



OVERVIEW OF
SEE & RECRUIT
(an Executive Search Firm)



We do what fits your Culture!!!

2018

We are here to add value.....

ABOUT US



See & Recruit is a 11 years young company into Executive Search business. With a 35 member team, we can add value based on our Knowledge, Network and operating philosophy revolving around culture fitment.

Our operating philosophy is based on the principle that organizations achieve the highest level of performance when they are staffed with the right people who fit their Corporate Culture.

We are headquartered in Mumbai/ India and service Clients in India, Dubai and Singapore.

WE DO WHAT FITS YOUR CULTURE



Building Corporate Culture takes years



We study the Culture of our clients



Judge Technical capabilities



Assess Culture Fitment



We Add Value!!!

Our Recruitment Services

CREDENTIALS

See & Recruit has successfully placed over *500 professionals in Financial Services* and *Real Estate industries*. Our Competitive advantage comes from Team Background and strong Track record.



BFSI:

Head PSU Banking, MD (IB), South Head (AMC), Director IB (Pharma), Director CM (AMC - Sing), Head HR (NBFC), Head FS Coverage (IB), VP ECM (IB), Head Debt Syndication (IB), MD & Country Head (IB), MD (Stress Fund), RM (Bank), Regional Head (PW), Equity Research (IE/AMC), Head Marketing (Bank), Regional Sales Head (AMC), etc



Real Estate:

ED/ CEO (Developer), CEO (PE), COO (Developer), EVP (NBFC), Head of Commercial/ Legal (Developer), Head Sales (Developer), Regional Head (IPC), SVP - Fund Raising (PE), Head Asset Management (PE), GM Marketing (Developer), Head Finance (PE Fund), VP Investments (PE Fund), etc.

PREFERRED PARTNER APPROACH

01

Work with select clients

02

Dedicated and concentrated efforts to service each and every position shared

03

Work towards being key vendor

04

Knowledge based recruitments

Case Studies: Real Estate

CLIENT:

Indian Developer

Following positions are closed in Last 6 months:

- CEO Business
- GM - Architect
- Luxury Sales
- Sales Lead in USA
- GM - Fund Raising and IR
- Site Head of Sales
- 3 Sales teamrole

Indian Developer

Case study of Building Leadership team

- Executive Director/ CEO (2016)
- Head of Legal (2018)
- Head of HR (2017)
- Head of Quality (2017)
- Head of Internal Audit (2017)
- Head of IT (2017)
- Head of Procurement (2016)
- Head of International Sales(2016)
- Head of Sales(2015)

Expat Hiring

Head of Construction

Client is a leading listed Real Estate developer. They were looking at Candidates from both Indian and Global Markets. We shared a name list of our top 5 recommendations from the domestic market and two names from the Global Market that we thought were the best fit culturally apart from prerequisite technical abilities. We also supported the client in structuring the salary from a tax and compliance perspective for the shortlisted expat candidate. Our culture assessment approach was key reason for closure apart from strong mapping and head-huntingskills.

Case Studies: Financial Services

CLIENT:

Indian Pvt Bank

Following positions are closed in Last 6 months:

- 3 VP RM: Gems & Jewellery Team
- 4 RMs for : MNC, Corporate Banking & Healthcare
- 2 roles in Finance & Escrow Sales

Following positions are closed in past for the same Client:

- Head Capital & CommodityMrk
- Head of Government Banking
- Head of Public Sector Bkg
- VP Legal
- VP level RM roles

NBFC Client

Following positions are closed in Last 6 months:

- Chief Operating Officer for Lending SBU
- 10 roles in DCM, Origination, , Real Estate, Credit, Structured Finance Lending team

Following positions are closed in past for the same Client:

- MD for Stress Asset Business
- EVP for Real Estate team
- Head of HR
- Legal, Real Estate Lending, Credit ream, Stress Asset team.

Global Investment Bank

Recent MD Level closure

Client is a Global Investment Bank They have a strong presence and Credential in Technology space and were looking for Senior hire to Tap the Consumer Tech space

They had already scanned the market and it took us 1.5 month to identify the right candidate and the process of selection took 5 months given that International leadership team was involved.

Our culture assessment approach was key reason for closure apart from strong mapping and head-hunting skills.

People Speak



Venkat Ramaswamy

- Executive Director and Co-Founder of Edelweiss



See & Recruit has partnered along with us for our senior level hiring. Their professional approach and good understanding of business has helped us to close critical positions. ””



D Ravishankar

- Director; Brickwork Ratings India Pvt. Ltd.



We have used the services of See & Recruit for two New Ventures in BFSI. Their delivery success is driven from the time spent on understanding business and work environment of the new set-up. S&R have strong top management team to build an institution. Its pleasure to see the firm grow to new heights. ””



Saleh Afimiwalla

- Managing Partner; IL&FS Investment Managers Ltd..



The service I received from See & Recruit was really good. Their entire approach from understanding my needs to sourcing a candidates list to the final closure of the mandate was transparent, professional and definitely noteworthy. Looking forward to working with your team again. ””

Our Team committed to Deliver



TUSHAR RATHOD
Chief Executive

Tushar Rathod is a Chartered Accountant with professional experience in the field of Investment Banking and Credit Analysis.

He brings with him excellent business acumen and plays a critical role in S&R's business expansion and managing key accounts for executive search business. Prior to See & Recruit; he worked with Standard Chartered Bank, Ernst & Young, SBI Caps and Crisil (S&P Company).



MILAN H. TANNA
Director

As a veteran team leader, Milan Tanna plays a key role in building strong execution strategies. Currently he leads S&R Banking and Wealth Management practice apart from his Management role. Milan holds an MBA degree and brings with him experience in the field of Operations and Retail Banking. Prior to See & Recruit, he worked with Citigroup Global Services Ltd and Standard Chartered Bank.



PHALGUNI RATHOD
Director

Phalguni Rathod is one of the founders of See & Recruit and brings with her a proven track record of successful talent search.

Phalguni is a visionary who is able to identify and articulate key success factors. Phalguni started her professional career with Standard Chartered Bank and has also worked with a leading executive search firm. She is an alumna of the Indian Institute of Management, (IIM) Bangalore.

OUR VALUES AND CULTURE



Respect



Trust



Entrepreneurial



Client Focused



Integrity



Thank You!

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Chief Executive

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