

Executive Search

Case Study

Director, Technology & Information

For a Private Wealth Management Services
Firm

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 of Private Wealth Management services in India. Founded in 2002, our client has built a strong pan-India presence and is recognized by private clients and the industry at large as not only the Pioneers of Family Offices in India but also as one of the best teams of private bankers in the country.

What was the exact ask/ role specification

Our client was looking to bring on board a Director of Technology & Information who would lead cross-functional teams to manage the day-to-day running of the organization's core wealth management platform and related infrastructure. The ideal candidate would bring a combination of application development experience (specifically Oracle SQL) and IT Infrastructure management.

The Director of Technology & Information would report to the Head of Technology & Information/CTO and would be based out of Gurgaon.

The process

We initiated the engagement by having in-depth discussions about the mandate with the Co-Founder, hiring manager, and HR leader of the company. After this discussion, we began our search and put together the first longlist to share with the client. Our client then deep-dived into each candidate and shared a thorough and detailed feedback on each one. This valuable feedback gave us significant direction and helped us center our focus on the right set of candidates.

In the following couple of weeks, we presented 3 dossiers of shortlisted candidates and the interviews started off swiftly. Of these 3 candidates, 1 candidate went through 2 video rounds and was eventually asked to come down to Gurgaon (from Mumbai) for in-person discussions with all the stakeholders. By the 5th week, we were able to present 4 more candidates for this mandate, 2 of whom completed 2 virtual rounds each and were subsequently asked to come down to the Gurgaon office for in-person discussions.

Over the next 3 weeks, all the 3 candidates met with all the relevant stakeholders. While the client found all 3 candidates suitable, they decided to compare each candidate based on specific parameters called out in the role description as well as the personality fitment for this role.

After thorough internal discussions, the client reverted with 2 final shortlists and sought our help in gathering all the required compensation-related documentation and expectations from them. The PeopleAsset team went through in-depth follow-up discussions with both shortlisted candidates, shared all the essential details with the client. Once the client chose their preferred candidate, discussions were initiated. PeopleAsset was actively involved in the discussions to ensure a win-win situation. During this period, PeopleAsset also facilitated a formal reference check of the candidate which was completed by the HR Leader at the client organization.

After this stage, the verbal offer was communicated to the candidate. A quick negotiation regarding the joining date followed and both our client and the candidate reached a consensus over the details. Once the details were agreed upon, a formal mail to this effect was shared with the candidate, which he swiftly accepted.

At the completion of the 10 days, the candidate formally initiated the exit process at his current organization and was asked to serve the full notice period of 3 months.

Since this was an extended period of notice, PeopleAsset engaged with the candidate intensely and also nudged the client organization (HR Leader & the Hiring Manager) to have meaningful interactions with the candidate during this period. This joint handholding process kept the candidate engaged and ensured that he came on board a week prior to the planned date of joining.

The candidate brings with him over 18 years of experience, a majority of which has been in the financial services space. He also brings deep knowledge of Enterprise Solution Architecture, Digital Transformation, Delivery Excellence, Client Experience Design and more. He is very comfortable in the usage of databases such as Oracle, SQL, PowerBI and the likes. Additionally, his personality and disposition were a great fit for the client organization.

PeopleAsset differentiator

- This role was a unique one. Finding the right combination of application development and IT infrastructure role in the context of financial services meant that our research had to be more deep and thorough.
- The candidate who was finally selected and onboarded had a waiting period of nearly 3 weeks before our client took the final call. PeopleAsset recognized this as an opportunity to actively engage with the candidate ensuring his interest in the opportunity is intact.
- The candidate's 3-month notice period could have been challenging but PeopleAsset ensured that this period was thoughtfully used for relationship-building and establishing open channels of communication.