

# Executive Search

Case Study

## Director, Investment Research & Advisory

For a multi-family office firm focused on private  
wealth management services

Business & Professional Services

## Background

Our client is India's first & largest multi-family office firm founded by senior private bankers to provide a professional platform for private wealth management services in India. The organization operates out of seven offices in India including Gurugram, Mumbai, Bangalore, Kolkata, Chennai, and Hyderabad.

## What was the exact ask/ role specification

Our client was looking to bring on board a leader for their Investment Research and Advisory functions. This role would be actively involved not only in research but also work closely with the in-house sales team, shaping pitch discussions with various customers (HNIs, Ultra HNIs, and more) of the client.

The role would report to the Co-Founder and be based out of Gurugram.

## The process

In our first discussion with the client, our focus was on getting a better understanding of the ask. For this, we spent time with the Co-Founder (the hiring manager) and the Head of HR. Key callouts from our discussions were not just to go after competitor organizations, but also organizations from financial services backgrounds and top-tier management consulting organizations.

We started by identifying these organizations and mapped out the first list of potential candidates for this mandate. We set up the weekly review cadence and ran the client through both these lists and received their feedback which further enabled us to fine-tune the lists and go after the right set of candidates.

By the end of the 2<sup>nd</sup> week, we presented 3 shortlisted candidates from each of the organization pools that were discussed. The client started the interview process and all the 3 candidates were shortlisted in the initial couple of rounds and their in-person conversations were in turn set up.

By the end of the 3<sup>rd</sup> week, we presented another batch of 3 candidates for the client's review and interviews. Of them, 2 candidates were shortlisted for interviews. The 1<sup>st</sup> batch of candidates moved in for their in-person discussions and simultaneously, the 2<sup>nd</sup> batch of candidates started their initial rounds.

From the 1<sup>st</sup> batch of candidates, there was one well-liked candidate, belonging to a top-tier management consulting organization, he brought significant depth with his experience. He was brought in for the next set of in-person discussions, which too went off smoothly. At the same time, the client decided to have a conversation with 2 candidates from the 2<sup>nd</sup> batch as well.

Post discussions with all the shortlisted candidates, the client firmed up on one of the candidates and decided to extend an offer of employment to him. While his formal references were shared with the client, PeopleAsset parallelly initiated a discrete reference check process and ensured that the feedback from it was shared with the client as well.

We gathered all the required expectations from the candidate and shared the same with our client. Furthermore, we helped our clients finetune the proposed offer details before setting up time for them to discuss and wrap up the final offer discussions swiftly. PeopleAsset ensured that there were clear expectations set with both entities so that the time spent on negotiations was minimized.

Since the candidate had just moved out of his current organization the notice period required was minimal. Therefore, the candidate came on board in a couple of weeks from the date of the offer.

During this period of 2 weeks, PeopleAsset continued to engage with the candidate and work with the HR Leader to ensure that any questions/queries that the candidate had were answered in a timely fashion and there was no room for ambiguity or second thoughts.

The chosen candidate brought more than 17 years of total experience in strategy and investment consulting roles within the financial services industry. He had worked for a relatively long period with a global top-tier management consulting firm and played the role of an expert advisor to financial services clients with a specialty in asset & wealth management.

## PeopleAsset differentiator

- PeopleAsset quickly understood the role and proceeded to ensure that the candidates were presented according to the candidate pools called out by the client.
- We went after the top-tier organizations and identified the right set of candidates and in addition, ensured that we pitched right to ensure that the candidates came in excited about the role.
- The detailed evaluations that PeopleAsset did of the candidates ensured that the client only engaged with candidates who met the 90% fit expectation.
- During the handholding process, PeopleAsset ensured that the candidate actively opted out of the other processes that he had initiated as a part of his job search.