



**IRIS-Corp**  
"Empowering People, Enhancing Performance"



## INDIAN ORIGIN C.O.O. FOR A LEADING INTERNATIONAL MINING COMPANY

Customer - Steel Service Centre  
Position - Head of Operations, India  
Location - Daman and Diu

IRIS-Corp was given exclusive mandate for this assignment.

## OUR SUCCESS STORIES

## Guidelines

Company desired optimal utilization of resources - technical and human; liaison with Government agencies, trade bodies, and Foreign Embassies; ensuring water-tight contracts and agreements; financial prudence and compliance; and a team that worked seamlessly to achieve business objectives.

Therefore, it wanted a candidate who had the qualifications, experience, approach, and ability to handle myriad roles in one position. These included operations, logistics, management, liaison, legal, finance, and outlook.

The company preferred a person with strong educational qualifications in the field of mining, experience in versatile areas of business, and international exposure in addition to vision and drive.

## Challenges

Since the qualities in the desired candidate were so specific, the search window was rather narrow.

Another challenge was to convince someone who had lived outside the country to return. Hence, It was critical to identify a candidate whose ambition matched the position on offer.

## Process

IRIS-Corp put together a team of professionals with relevant experience and sound understanding to handle this mandate. The team clearly understood the company's requirements and chalked out a plan to narrow down the search to certain specific areas and markets.

Thereafter, it sourced large active and passive data to identify and assess all parameters of potential candidates. Several team members worked independently to better the understanding of the same candidate, to ensure a holistic picture of each candidate. This was followed by digital engagement for clear understanding of what the candidate was bringing to the table.

Company was kept in the loop. Its views and opinions were respected and followed. Once there was consensus, shortlisted candidates were interviewed for a complete analysis of persona and competence. IRIS-Corp continued to support the company throughout this exercise.

Thanks to the detailed research, an efficient and dedicated team, its experience and insight, plus sound technology, IRIS-Corp has the competence and the technique to successfully deliver important and time-bond assignments.



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### IRIS CORPORATE SOLUTIONS PRIVATE LIMITED

Building No. 81, Sector-44,  
Gurugram, Haryana -122003, India.  
Tel. : +91-124 4402 400



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For corporate enquiries, please write to [bd@iris-corp.com](mailto:bd@iris-corp.com)

