



**Country**  
India

**Industry**  
Industrial

## HIRING OF A CHIEF DIGITAL OFFICER| DIGITAL TRANSFORMATION OFFICER – FOR THE COUNTRY'S LARGEST BEARINGS MANUFACTURER.

### CLIENT ISSUE

Our client is a part of a diversified Indian Business House. They are one of the largest manufacturers and exporters of bearings for automotive, railways, steel mills, heavy engineering industries and power plants. The company is the leading exporter of bearings from India and exports to more than 21 countries across the 5 continents of USA, Germany, Brazil, Japan and Australia.

They were looking to hire a Chief Digital Officer to steer its growth and transformation journey based on new technologies which will drive its future growth. Experience in domains such as Industrial IoT, smart systems and factory automation were critical for the role. The company has 4 manufacturing plants in different parts of the country to cater to the needs of the organization. They were looking for a professional who had experienced the complete phase of digital transformation starting from conceptualization or preparing the blueprint to execution of the project.

## THOUGHT PROCESS

After getting the role details followed by couple of detailed conversations with the client, the team started working on the search strategy. The search team created a list of IT as well as Consulting Companies to be targeted for finding the right talent for the role. The target list included names such as TCS, Wipro, Infosys, Tech Mahindra, Cognizant Technology Solutions, Happiest Minds Technologies, Accenture, KPMG, PwC, EY etc.

The idea was to identify the right incumbent from these organizations, those with exposure of working with automotive/ manufacturing clients and advising them towards digital transformation, industry 4.0, connected factories etc.

## TAPLOW ACTIONS

After creating the search strategy, the team initiated the research work and started identifying the set of relevant and interested candidates for the role. The role was based in Tier-2 city and it was one of the major roadblocks for the client. Extensive referencing played a key role in surfacing the right set of interested candidates apart from headhunting/mapping. The team did an extensive exercise and mapped around 280 candidates for the role including local as well as global talent.

## OUTCOME

We successfully closed the search after presenting a strong set of relevant profiles including some Chief Digital Officers (CDO) from large players in the manufacturing sector. The Managing Partner for Taplow India (Sangeeta Sabharwal) played an instrumental role in educating the client on the existing compensation bands for the CDO specialists, which helped them to make a lucrative offer to the final shortlisted candidate.

### For more information, please contact:

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