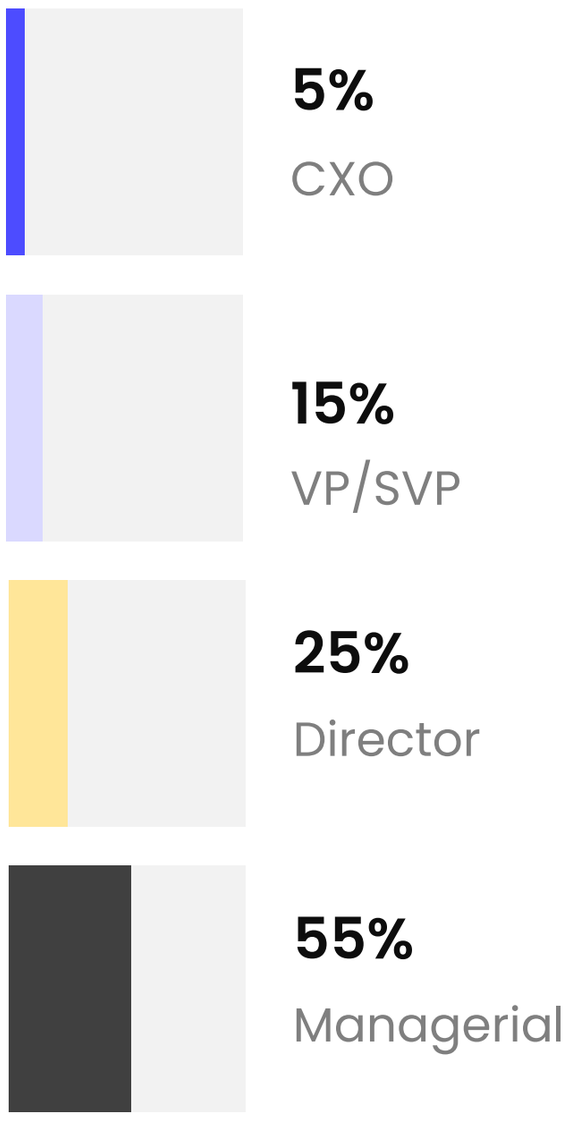
UAE: Chemicals

Movements Analysis

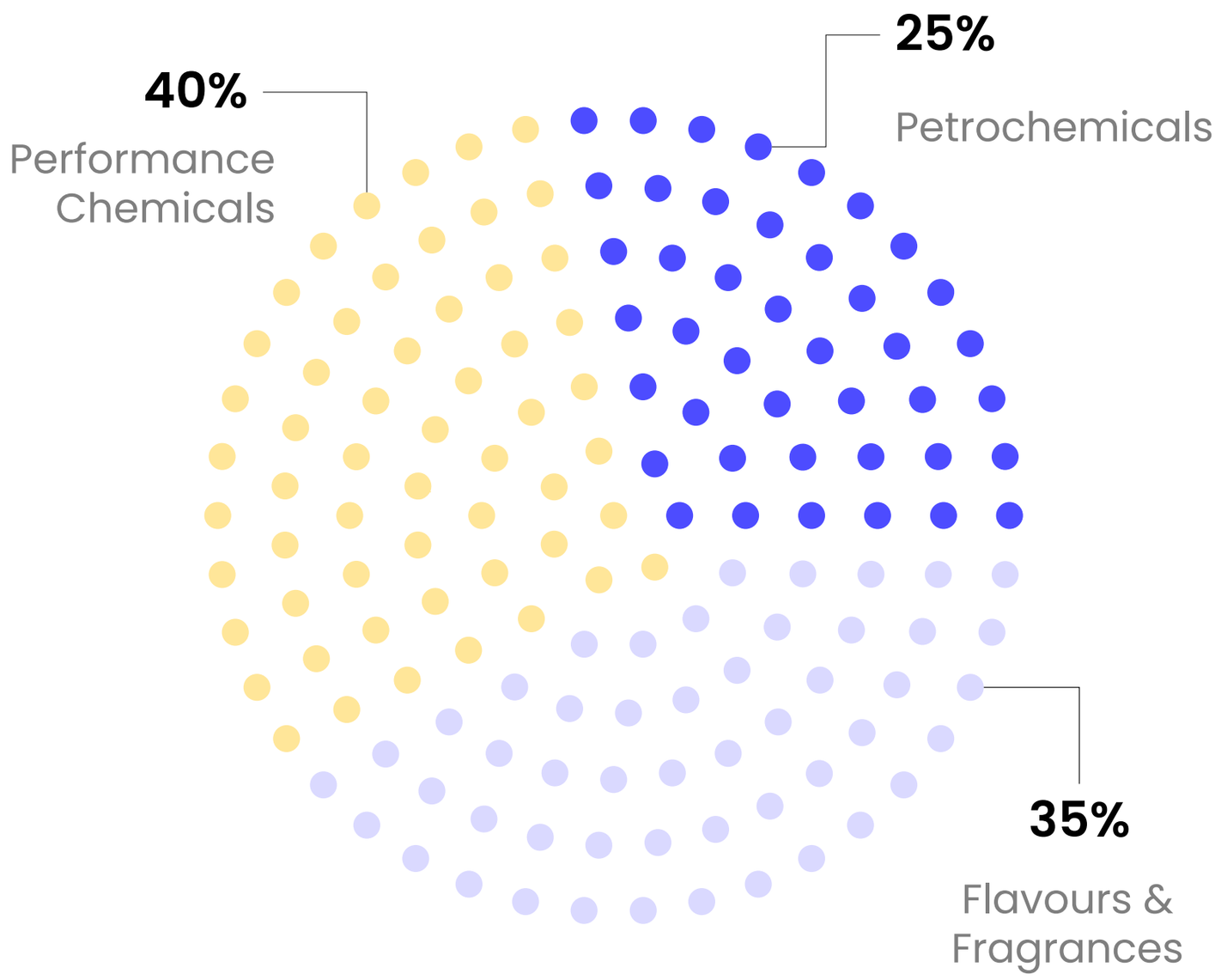
Native

2025

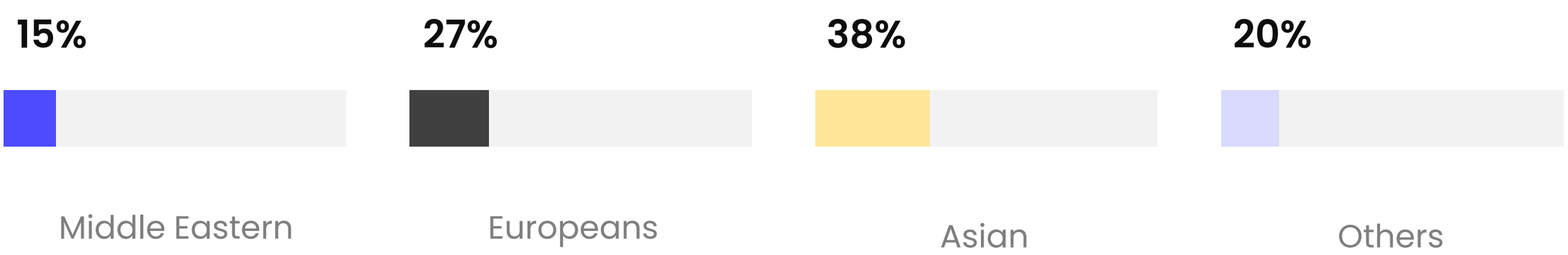
Seniority wise hiring split



Sector wise hiring split



Nationality



Gender Diversity

68% Male

29% Female

Insights

- Managerial hiring was dominant, signaling operational expansion
- Performance Chemicals leads market momentum
- Gender diversity has shown progress

UAE: Flavours & Fragrances

Key Senior Movements

Native

2025

Wesley Morrissey Commercial Director Foodservice	**Rosse Mary Saca Salome** Creative Center Manager	**Ashita Pahwa Aneja** Global Account Manager	**Ahmed Ali** Area Head – Sales
[Ex-Coffee Table]	[Ex-IFF]	[Ex-Takasago International]	[Ex-Tate & Lyle]
Mathieu Padovani Associate Sales Director	**Romain Krzeczowski Sanchez** Head of Marketing & Niche Perfumery	**Mohamed Abdelghany** Senior Fragrance Technical Regional Manager	**Imad Farhat** Commercial Head – Taste & Wellbeing
[Ex-MANE]	[Ex-MANE]	[Ex-WACKER]	[Ex-Fresh Del Monte]
Guillaume Raffy Sales Director & Key Accounts, ME	**Manuel Bourgaux** Master Perfumer – Head of Fragrance Creation, ME	**Natalie Charlton** Director – People and Culture	**Shine Paul** General Manager – Animal Nutrition
[Ex-Givaudan]	[Ex-MANE]	[Ex-Jumeirah Marsa]	[Ex-Cargill]
Ahmed Abdel-Zaher Senior Technical Service Technologist	**Faz Rujudawa** Head of Development	**Valentina Nekrasova** Senior Fragrance Development Manager	**Fadi Malaeb** General Manager
[Ex-Great Foods]	[Ex-CPL Aromas]	[Ex-SFA NEROLI]	[Ex-Moellhausen]
Julia W VP – Global HRBP Taste, Nutrition & Health	**Bassel Kouchacji** MD – Fragrance, Middle East	**Jack Pearson** Director – Technical Services	**Charlene Wilding** Director – Commercial Innovation, Hydrocolloids
[Ex-Beiersdorf AG]	[Ex-MANE]	[Ex-CP Kelco]	[Ex-CP Kelco]

UAE: Performance Chemicals

Key Senior Movements

Native

2025

Pascal Matta BUH – Production Chemicals [Ex-ChampionX]	**Jagannathan Damodaran** Vice President [Ex-Brenntag]	**Rajib Roy** Commercial Director [Ex-Pidilite Industries]	**Prathush Sreedharan** Specification Leader [Ex-Saint-Gobain Gulf Countries]
Mohamed Ali S. Hodeib Group Director – Operations Excellence [Ex-Random Patterns Consulting Grp]	**Siddhesh Diwan** Global Strategic Insights & Marketing Analytics Lead [Ex-MARICO]	**Ahmed Soliman** IMEA Institutional Marketing [Ex-Fine Hygienic Holding]	**Bhavlal Borse** General Manager [Ex-ANKUSH ENTERPRISE]
Hussam Jallad Regional Key Account Manager [Ex-Nouryon]	**Ranjith Nair** CEO [Ex-Air Liquide]	**Karolina Koneva** Regional Finance Manager, IMEA [Ex-Abu Dhabi Global Health Week]	**Utkarsh Jaiswal** Head of Logistics [Ex-Mammoet]
Vinayak Rupnar Director – BD & Tech Services [Ex-The Dow Chemical Company]	**Sobana Balakrishnan** Financial Controller [Ex-Baker Hughes]	**Pushkar Naidu** Director – EMEA [Ex-Huntsman Corporation]	**Muhammad Ali** CFO [Ex-Shan Foods]
Laura Dumoulin-Minguet Chief People & Culture Officer, Africa [Ex-Master Coach]	**Katie Phelan** Regional HR Manager, MENA [Ex-ChampionX | Eco Lab]	**Susan Hart** Global Marketing & Technology Lead [Ex-ChampionX | Eco Lab]	**Amir Naqvi** General Manager [Ex-Honeywell]

UAE: Petrochemicals

Key Senior Movements

Native

2025

Alan Vandermolen SVP & Deputy CCO [Ex-Cop28 UAE]	**Imane Zebrini** VP – Marketing [Ex-DCT Abu Dhabi]	**Menna Zaki** VP - Sponsorships, Brand & Marketing [Ex-PepsiCo]	**Gerald Tham** VP – Compliance [Ex-Bp]
Nikhil Dhar Head Strategic Management [Ex-Shell]	**Aurélie Colson** Senior Legal Counsel [Ex-Arcelor Mittal]	**Ramy M.** Marketing Director [Ex-Yodawy]	**Mohamed Al Zarooni** VP – Information Technology [Ex-Roads and Transport Authority]
Nada Alshamsi Head of Corporate Communications [Ex-Higher Colleges of Technology]	**Youssef Ait Lahbil** Director – Finance [Ex-OCI NV]	**Mohammed Heraiba** Director – Business Functions [Ex-BASF]	**Peter Hellemans** VP – Polymers & Chemicals [Ex-Chevron Philips Company]
Sobana Balakrishnan Financial Controller [Ex-Baker Hughes]	**Dustin Beckerling** SVP – International Markets [Ex-Export Trading Group]	**Nabih Alkarmi** General Manager [Ex-Chevron]	**Ahmad Nasir Bin Ahmed Al Nuaimi** Executive Director [Ex-DEWA]
Pamela Di Benedetto General Counsel [Ex-ADNH Catering]	**Parinjay P** Group COO [Ex-Castrol]	**Ranjith Mohan** Group Legal Counsel [Ex-emltc]	**Jonathan Wright** Head of BD – Middle East, Africa & Pakistan [Ex-Reckitt]

Contact Us

We back instincts with data, create perspective with context, and let experience guide the unexplored. We align purpose, ambition and values with an eye on the future. We call this our Informed Intuition. And we use it to seek that rare and powerful place where people and organizations grow, like it is the most natural thing to do .

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