

Innovators in talent resourcing, providing organizations with enhanced agility through a continuum of staffing solutions

- Recruitment or Executive Search Industry in going through a transition. Companies are looking for partners who can engage with them at a level where they are sensitive towards the constantly changing market dynamics, understand the transformation the organisation is going through, can identify gaps and provide solutions rather than highlight issues
- Partners who can be proactive in their approach towards identifying talent and ensure fitment through assessment which is based on cultural, tactical as well as technical parameters. From the traditional process of “identify, assess and recommend” the need is to continuously gather market intelligence, educate client on talent and compensation trends, look at alternatives and work closely on defining the role and criterion.
- StepUp Businesses was established with the objective of filling in the gaps being seen in the search and selection business. The objective is to engage closely and work as an extension of the HR function rather than just a service provider
- We are a team of professionals who have more than a combined experience of over 80+ man years having worked in different sectors with leading firms across geographies

Received the Meraki Award from Titan Company for the year 2023-24

For Excellence in Executive Search (Adjudged the Best Consultant)



Our USP lies in the ability to customize our offerings based on the need of the clients

Retained Executive Search

- For CXO levels we follow a thorough process of defining the Job Description, the target companies and exhaustive mapping, the timelines and the resources employed mandate a retained executive search

Contingent Hiring

- For mid to senior level where there is higher dependence on existing database, and portals ,we usually adapt this model for faster results

Project Based Hiring

- When multinationals are setting-up shop or embarking upon large expansions, we undertake project based hiring to fulfil their manpower requirements across levels

Our endeavour is to associate ourselves with dynamic and futuristic companies which are slated for growth in the coming years and be a partner in their success

Our Industry Expertise & Select Credentials

We work across industries having dedicated sector experts as a part of our team

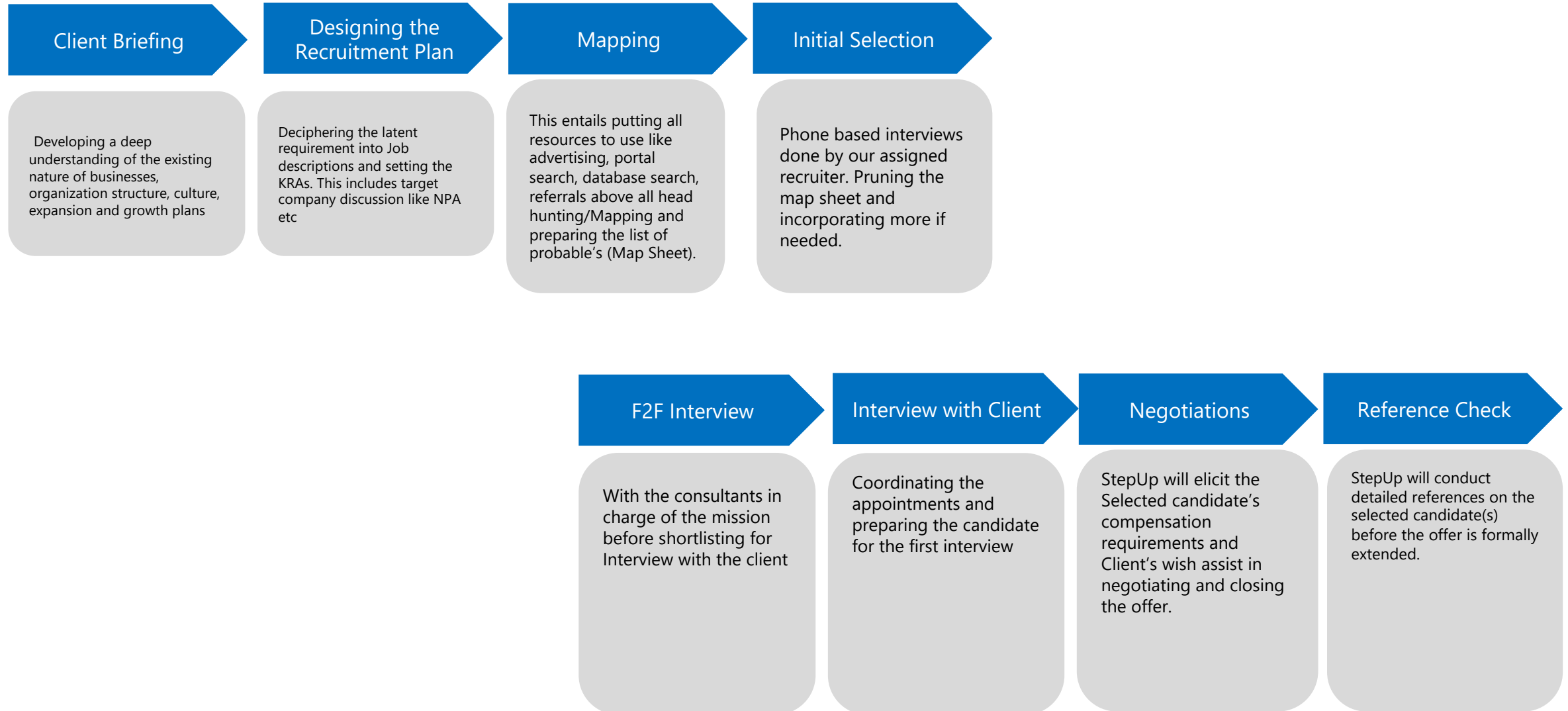
Industries			
Pharma	<ul style="list-style-type: none">BDM Head for Europe & LATAMGlobal Manufacturing Head	<ul style="list-style-type: none">HR Head for Drug Discovery companyL&D Head	<ul style="list-style-type: none">Corporate Quality HeadIPR, Regulatory and Project Manager
Chemicals	<ul style="list-style-type: none">Unit HeadOperation Head	<ul style="list-style-type: none">EHS and Sustainability Head,FP&A Head	<ul style="list-style-type: none">Commercial Head for ChinaCFO for a Taiwanese and Indian JV
Automobile	<ul style="list-style-type: none">Head Engineering and Financial controller based in Canada	<ul style="list-style-type: none">Plant HeadCFO	<ul style="list-style-type: none">Head- Treasury and Investor RelationsGM-Marketing
Healthcare	<ul style="list-style-type: none">CEO and Bone Marrow Transplant Head for a Large Hospital	<ul style="list-style-type: none">Project based hiring for R&D centre of a Device manufacturer	<ul style="list-style-type: none">Financial Controller and BD Head, Peripheral Interventions
Agro	<ul style="list-style-type: none">Country HeadPresident, Agri Business	<ul style="list-style-type: none">Project Based Hiring for R&D Centre	<ul style="list-style-type: none">Agronomist and Country Manager, Japan
Infrastructure & Power	<ul style="list-style-type: none">HR Head for a Wind Power Company	<ul style="list-style-type: none">For a Hydro Power major, managers in automation, balance of plant, hydraulics .	<ul style="list-style-type: none">Business Analysts for Largest Infra Financier
FMCG	<ul style="list-style-type: none">Unit HeadMarketing Head	<ul style="list-style-type: none">Financial ControllerHead Strategy and Analysis	<ul style="list-style-type: none">VP, Supply chainHead, Demand Planning

We have a strong track record of leadership, contingent and project-based hiring within the chemical space

- Engineering Head and Unit Heads for large manufacturing sites having multiple plants
- Country Head for a Silicon based fertilizer manufacturing multinational
- Business Director for one of the fastest growing Agri and Pharma chemical manufacturer
- Business Development Head for Agro-Actives Business of a large industrial conglomerate
- Head Projects, Head Process Planning and Tech Transfer for one of the largest chemical manufacturer
- Project based hiring for a state-of-the Art R&D set-up
- Site HR Heads and FP&A Head for an Industrial conglomerate
- CFO for North America and India for an Automotive Major
- Chief Sustainability Officer and EHS Head for a large chemical manufacturer
- Site Quality Head and corporate quality Head for an industrial conglomerate

Our Approach and Methodology

We have a well-defined approach through which we tackle each opportunity



Select Clientele

STEPUP

We have worked with some of the industry leaders

Boston
Scientific



ASSA ABLOY



THE HI-TECH GEARS LTD.



HCL



Cipla



Huhtamaki

Our Team

- A diverse team with varied industry experience forms the core of StepUp Businesses

Anuradha Saha, Managing Consultant



- 20+ years of experience with Executive Search Firms like ABC Consultants, Personnel Search Services, Manpower and corporate with Jubilant Lifesciences
- Expert in Leadership Hiring across sectors like Pharma, Healthcare, FMCG, Auto, Engineering, Oil & Gas, Power, Infrastructure
- Excellent Track record in Onboarding and retaining Large Indian companies and multinationals as clients.

Jayant Saha , Managing Consultant



- BE From MNIT and MBA from IMT Ghaziabad
- 25+ years of experience with multinationals like Valvoline Cummins, Chevron, Gulf Oil, Petronas and currently StepUp
- Brings on board expertise in sales, handling large projects, key account management and manufacturing domain
- Has successfully turned around critical mandates in manufacturing, Quality, R&D and Supply Chain.