

CASE STUDY

Onboarding a Head of Engineering for an Auto Component Company

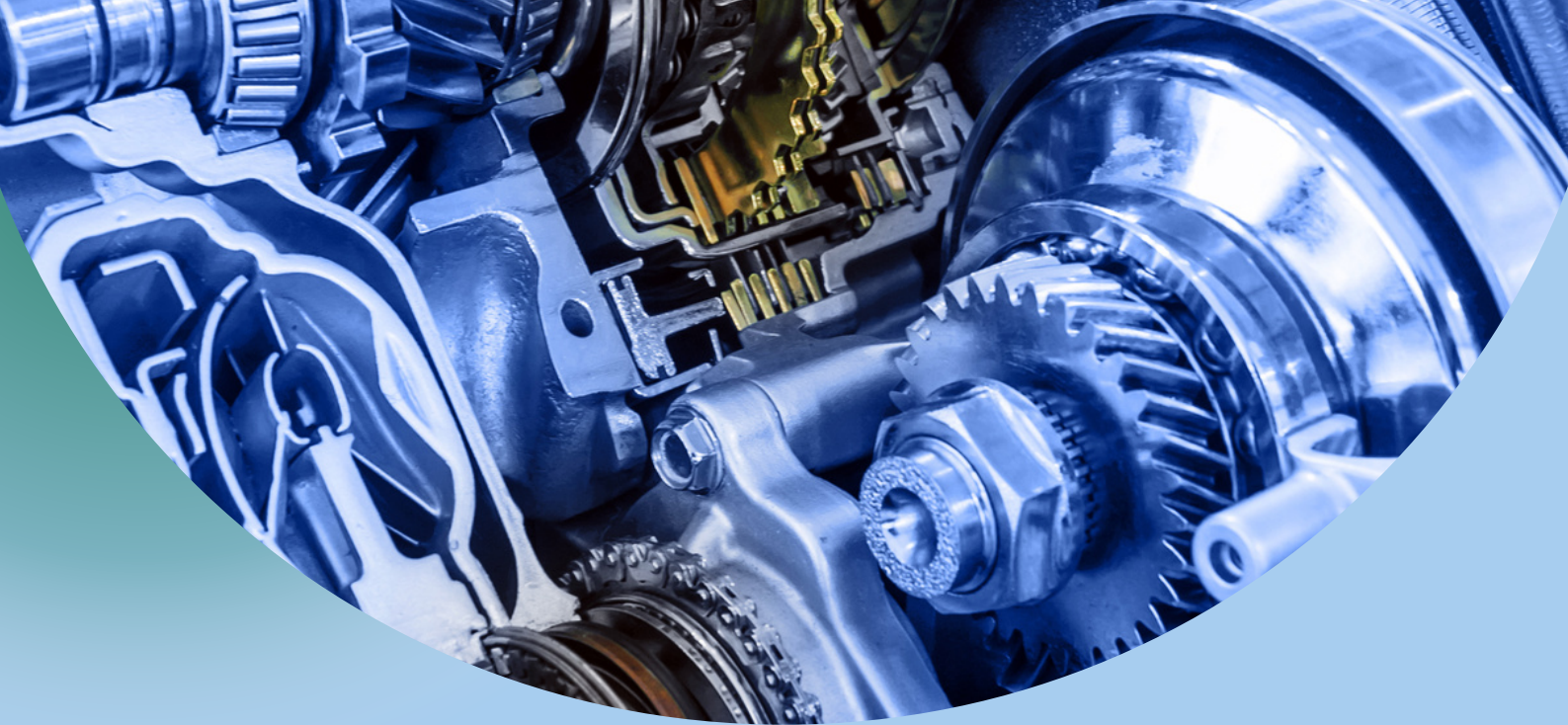


About Client & Background

An India-based auto component manufacturing company with their presence in five business sectors, such as Automotive Technology, Power tools, Security Technologies, Solar Technology and Automotive Aftermarket.

The expectation from the roles were:

- Grow into a technology Leader managing a larger Engineering team
 - Grow into a one of the Business Leader heading an overall business
 - Take up international roles: although the role is based in India, but you will be working as global resource. Global mobility is another in which the role would grow
 - Closely work with the head powertrain business which is 1 bn dollar in India.
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Job Role

Head of Engineering

Client Brief & Job Description

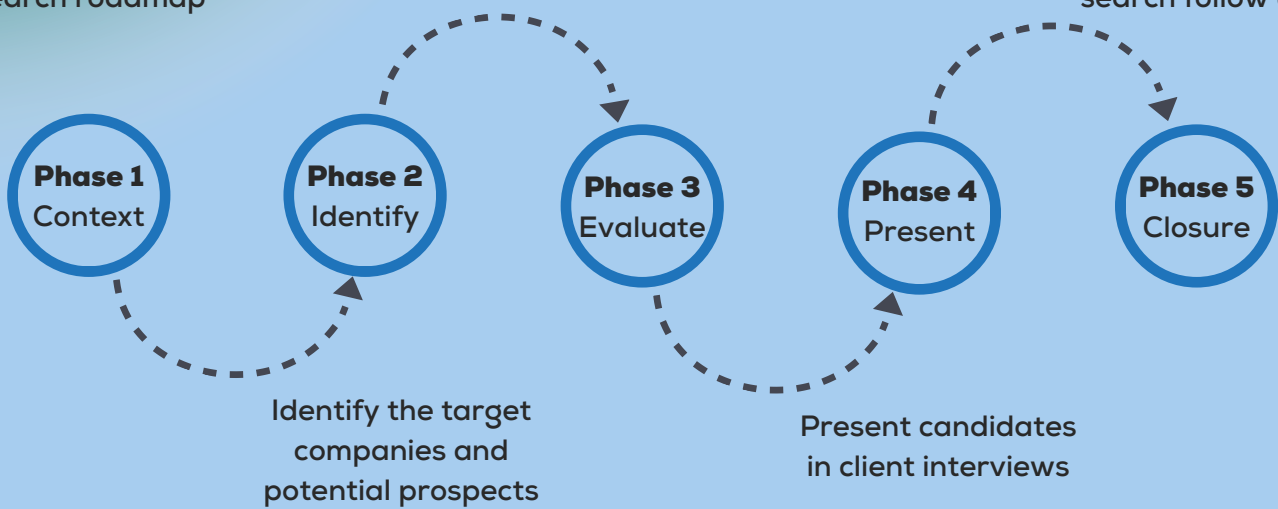
- We worked exclusively with the client to fill the roles of the Head of Engineering, for India.
 - The candidate needed to be conversant with the technology and be able to connect with global counterparts and develop/ replicate the technology for Indian market.
 - Stakeholder management – The leader will be working in a matrix structure with multiple local and global teams. He/She will involve the relevant stakeholders and act as an advocate to convince them on the need for local development and should be able to deliver on those commitments.
 - Strong leadership skills - Ability to build technically competent team in FCEV development and application for the Indian OEMs. The Leader will be responsible to build a team of around 150 dedicated workforce. The overall team size including existing members from the Engg. Function will be around 500 employees in FCEV business.
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Search Process

Assess needs and develop a tailored search roadmap

Attract & evaluate candidates

Complete the search and post search follow up



Outcomes

32 companies targeted

43 candidates identified

6 candidates shortlisted

Value Delivered

Since the talent pool in India was limited, we helped the client calibrate for this role and meet more people, by bringing in International candidates into the mix.

About Ishwa


"Ishwa" means Leader in Sanskrit.

Ishwa Consulting is a boutique leadership consulting firm focused on Executive Search, HR Advisory and Leadership Development. We help organizations dramatically improve performance through focus on leadership & talent. We align ourselves to client goals and are relentlessly focused on their success.

Our clients work with us for our ability to solve difficult searches and find best fit candidates for them. Knowledge of and access to a senior talent pool backed with a rigorous search process is enabling us to disrupt the executive search market. We are proud to have done over 150 high quality searches over the past three years that have contributed to distinguished careers and successful companies.

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