



SYMPHONI
UNEARTHING EXCEPTIONALS™

Celebrating
20 YEARS OF
**SEARCH &
RECRUITMENT**



Our Story

Symphoni HR had a humble beginning in 2003, starting under the brand “**Headhunters HR**” as a small two-member outfit - founded by Praveen Mukim & Gaurav Khetan. But, with big ambitions, a clear vision & mission, alongside a set of core values, we have become a 200-people strong organization.

We serve all sectors across select global markets, and offer leadership search, mid-management recruitment and contract staffing, in addition to research, advisory & consulting services.

Our Guiding Light

Vision

"We believe that "Right Search, done the Right Way" can change lives & attitudes of people, the direction & construct of Organisations & ultimately, the fabric of Society."

Mission

"End-to-end search solutions for effective capability building."

Values

"CLEAR -
Collaboration
Leadership Excellence
Accountability
& Respect."

OUR Credentials...



30,000+
CANDIDATES
HIRED

2 DECADES
IN SEARCH

100+
GLOBAL SEARCH
MANDATES CLOSED

500+ C-SUITE / SENIOR
MANAGEMENT
MANDATES CLOSED



100+
CLIENTS
SERVED

OUR Specialists

40+
CITIES' PRESENCE
OF OUR PEOPLE

30+
ACCOUNT
MANAGERS

200+
RECRUITERS

20 SECTOR
SPECIALISTS

15 RESEARCH
ANALYST

Our Service Offerings

We specialise in Search & Recruitment across business and technology, and offer contractual staffing as well. We also provide talent research and advisory services to clients on a standard and bespoke model.



4
Search &
Recruitment
Services



**C-Suite & Management
Search Services**



**Sector & Domain-
Specific Hiring**



**IT Hiring across
Industries**



**Contractual Hiring For
Tech Majors**



**SYMPHONI HR TALENT
ADVISORY & RESEARCH**

**Business Consulting, Bespoke Insight &
Research Subscription Services**

6
Research &
Advisory
Services

**Competency
Research**

**Location
Strategy**

**Compensation
Benchmarking**

**Competitive
Intelligence**

**Hire Trend
Analysis**

**Attrition
Monitoring**

Our Coverage - Practice Groups Across Industries

We offer Search, Recruitment, Research & Advisory services to our clients via 4 Practice Groups spanning 7 Industry sectors. These groupings are done in a manner that we can explore and extract synergies to serve our clients more effectively.



Financials & Consulting



Tech Products Services and R&D



Industrials Consumers Healthcare & Communication



Global Excellence Centre for Offshoring



Our Focused Hiring Programs & initiatives

We have 11 focused Hiring programs - industry / domain specific as well as Responsible Hiring programs (Diversity & Inclusion as well as Work Support programs). By running these programs on a continuing basis, we maintain touch with our talent pool on an active basis, and service our client mandates faster and more accurately.

FOCUS

5 Industry Hiring Programs



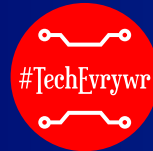
DIGITAL ACROSS SECTORS



ALL ABOUT DATA



EMERGING TECH



TECH-DRIVEN BUSINESS



BUILDING HUMAN CAPITAL

3 Diversity & Inclusion Programs



3 Work Support Programs



Our Delivery Model - Functional & Technical Hiring Groups

We have organised our talent, databases and research on the basis of subject matter and domain. This helps us mix sector and domain experts and research analysts, with the headhunters and recruiters, to give a mix of technical & functional and search expertise that very few of our peers can boast of.



15
Centres of
Excellence
(CoEs)

**IT INFRA SECURITY &
NETWORKING**

EMERGING TECH

MARKETING & SALES

**TECH
DEVELOPMENT
LIFE-CYCLE**

**ACCOUNTING
& REPORTING**

DATA HUB

**PROJECT &
CHANGE
MANAGEMENT**

**TREASURY
& BROKING**

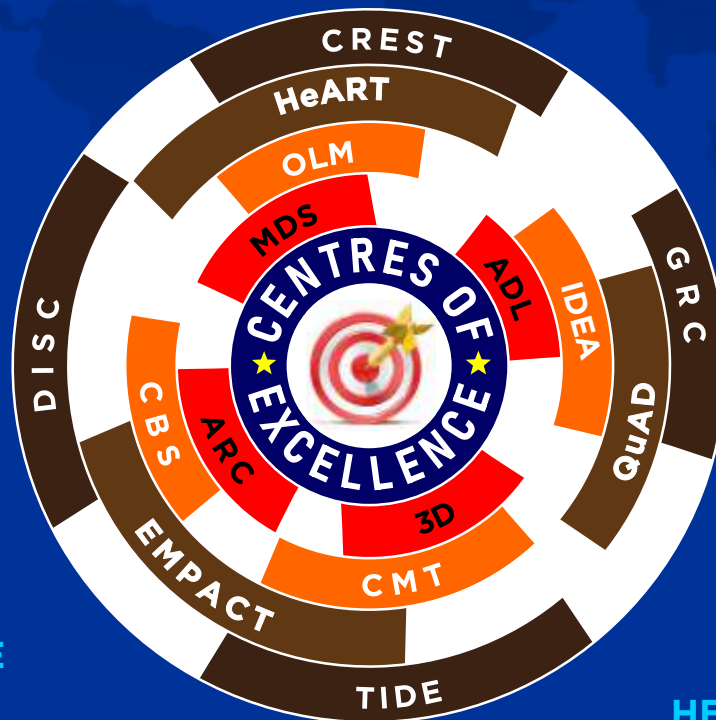
**ANALYTICS &
DATA SCIENCE**

**E-COMMERCE
FINTECH
& DIGITAL**

**HEALTHCARE
BIOTECH &
MEDTECH**

**CORE BANKING
SOLUTIONS**

**ENGINEERING R&D
AND MANUFACTURING**



“
Managed Search for Leadership & Management for **30 leading Indian firms** across 5 Industry Groups
”

“
Set up the Real Estate Advisory Practice for a top Indian NBFC
”

“
Exclusively hired **4,000 mid-senior candidates** per year for a Top 3 Indian Retail Bank
”

“
Exclusive Partner for Global Data Analytics Forum hosted by a top Global Commercial Bank
”

“
Technology Hiring Partner of Choice for a leading Investment Bank for **15+ years**
”

“
Managed a Global Data Analytics Forum in India for a Global Commercial Bank
”

“
Helped in expanding teams by **500** across **5 business lines** & **6 locations** across India for 2 leading Tech Off-shoring majors
”

“
Provided consulting & research for the setup of **200 member team** of a Global Investment Bank
”

“
Managing the hiring of **80% gender diverse team** for a new team of 40 for a Global Wealth Management major
”

Our Achievements



Our Top Client Portfolio

At any given point in time, we work with 30-50 clients to provide focused and tailored talent solutioning. We want to be Partners of Choice and serve you better.

TOP 5 GLOBAL
Accounting &
Advisory Firms

TOP GLOBAL
Semiconductor firm

TOP 3 GLOBAL
Logistics firm

TOP 5 GLOBAL
Private Equity firms

TOP 3 INDIAN
NBFCs

TOP 5 GLOBAL
IT Services firms

TOP 3 INDIAN
Mutual Funds

TOP 5 GLOBAL
Investment Banks

TOP 5 GLOBAL
Fund Services firms

TOP 3 INDIAN
Retail Banks

TOP 3 GLOBAL
Insurance Tech firms

TOP 3 GLOBAL
Commercial Banks

TOP 5 INDIAN
Brokerage firms

TOP 5 INDIAN
Offshoring Centers

TOP 3 INDIAN
Insurance firms

TOP GLOBAL
E-Commerce firm

TOP INDIAN
Telecom major

TOP 10 INDIAN
Consumer firms

TOP 5 INDIAN
Construction firms

TOP 5 GLOBAL
Healthcare Majors



**Connect
with Us**

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