

# BI-ANNUAL LOCAL INTELLIGENCE REPORT

## India

### Recent Employer Interactions

- **EY Parthenon:** Continues to hire for strategy consulting, transactions, M&A advisory, divestment, and ESG consulting roles. No confirmation on the structured hiring program from international B Schools. They may open some internship roles soon.
- **Paytm:** No plans for active hiring this year as well, more of need based hiring only . Plans of reduction in manpower.
- **Alfinitystudios (Twiddles by Yuvraj Singh):** Cofounded by IE alum, Kumar Gaurav. They are looking to hire Interns for Founder's office.
- **Deloitte India:** Optimistic hiring, have plans to hire for Junior/Mid Level roles, more roles to open in following months.
- **Nykaa:** Sustained hiring demand, especially in growth functions such as analytics, marketing, and retail operations.
- **Amazon India:** it continues to hire cautiously, focusing on operations, program management, and business roles majorly.

### Hiring Signals & Market Sentiment (Local & Observed)

- Strong hiring momentum in Data, AI, Analytics, Digital Product, and Tech-enabled Operations roles.
- Selective hiring in Consulting besides Big4 especially at the entry and junior-MBA levels; several firms remain cautious after global cost resets
- Hiring largely concentrated in the 6 + years of experience, very limited appetite for fresh graduates and fewer roles at very senior levels unless niche expertise is present
- High-priority sectors: Fintech, E-commerce, Consumer Tech, SaaS, GCC-facing delivery teams, Manufacturing transformation, Climate & Sustainability, and Data/AI-led roles

### Changes in Employer Behavior

- Stronger preference for India-market familiarity
- More rigorous and structured assessments-Case studies, problem-solving rounds, and role-specific technical evaluations are now common—even for operations, and business roles that were earlier interview-led
- Increased demand for “ready-to-deliver” talent
- Reduced openness to international talent at junior levels

### Upcoming Opportunities & Pipeline

- Internship openings at EY are anticipated from February 2026 onwards

- Growing demand for AI and Data capabilities is translating into increased hiring opportunities
- Strong internship performance could lead to Pre-Placement Offer (PPO) conversions
- Follow headhunters such as Native and Michael Page on LinkedIn to stay updated on live roles in the industry.

### Strategic Notes for Advisors & Career Team

- Hiring is strongest in Data/AI, digital, product, and operations; entry-level consulting and pure finance remain difficult. Pure strategy or consulting roles at entry or fresh-graduate level. Corporate finance/IB roles without prior India or sector experience are challenging
- Bengaluru, Hyderabad, and NCR are outperforming other cities; GCCs and mid-sized firms are more open to outreach.
- Employers prioritise India market experience and immediate impact over global brand names.
- Hiring timelines are longer and more cautious; interviews are more structured and case-driven.
- Avoid advising broad applications or brand-led expectations; focus on targeted roles, proof of impact, and early networking.
- Recommend early relationship-building with recruiters/IE alums and hiring managers, not last-minute outreach (it is usually the case with Indian grads )

### Red Flags & Risks

- Product roles at large tech brands attract very high applicant volumes with extremely low conversion rates.
- Some early-stage startups and **ed-tech** firms post roles primarily for visibility or investor signalling rather than active hiring.
- Generic “Strategy / Product / Growth” titles sometimes mask sales-heavy or ops-only roles.
- Consulting firms and large MNCs may pause or cancel hiring mid-process due to global budget resets
- Misalignment on salary expectations is a common late-stage deal-breaker, even when interviews go well.