

**Country**  
India**Industry**  
Chemical

## HOW THE TAPLOW GROUP HELPED A CHEMICAL COMPANY SUCCESSFULLY RECRUIT FOR THEIR SITE HEAD

### CLIENT INTRODUCTION

The Client Company is a part of a privately held business conglomerate with diversified interests across sectors that include marine chemicals, mining, minerals and granites. It is the largest, single-location marine chemicals player in India. They manufacture three products: Industrial Salt, Sulphate of Potash (SOP) and Liquid Bromine. A leading Private Equity firm had invested heavily in the Client Company in 2018 which enabled implementation of expansion and growth plans.

### PROBLEM ANALYSIS

The client was looking for a Site Head to lead the operations at the Site to ensure uninterrupted and optimum production of all three products. The role involved establishing structure, improving processes and bringing a high compliance and execution orientation into the existing set-up.

### CHALLENGES

The position was based out of a very remote area with hardly any infrastructure; about 120 kms away from Bhuj in Gujarat. It was a mammoth effort on our part to convince suitable candidates for the role. The Client had previously reached out to a competitor to fulfil this position which limited our outreach since there was a huge pool of candidates which had already been reached out to.

## PLAN OF ACTION

### • **Qualifications and Experience:**

We were looking for an Engineering Graduate (Chemical/ Production) or B.Sc. in Chemistry with an experience of over 18 years and at least 7 years as a Plant/ Site Head in Chemicals/ Specialty Chemicals Industry; someone with a demonstrated track record of driving and achieving production and cost reduction targets. It was also desirable for the incumbent to possess experience of leading and implementing brownfield expansion projects along with understanding and experience in operations of Cogeneration and Desalination plants.

### • **Skills and Competencies:**

- It was necessary for the candidate to possess good planning and logistics management skills along with knowledge of Total Quality Management (TQM), TPM (Total Productivity Management) Kaizen and Six Sigma.
- Good interpersonal skills; should possess ability to mentor and coach the teams he interacts with.
- We connected with over 70 candidates across India for the position and presented a shortlist of 11 suitable candidates from the Chemical and Polyester industry.

## TASK AND PROCESS

- Executives from over 40 Chemical and Polyester Organisations were reached out to.
- Candidate evaluation was done keeping in mind the following parameters: Stability, Communication, Personality, Education, Competency, Stakeholder Management, Leadership
- We looked for suitable candidates across the following designations: General Manager – Operations, Site Head/ Deputy Site Head and Unit Head.
- Multiple rounds of in-depth conversations took place with inclined candidates before sharing the final shortlist of suitable candidates with the Client.

## RESULTS

We started the search in October 2019 and were able to successfully close it within 4 months. The selected candidate joined the organisation in February 2020. He comes with an experience of over 32 years with expertise in Polyester, Viscose, Nylon, Fertilizer and Chemical Plant Operations. In addition, he had strong working and hands- on exposure to P&L management, Business Development, Turnaround situations, CRM, Team Building, Commercial Operations, MIS, Internal Audit and Risk Assessment with strong and sustainable gains.

### **For more information, please contact:**

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