



COMPANY PROFILE

Executive Search & HR Advisory Services

109, Link Plaza, Oshiwara,
Andheri West, Mumbai - 400 053
Website: www.perfmanhr.com

Perfman **HR**

THE COMPANY

Perfman HR is a leading HR Services firm based in Mumbai. Established in 2009, the company has grown into a reputed firm that goes the last mile in meeting the talent needs of clients across diverse industries in India and overseas. The company was formed to cater to the growing need for quality recruitment specialists in the mid to upper management category and has now grown to also extend the entire gamut of HR advisory and outsourcing services.



From the very first day our motto has always been to maintain a very high ethical and professional people practice.



Our dedicated consultants have relevant industry knowledge and we have developed our own proprietary search methodology.



Our services include the entire gamut of HR advisory and outsourcing services that deliver high standards on the people side of the business.

ABOUT US

We understand the vast need for competent leadership talent and best in class HR practices. Organisations across the globe are increasingly under pressure to find the right talent that can drive growth in today's challenging times. Perfman HR is poised to address the talent gaps and deliver on the people side of the business thereby empowering organisations towards their desired growth trajectory.

- Empowering organisations to identify the right talent.
- Helping organisations design and deploy best-in-class HR practices.
- Experienced consultants delivering value to organisations through a consultative approach.
- Transparent and ethical business practices.



EXECUTIVE SEARCH

Perfman HR offers a wide bouquet of services ranging from Executive Search & Selection to Market Mapping and Diversity Hiring.



EXECUTIVE SEARCH

Our Executive Search practice is exclusive and retained and is focused on Leadership Level Hiring. Our experienced consultants recommend right talent through extensive research. Each candidate is thoroughly interviewed & the best fitted are recommended.



BOARD SERVICES

We consult large and small organisations to fill board of director positions with competent and accomplished industry leaders who can not only make a positive impact on the company's brand image but also add value to the company.



MARKET MAPPING

We conduct exclusive talent mapping exercises across respective industries. Each candidate is thoroughly mapped from the targeted list of companies using a blended approach of search and networking helping clients understand the competition.



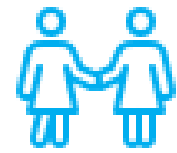
SENIOR & MID LEVEL HIRING

We help our clients across industries to identify senior and mid-level talent through our robust internal screening process. Candidates are thoroughly screened for interest, job match, culture and compensation before being recommended.



GLOBAL SOURCING

We help global organisations who are looking to hire talent from India. We also connect global organisations looking for specialised Indian and expatriate talent from across the globe by using extensive research to tap into the global talent pool.



DIVERSITY HIRING

With our extensive reach, we help clients achieve their diversity agenda. Candidates are presented keeping in mind the expected diversity quotient. We also help identify candidates who are differently-abled and have special needs.



We use an innovative approach while hiring for niche and senior level assignments. Each candidate identified is personally interviewed by our internal consultants before being shared with the client. Culture fit becomes a decisive factor while recommending candidates. We ensure that we share relevant details about each candidate in order for clients to take the right decision. Post selection, we help with confidential reference checks and constantly engage with the candidate till joining. Post joining, we continue to engage with the candidate during the initial assimilation process and share constructive feedback with the client on a periodic basis.



HR ADVISORY

Perfman HR offers a wide bouquet of services in the HR advisory domain like Organisation Structure & Transformation which includes organization structure, HR Policies and processes, Talent Development and Total Rewards.



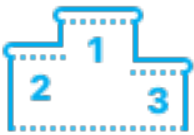
ORGANISATION STRUCTURE

Every successful organisation requires correct and effective organisation structure to ensure smooth functioning and execution. We help organisations create the right structure that helps deliver the desired business needs.



COMPETENCY FRAMEWORK

We help organisations create a well defined competency framework that exemplifies the behaviours required across the various proficiency levels. These competencies are then integrated into the various processes within the organisation.



LEADERSHIP DEVELOPMENT

We help organisations create the right leadership development framework with blended learning interventions. This includes succession planning and managerial skill development.



VALUES & CULTURE

We help organizations in creating values that are embedded and become an integral part of the company's culture. These values are then made a part of the very ethos of the organisation eventually forming the basis of its work culture.



TALENT MANAGEMENT

We can help implement various initiatives and learning programs aimed to address the talent development needs across levels in the organisation. We help build organisation-wide and department-wide capability through customized and focused interventions.



COMPENSATION FRAMEWORK

We help organisations create an attractive and competitive compensation framework that can help in attracting world class talent.



Our focused approach based on the three pillars of Define, Build and Grow helps organizations to execute an effective HR strategy as well as develop and deliver services and capabilities that are much needed to face the existing challenges in building the people side of the business.

Industry Practices

The team at Perfman HR is experienced and highly capable of meeting the growing challenges and demands of companies in diverse industries as they expand and flourish.



Media & Entertainment



Consumer Goods



Retail & E-Commerce



Manufacturing



Internet & Start-ups



Financial Services

We also partner with small and large firms & family owned enterprises and help them transform their organisations.





Team



Sonal Aurora

FOUNDER

Sonal Aurora is the founder of Perfman HR. A commerce and management graduate from Mumbai, Sonal has had a long and distinguished career in Talent Acquisition. She has been single-handedly responsible for building up the Talent acquisition side of the business and creating a reputation for delivering work that matters. Sonal heads the Executive Search Side of the Business.



Conrad Alves

MANAGING PARTNER

Conrad Alves comes with over 17 years of global, cross-industry experience in Organisational Restructuring, Brand Building, Talent Acquisition & Talent Management.. With a master's degree in Human Resources, Conrad has headed the HR functions for companies like Bisleri International and Smollan India and has also worked with the Tata group across several leadership roles.



Atin Dasgupta

MARKETING DIRECTOR

Atin has a solid background in digital marketing and media production and handles all marketing activities for the company. A graduate of the Sir JJ School of Arts in Mumbai, Atin has worked in the Indian Media Industry and the digital media business in various capacities in his formative years leading to many entrepreneurial businesses in fields as diverse as HR, Wellness and Real Estate.



Get in touch.



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