



Career Inflections

Taking careers to next level

Executive Search | Contingency Search | HR Outsourcing



Quite often; hiring the right people is the toughest challenge that a corporate often faces. Getting the “right fit” often throws up its own peculiar set of challenges. These challenges are often prominent in mid level and leadership hiring. Career Inflections’ expertise in mid & leadership level hiring has enabled several well known corporates to keep aside their hiring concerns and focus on core business activities.

LOGIC BEHIND THE NAME

Andy Grove, Intel's co-founder, described an inflection point as *"an event that changes the way we think and act."* *Inflection points are more significant than the small day-to-day progress that is made and the effects of the change are often well-known and widespread.*

We at Career Inflections; chose to brand ourselves; based on the above *metaphor*. We like to believe ourselves as a catalyst creating an Inflection point in client’s hiring processes; thus complementing business growth. Career Inflections’ expertise in hiring across the levels within several industries coupled with the ease and speed of mandates fulfilment by the team has brought about this change.

Similarly; taking advantage of Career Inflections’ portfolio of blue chip clients and prestigious mandates; candidates are also in a unique position to exploit the inflection point to take their career to the next level.



Our important “C’s” – Clients, Candidates & our Consultants hold an important place at Career Inflections and we strive to consistently “*delight*” them. We acknowledge the fact that when these important “C’s” are happy; success and acclaim follows. We ensure this by differentiating our services from our peers.

- Good understanding of our client’s business and the industry dynamics it operates in. This is not just about merely matching skills with mandate specifications. We make a concerted effort to understand our client’s business, and its expectation from us in terms of candidates and delivery; thereby enabling us to successfully execute mandates.
- Extensive use of non traditional methods such as social networks, job boards, talent mapping, “friend referrals” program to tap passive job seekers; who typically would be inactive in searching jobs. This helps us present clients with a new category of candidates who are untapped by other search firms; thus avoiding candidate duplicity.
- Detailed candidate mapping of various industries along with a strong resume database; thus enabling clients to “*cherry pick*” the most appropriate talent.
- Strong long term relationships with our clients and candidates. This relationship continues even when we are not actively working with them. There is a strong emphasis on continuity in relationships – with clients and also with candidates. It is not just an addition to the visiting card folder; but regular interactions.



- Extensive networking among senior professionals and strong networking among "C" level ecosystem; backed by strong research capabilities & market intel.
- Strive for "win – win" situation for both - the client and the candidate

Executive Search

- Understanding of client's specific requirements
- Identification & routing talent to the clients
- Provide "end to end" recruitment solutions

Contingency Search

- HR Outsourcing Solutions
- Cost benefit for clients
- Enables the clients to focus on core business areas

HR Outsourcing



TYPICAL SEARCH PROCESS





1. Extensive use of **non-traditional methods** such as **social networks, job boards**, extensive industry mapping
2. “Refer a Friend” program to **tap passive job seekers** - helps us to present clients with a new category of candidates; untapped by other search firms; thus avoiding duplicity.



1. Understanding our **client’s business and the industry dynamics** it operates in.
2. Not merely matching skills with mandate specifications; but **ensuring a “good fit”** that matches client’s expectations & culture



1. **Extensive mapping** of various industries coupled with a strong candidate database; enables clients to pick and choose the most appropriate talent.
2. **Strong networking** within the industries we operate in; sets us apart from other search firms.



1. Strong **long term relationships** with our clients and candidates. This relationship continues even if we are not actively working with them.
2. **Strong emphasis on relationships** – with clients & candidates.



DOMAIN	SECTORS	SECTORS
Financial Services	Investment Banks, Wealth Management	AMC, Broking, Consulting Firms
KPOs & other Outsourcing Services	Domain Specific [IB, Travel, Insurance, Research]	LPO, Analytics, Business Research
FMCG & Consumer Services	Online Retailers [B2B & B2C], Hospitality, FMCG	Travel [Online & Offline], Market Research
Advertising & Media Services	Advertising Agencies, Print Media, Broadcasting Services	Electronic Media, Entertainment [Multiplexes], Publishing Houses
Legal Services	Corporate Law, Litigation, Cyber Law	IPR, Property Law, In house Legal teams
Corporate Support Services	HR, F&A, Corp Communications	Legal & Secretarial, IT Ops, Facility Management.

The team is young & dynamic with strong expertise in Executive Search, Contingency Search & HR Outsourcing. They come with typical educational background like BMS / MBA and approx 2-4 years in recruitment. They have worked on multiple mandates across domains.

Capabilities:

The team is mentored by Sneha & Suhas in terms of mandate understanding (for complex mandates) and knowledge management.

Suhas , Managing Partner / Principal Consultant

Suhas handles Strategy and Client Relationships at Career Inflections. He has a career spanning over a decade in areas of Retained Search, RPO, Business Strategy, Client Account Management and Sales across industries. His cross-industry experience has translated into strong business acumen and a deep understanding of various industries and their functioning. He also oversees client delivery execution at Career Inflections. Suhas has also partnered several well known corporates in their hiring strategy.

Suhas has done his fulltime MBA specializing in Finance and has graduated from Sydenham. His interests include travelling, people networking, squash and is a foodie too. He loves humour and derives his inspiration from P.G Wodehouse and P.L Deshpande – well known humour writers.

You can write to Suhas on suhas@careerinflections.in

Sneha, Senior Consultant

Sneha is responsible for daily operations at Career Inflections. Started her career with a well known Executive Search firm; Sneha has worked in areas of Leadership Hiring, C&B and has handled Western India hiring for a well known private bank and an outsourcing arm of a global investment bank amongst others. Her expertise lies in Leadership Hiring, Team Management and Client relationships. She has proved to be an effective mentor and has played an important role in scaling up the capabilities at Career Inflections.

Sneha is an Economics graduate. Outside of work; she enjoys reading, cooking and being a doting mom to two beautiful kids.

You can write to Sneha on sneha@careerinflections.in



Contact Details

Suhas Katti

Managing Partner / Principal Consultant
Career Inflections

Mobile: +91 993000 7842
+91 998730 6908

Web : www.careerinflections.in

Mail : suhas@careerinflections.in

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