

CASE STUDY

Hiring a Director HR for a Real Estate Technology Platform Company



About Client & Background

A part of Australian group. It is the country's leading full stack real estate technology platform that owns multiple real estate consumer internet based apps. A player in India that offers a full range of services in the real estate space.

Job Role

Director HR

Client Brief & Job Description

- We worked exclusively with the client to fill the As a Director HR reporting to the CHRO, this person is to perform for a Centre of Excellence role as a part of the corporate team. Largely responsible for overall strategic designing, conceptualizing, and streamlining the processes and policy framework for the organization.



Client Brief & Job Description

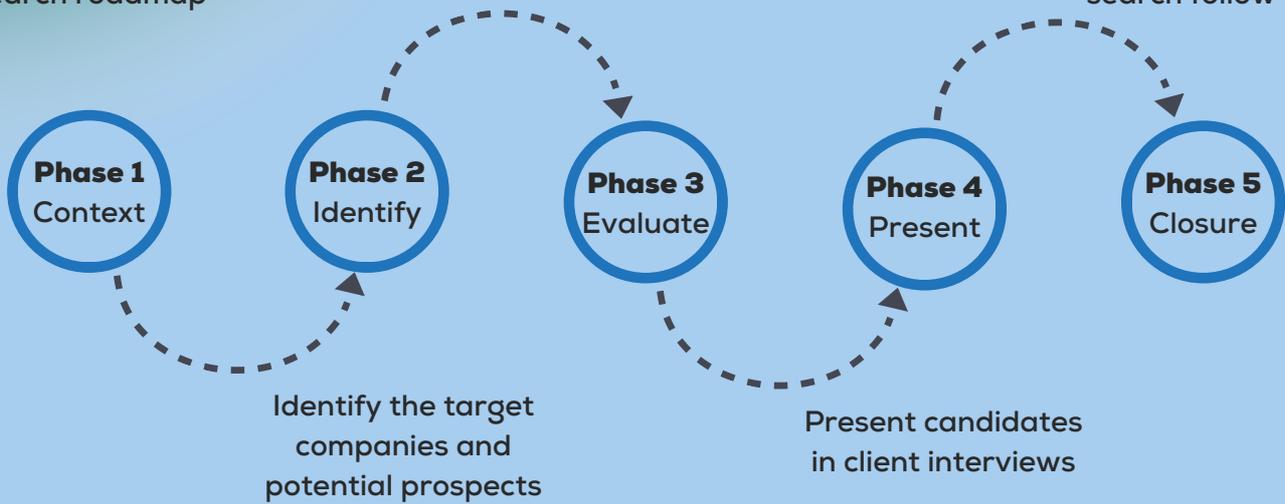
- This person will be leading Employee Engagement, Employer Branding, Diversity, Rewards, Performance Management, Talent Management, and OD projects. In addition to design work, will also monitor the execution of projects and lead and guide a team of 5 to 6 specialists.
 - The person should possess strong analytical and creative skills in planning and organizing systems with high attention to detail. Should have in-depth knowledge and hands-on experience in the areas of responsibility, and be able to work under pressure in a fast-paced environment.
 - Overall, as a Director HR, will be responsible for driving the development and implementation of HR strategies, policies, and practices that align with the organization's goals and objectives. This is a leadership role that requires a deep understanding of HR best practices, strong analytical skills, and the ability to lead and guide a team of specialists
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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

59 companies targeted

90 candidates identified

10 candidates shortlisted

Value Delivered

The client had a very high bar for experience, pedigree and culture fit. Search involved extensive mapping of talent to identify the candidates who fit all criteria.

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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