

➔ I recommend M+V ...



"M+V is very professional in India HR market. They were able

to provide us with strong support in our recruitment. We are satisfied with their service."

LI Ping
 HR Director
 BHS Corrugated Machinery
 (Shanghai) Co., Ltd.

➔ Corporate Profile

Maier+Vidorno has a team of 150 employees in Finance & Accounting, Supply Chain and Order Execution, HR, IT & ERP as well as a team of Company Secretaries; all supported by our in-house recruitment and consulting teams. We operate from NCR, Bangalore, Chennai and Pune. For almost 20 years, we have successfully supported more than 1300 companies.

➔ For more information

visit www.maiervidorno.com
 call +91 124 4342300 or
 write to info@maiervidorno.com

FIND THE BEST-FIT TALENTS FOR YOUR BUSINESS

Customized hiring solutions from our experts

Finding leaders is a challenge in any country. In India, issues include:



- ➔ Demand for qualified staff is higher than supply
- ➔ Background checks are critical
- ➔ Compensation packages are rising
- ➔ People frequently change jobs
- ➔ Few agencies understand niche industry needs.

Our Executive Search team developed their hiring skills through years of experience - national and international. We understand the need of our clients to recruit a "Best-fit Candidate" and recommend unique steps to ensure the best hiring. We strengthen the stability of the candidate in an organization for a longer period by doing rigorous background verification checks from their previous employers.

We have successfully recruited for the following positions and more



Top Management

- Directors / Managing Directors
- CEO / CFO / COO / Country Head
- Senior VP / VP
- General Manager

Middle Management

- Sales Manager
- Business Development Manager
- Project Manager
- Product Manager
- Manager (Finance, HR, Customer Relationship, Production, Quality Management)

Senior Management

- Head Sales
- Head Operations
- Head Finance
- Head Human Resources
- Head Procurement / Head SCM
- Head Maintenance
- Head Planning
- Plant Head / Production Head
- Regional Sales Manager

TAILOR-MADE HIRING

Our approach:



Understand your requirement

Before we begin, we make sure we understand exactly what you need and prepare professional job profiles accordingly.



Salary Benchmarking

We check industry pay norms to define the cost of hiring an employee to the company.



Head Hunting

We map the industry & targeted organizations, shortlist only the right talents for you and conduct initial interviews.



Final Selection

We bring only the right candidates to you for a final interview and advise you who will be the best fit for you by assisting on the panel.



Due Diligence

We conduct reference checks with past employers and background & qualification verification.



Hiring

We facilitate salary negotiations and release the offer letter based on agreed appointment terms.

→ We really understand



Unlike other companies, we recruit senior managers for our clients and

then we work with these managers for years afterwards. This means that we have built up real expertise in what skill sets, personalities and structures work for companies when coming to India and starting business.

In addition our Senior Sales / Operational Managers pre-assess candidates to see if they really can deliver what is required. Thus we make sure that our customers get maximum benefit from our experience and hire the people they need.

→ Building Relationships



This was M+V's Executive Search Team with some of the National Sales Managers they have recruited for clients in 2012. Even today, we continue to work with many of these Sales Managers on a daily basis through the M+V platform.

This real experience ensures we really understand what skills work well for leading National Sales Teams, and how to structure the organizations.

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We have successfully recruited for all these positions and more

Top Management

- Directors / Managing Directors
- CEO / CFO / COO / Country Head
- Senior VP / VP
- General Manager

Middle Management

- Sales Manager
- Business Development
- Manager
- Project Manager
- Product Manager
- Manager (Finance, HR,
- Customer Relationship,
- Production, Quality
- Management)

Senior Management

- Head Sales
- Head Operations
- Head Finance
- Head Human Resources
- Head Procurement / Head SCM
- Head Maintenance
- Head Planning
- Plant Head / Production Head
- Regional Sales Manger

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Industries worked for:

Agriculture	Automotive	Chemical
Construction Infrastructure	Cutting Tools	Electronics Electricals
Energy Utilities	Engineering	FMCG Retail
Food processing	Industrial Automation	Machinery Equipment
Material Handling	Metallurgy Mining	Packaging
Paper & Print	Pharma & Healthcare	Security Systems
Test Equip & Instruments	Textile	Water & Waste Water

Positions Handled:

- Top Management**
 - Directors / Managing Directors
 - CEO / CFO / COO / Country Head
 - Senior VP / VP General Manager
- Senior Management**
 - Head Sales
 - Head Operations
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