

Executive Search

Case Study

Principal, Investment Team

For a leading India-focused venture capital fund

Private Equity & Venture Capital

Background

Our client is a pioneer of India's venture ecosystem, investing in companies at the seed/ Series A/B/C stage. The firm has established a track record of identifying early trends, and leading investments across deep tech, software/ SaaS, fintech, consumer media & technology, and health tech. It currently has ~ US\$ 1 BN of capital under management and has invested in and helped build more than 80 companies.

What was the exact ask/ role specification

The client was looking to hire a senior leader (Principal/ Partner) to join its Investment team in India. The role required deep-domain expertise in deep tech, healthcare, enterprise, and SaaS. Primary responsibilities included identification and sourcing of early-stage ventures, deal diligence, leading investments, portfolio management, and exit(s).

Reporting to the Managing Director, this role required working very closely with the portfolio services, and fund operations team (comprising of sector/ and domain experts, venture Partners). Establishing relationships with the founder(s), networking with bankers & co-investors, helping the firm raise new funds, and finding new investors i.e., LPs, for future funds were the other key job requirements.

The process

From the very beginning, we worked closely with our client. This included key stakeholders/partners from their investment team, HR as well as the hiring lead. This helped us gain insights into their work environment and dive deep into their expectations from their new hire. Establishing guardrails early in the process enabled us to define the right 'candidate set' we wanted to pursue for this role.

Since the primary objective of our client was to induct an investment leader with deep sectoral expertise (across 2-3 areas), we researched the candidate pool focusing on a smaller set of target companies who were engaged in seed to early-stage venture investments. Post initial/pre-qualification and a multi-stage interview process, we introduced 6 shortlisted candidates for interviews with the client and one of them was offered the position.

The selected candidate had worked across the life cycle of a fund going through raising, investing, and divesting phases, and had sourced/screened/evaluated 100+ deals across deep tech, biotech, and med tech. The candidate brought in select fundraising, and LP relation experience as well.

PeopleAsset differentiator

- Leveraging our rich network of senior VC/PE investment leaders.
- Working closely with our clients to better understand the candidate-fit (for all the interviewed candidates) and the client ask.
- Sharing clear insights with the hiring stakeholders on existing talent pool (given it was a focused search) from a set of 18-20 target companies specializing in seed to early-stage venture investing.
- Connecting and positioning the opportunity appropriately to passive candidates who were not actively seeking a new opportunity.