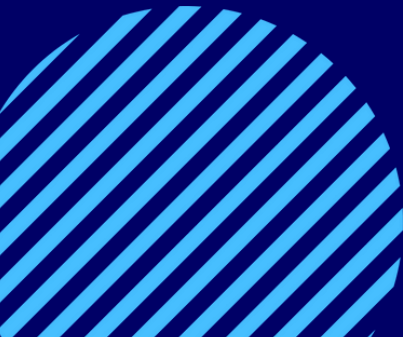


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NOVEMBER 2025

# INDIA



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The session, hosted by Geeta Mittal, featured **Amritesh Raj (Deputy General Manager – Learning & Talent)** and **Shweta Vadera (Deputy General Manager – Corporate HR)** from **DCM Shriram Group**, who presented an overview of the company and introduced the **GLIDE Program**, designed for early-career global talent.

They explained DCM Shriram's **135-year legacy**, its value-driven culture, and operations across **six businesses** under three sectors: **Agri-Rural, Chloro-Vinyl, and Value-Added (Fenesta & Cement)**. The group emphasized sustainability, water positivity, and global best practices, with partnerships in Japan, Germany, and the Philippines.

The GLIDE Program offers:

- Structured induction
- Cross-functional rotations
- CXO mentorship
- Live business projects
- Exposure across multiple business units
- Fast-track career development

The recruitment process includes application screening, assessments, AI interviews, and HR/business rounds, with onboarding planned for **Jan–Feb**.

IE alum **Jishnu Girotra** (IMBA 2021) joined to share his career journey and spoke about India's strong industrial growth, the rising recognition of IE in the Indian market, and the solid foundation that the GLIDE program provides for leadership roles.

The session concluded with a Q&A covering eligibility, relevant experience, international exposure, and opportunities for students from different master's programs.

Overall, it was a highly informative session offering deep insights into DCM Shriram's growth vision and opportunities for IE students to build impactful careers in India.

OCTOBER 2025

INDIA

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## **SECTOR OVERVIEW**

### **Economic Landscape:**

- India is the **5th largest economy**, projected to grow at **6.5%**, driven by strong domestic consumption, infrastructure investments, and digital expansion.

### **Major Hubs:**

- Key metros—**Bangalore, Mumbai, Delhi, and Hyderabad**—continue to dominate hiring. **Pune** is emerging as the next tech and services hub.

### **High-Growth Sectors:**

- **Technology & Digital Transformation** (AI, ML, Data Science, Product Management, Cybersecurity)
- **Consulting** (Big 4, MBB, boutique firms)
- **Financial Services** (Private Banking, FinTech, Investment Analysis, Wealth Management)
- **Green Energy & Sustainability** (EV, ESG roles, renewable projects)
- **Healthcare** (post-COVID expansion)
- **Startups & Entrepreneurship** (FinTech, EdTech, HealthTech)

## **KEY TRENDS**

### **Digital and AI Acceleration:**

- AI, automation, and data-driven roles dominate across industries.

### **Growth of GCCs (Global Capability Centers):**

- India is home to over 1700 GCCs, number expected to grow around 2000, **Hyderabad being** a hub across technology, finance, and legal domains.

### **Diversity, Equity & Inclusion:**

- Increasing focus on **women leadership and returnship programs** for professionals re-entering the workforce.

### **Selective Hiring & Skill Specialization:**

- Employers prioritize **quality over quantity**, seeking niche expertise in digital transformation, ESG, and analytics.

### **Rural Market Expansion:**

- E-commerce, fintech, and consumer sectors benefit from rising **internet and mobile penetration** beyond metro cities.

**Startup Resilience:**

- Despite funding slowdowns, startups continue to offer **cross-functional exposure** and rapid growth trajectories.

 **OPPORTUNITIES****Consulting**

- **Active Recruiters:** Deloitte, EY, PwC, KPMG, Accenture, BCG, Bain, boutique firms (e.g., RedSeer, Gartner).
- Focus areas: **Growth Strategy, Cost Optimization, Digital Transformation, Sustainability Consulting.**
- **Entry Points:** Strategy Analyst, Transformation Consultant, Associate roles.

**Technology & Product Management**

- **Hiring Firms:** Tata, Infosys, Wipro, Amazon, LinkedIn, Paytm, Flipkart, Zomato, Spotify.
- Roles in **AI/ML, Data Analytics, Product Strategy, and Digital Operations.**
- **Global Internship Programs:**
  - Infosys InStep Program
  - Tata Global Internship Program

**Financial Services**

- Recruiters include **Goldman Sachs, JP Morgan, Morgan Stanley, Kotak Investment, NatWest.**
- Growing demand for **private wealth, fintech innovation, and investment roles.**

**Sustainability & Green Energy**

- Companies setting up **dedicated ESG teams**; hiring for sustainability, impact investing, and climate strategy.

**Startups & Entrepreneurship**

- Over **100 unicorns** across **fintech, healthtech, edtech.**
- Offer lower initial pay but **high learning and growth exposure.**

**Executive Search & Recruitment Partners**

- **Target HR, Michael Page, Catenon India, Grassroots Search, Native, Scrabbles, PeopleRealm** actively connect with international MBA talent.

 **RECOMMENDATIONS****Job Search Strategy**

1. **Start Early:** Begin outreach **3–6 months before graduation**; India is competitive despite being a “home” market.

2. **Leverage Alumni Network:** Engage IE alumni for mentorship, insights, and warm referrals.
3. **Target the Right Employers:** Focus on organizations with **global or regional presence, GCCs, or startups with international exposure.**
4. **Use Multiple Channels:** Explore **LinkedIn, iimjobs.com, Naukri, Indeed,** and **recruitment firms** for openings.
5. **Attend Industry Events:** Participate in HR, tech, and startup networking forums for visibility.

### CV & Interview Preparation

- Highlight **IE program rankings** and **global exposure.**
- Tailor CVs to emphasize **outcomes, specialization, and impact.**
- Prepare for **case, technical, and behavioral interviews.**

### Practical Considerations

- **Visa Requirements:**
  - Employment visa required for non-Indian citizens (minimum salary INR **16.25 LPA**).
  - **OCI card holders** have full employment rights (except in government roles).
- **Salary Insight:**
  - **Highest-paying:** Consulting and Tech.
  - **Mid-range:** Finance, ESG, Healthcare.
  - **Lower starting pay:** Startups, but with faster growth potential.
- **Key Trade-Offs:** Job profile, organization, and compensation—rare to get all three perfectly aligned.

### CLOSING INSIGHTS

- India's market is **dynamic, competitive, and globally connected.**
- Opportunities are strongest in **technology, consulting, finance, and sustainability.**
- **Networking and adaptability** remain crucial for success.
- Employers value **international exposure and analytical mindset.**