



ERC INTERNATIONAL



In Alliance



The Resume Management
Consultants *India*

A Strategic Executive Search Alliance

— Executive Search Alliance for India

Global Reach *Local Intelligence* Exceptional Leaders

A specialised executive search alliance combining international leadership-hiring expertise with three decades of Indian market intelligence built to secure the leaders shaping India's industrial growth across Manufacturing, Infrastructure and Aviation.



ERC International
Est. 2016

TRM India
Est. 1996

Manufacturing · Infrastructure · Aviation

A different kind of *search partnership.*

Combining international executive search standards
with deep Indian market expertise.



Built for organisations treating leadership appointments
as **strategic decisions**—not transactions.



THE ALLIANCE THESIS

Most organisations can access:



Global search capability

OR



Deep local market knowledge



Few can access both.



GLOBAL SEARCH



LOCAL EXPERTISE



LEADERSHIP
ADVANTAGE



Why this alliance. Why now. *Why India.*

India is moving from emerging market to industrial economy.
The talent question moves with it.

01

WHY THIS ALLIANCE



Global standards.
Local execution.

Cross-border executive search
combined with deep industrial
relationships.

02

WHY NOW



Investment is
accelerating.

₹12.2T

Capex allocation
(Union Budget 2026–27)

US\$81B

FDI inflows
(FY 2024–25)

03

WHY INDIA



Manufacturing
relocation

Infrastructure
build-out

Aviation
lift-off

Multiple sectors scaling simultaneously.
India is building the foundations
for long-term industrial leadership.



2026



LEADERSHIP DEMAND IS RISING FASTER THAN LEADERSHIP SUPPLY.

The talent question moves with India's industrial transformation.



Global Capability



Investment Cycle



Industrial Growth



Leadership
Demand

Leadership demand will concentrate in a handful of *strategic sectors*.

India's industrial transformation is creating leadership opportunities across three priority tiers.



CAPEX CYCLE

US\$133bn

FY26–27 capex outlay



MFG SHARE GDP

17% → 25%

Target by 2030



AVIATION

500m

Annual passengers by 2030



FDI INFLOWS

US\$81bn

FY2024–25

INDIA'S INDUSTRIAL GROWTH ENGINE



Manufacturing

Expanding industrial base



Infrastructure

Large-scale build-out



Aviation

Rising mobility & demand



Logistics

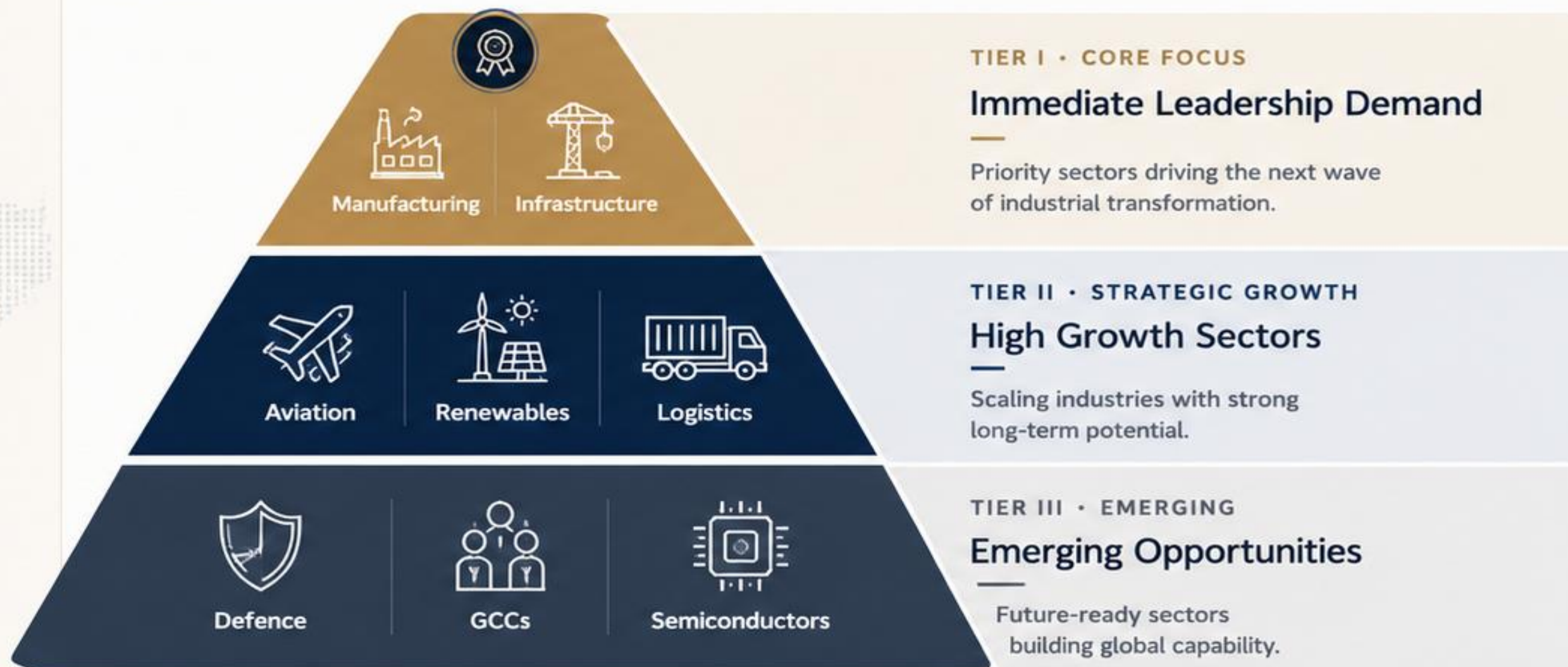
Strengthening supply chains



LEADERSHIP DEMAND

Across sectors. Across functions.

SECTOR PRIORITISATION MATRIX



EXECUTIVE SEARCH IMPLICATION

Leadership demand will emerge unevenly across sectors, **creating a premium on specialist leadership hiring capabilities.**

What this alliance *is*. And what it deliberately *is not*.



WE ARE

A retained executive search alliance.



Mandates for
C-suite, executive
& critical leadership



Business-first
methodology



Cross-border
expansion into
India



Leadership
assessment &
succession



Specialised in
Manufacturing,
Infrastructure &
Aviation

VS



WE ARE NOT

A volume recruitment provider.



Not a staffing
agency or
contingent
placement firm



Not a volume
hiring or mass-
recruitment
platform



Not a generalist
recruitment
marketplace or
job board



Not a process-
heavy, bureaucratic
global search
machine



Not a
transactional
vendor —
a strategic
partner

INDUSTRIAL, MANUFACTURING & INFRASTRUCTURE LEADERSHIP

Executive search expertise across India's industrial economy.

We understand these sectors because we actively recruit leaders in them.



REPRESENTATIVE CLIENT EXPERIENCE

INDUSTRIAL & ENGINEERING

connectwell
THE RIGHT CONNECTION

GÜDEL
India

martin
engineering

VANAZ
ENGINEERS

TOPWERK

INFRASTRUCTURE & UTILITIES



HITACHI
ENERGY



OUR LEADERSHIP SEARCH CAPABILITY



REPRESENTATIVE EXECUTIVE MANDATES



C-SUITE LEADERSHIP

CEO

COO

CFO



INDUSTRIAL LEADERSHIP

Plant Head

Manufacturing Director

Engineering Director



OPERATIONAL LEADERSHIP

VP Operations

Supply Chain Leader

Project Director



30+ YEARS
of industrial sector
relationships



GLOBAL EXECUTIVE SEARCH
CAPABILITY
with local expertise



DEEP SECTOR LEADERSHIP
NETWORKS
across India and globally

HEALTHCARE, LIFE SCIENCES & WELLNESS LEADERSHIP

Executive search expertise across the continuum of care.

We have experience recruiting leadership talent across healthcare, wellness and life sciences.



REPRESENTATIVE CLIENT EXPERIENCE



OUR HEALTHCARE ECOSYSTEM EXPERTISE



TYPICAL EXECUTIVE MANDATES



COO



CFO



Chief Revenue Officer



Director Operations



Hospital CEO



Commercial Director



Business Unit Head



DEEP SECTOR SPECIALISTS

Domain-focused consultants with hands-on healthcare experience.



EXTENSIVE LEADERSHIP NETWORK

Strong relationships with proven leaders across India and global markets.



PROVEN SEARCH EXCELLENCE

Track record of delivering critical leadership mandates worldwide.



TRUSTED ADVISORS

Long-term partners to boards and investors in healthcare.

CLEAN ENERGY, TECHNOLOGY, AVIATION & CONSUMER

Executive search expertise across tomorrow's growth engines.

The alliance supports leadership hiring across diverse growth sectors internationally and within India.



REPRESENTATIVE CLIENT EXPERIENCE

SAMSUNG

SAMSUNG SDS

HEINEKEN

**اصثبه
agthia**

**Jumeirah
GROUP**

QUIQUP

MAGNITT

smollan
Unlocking Value

SCION
INTERNATIONAL

Trusted by leading organizations across global markets

OUR CAPABILITY ECOSYSTEM



TYPICAL EXECUTIVE MANDATES



Country Manager



Commercial Director



Head of Operations



Head of HR



Chief Revenue Officer



Managing Director



Business Head



GLOBAL REACH

Access to international networks and markets.



SECTOR EXPERTS

Deep domain specialists with hands-on industry experience.



PROVEN EXECUTION

Track record of successful leadership placements.



LOCAL INSIGHT

On-ground presence across India and key hubs.



TRUSTED PARTNER

Long-term partnerships built on credibility and results.

Six Reasons Organizations Choose Us.

Six capabilities rarely found under one roof.

01



International Executive Search

Cross-border search capability across Dubai, Europe, Gulf and India.

02



Deep Indian Market Intelligence

Three decades of relationships across India's industrial and corporate landscape.

03



Sector Specialisation

Concentrated practices in Manufacturing, Infrastructure and Aviation.

04



Extensive Executive Networks

Strong, named relationships across business, industry, academia and professional communities.

05



Business-First Methodology

We understand the business and operating challenges before we open a search.

06



Speed Without Compromising Quality

Agile and partner-led delivery that ensures speed without compromising quality.



GLOBAL REACH

Dubai | Europe | Gulf | India

Access to international networks and local market depth.



SECTOR PRACTICES

Industrial | Healthcare | Growth Sectors

Deep domain expertise across high-growth sectors.



EXECUTIVE MANDATES

CEO | COO | CFO | Country Manager | MD

Trusted partner for mission-critical leadership mandates.

Evidence, not promises.

Three decades of leadership appointments across industries, geographies and business models.

REPRESENTATIVE SEARCH EXPERIENCE



RICHEMONT

abbvie



ROLES SUCCESSFULLY DELIVERED



SEARCH EXPERIENCE ACROSS

India | UAE | Gulf | Europe



REPRESENTATIVE SECTOR EXPERIENCE

Manufacturing • Infrastructure • Aviation • Clean Energy
Healthcare • Wellness & Ayurveda • Technology
Consumer & Retail



LEADERSHIP LEVELS DELIVERED

Board | C-Suite | Country | Functional



30+
YEARS

Leadership Search
Experience



BOARD TO FUNCTIONAL MANDATES DELIVERED

Across critical leadership
levels and functions



GLOBAL ENTERPRISES TO FOUNDER-LED FIRMS

Search engagements
completed across business
models



INDIA, GULF & EUROPE EXECUTIVE SEARCH

Deep local expertise with
international perspective

REPRESENTATIVE LEADERSHIP MANDATES

Leadership Appointments, *Delivered.*

Representative executive search engagements across Board, C-Suite, Country and Functional Leadership roles.

LEADERSHIP COVERAGE



BOARD & C-SUITE

CEO • COO • CFO • CHRO • CIO
Chief Investment Officer • General Counsel
Chief Internal Auditor



COUNTRY & BUSINESS LEADERSHIP

Managing Director • Country Head • Business Head
Vice President • Senior Director • General Manager
Regional Director



FUNCTIONAL LEADERSHIP

Operations • Engineering • Supply Chain • Technology
Digital Transformation • Commercial • Sales • Marketing
Finance • Human Resources • Legal • Audit • Product
Enterprise Architecture

REPRESENTATIVE EXECUTIVE SEARCH ENGAGEMENTS



CEO

Manufacturing
India Market Entry



COO

Aviation
Growth & Expansion



CHRO

Healthcare
Workforce Transformation



CIO

Technology
Global Capability Centre



Chief Investment Officer

Financial Services
Cross-Border Investment Platform



Country Head

Consumer & Retail
India Expansion

The *Business-First* Search Method.

A six-stage methodology built around organisational understanding, not candidate volume.



QUALITY GATES

ROLE APPROVAL

TARGET LIST APPROVAL

SHORTLIST REVIEW

FINAL CANDIDATE APPROVAL



“ We understand the business before we open the search. ”

Fast Because We Are Prepared. *Not Because We Cut Corners.*

First Qualified Shortlist Delivery

After role briefing and
search activation



30+ YEARS
Combined leadership
market experience



INDIA • GCC • EUROPE
Cross-border executive
search reach



PARTNER-LED
Every mandate led by
named partners

OUR ENGAGEMENT MODELS

TIER I



EXECUTIVE SEARCH

Board • C-Suite • Critical Leadership

TIER II



SENIOR & MIDDLE MANAGEMENT

VP • Director • Functional Leadership

TIER III



EXPANSION HIRING PROJECTS

Multi-role scale-up mandates

“ Speed is achieved through preparation, intelligence and execution — not shortcuts. ”

Trusted by Leading Organisations Across Critical Industries

Supporting leadership hiring, workforce transformation and talent acquisition across multinational corporations, market leaders and high-growth organisations across India, the GCC and international markets.



17+
Markets



Multi-Sector
Expertise



Partner-Led
Search



International
Reach



Infrastructure & Engineering



Industrial & Manufacturing



Healthcare & Life Sciences



Technology & Innovation



Consumer & Lifestyle



Logistics & Trade



Executive Search Expertise Supporting Complex Leadership Mandates Across Global Markets

EXECUTIVE SEARCH • LEADERSHIP ADVISORY • NATIONALIZATION PROGRAMS • GLOBAL TALENT ACQUISITION



INDIA

GCC

EUROPE

EMERGING MARKETS



Leadership Behind The Alliance

Experienced leadership teams guiding executive search, leadership advisory and workforce transformation across India, the GCC and international markets.



RITJANA CEVELI

Founder & CEO | ERC International

Ritjana Cevoli is the Founder and Chief Executive Officer of ERC International, a Dubai-headquartered executive search and workforce transformation firm operating across more than 17 international markets.

With over 23 years of experience spanning executive search, investment management, executive advisory and workforce transformation, she has built ERC into a trusted partner for multinational corporations, regional conglomerates, family-owned businesses and high-growth organisations.

A graduate of the London School of Economics (LSE), where she earned both a BSc in International Relations and an MSc in European Political Economy of Countries in Transition, Ritjana combines strong academic foundations with extensive international business experience. Her education and career have provided deep exposure to both developed and emerging markets, enabling her to understand the economic, cultural and leadership dynamics that shape organisations globally.

Having travelled to more than 94 countries and worked across diverse international markets, Ritjana brings a truly global perspective to executive search and leadership advisory. Her extensive cross-cultural experience, international network and understanding of leadership across regions allow her to assess not only capability and experience, but also cultural fit, adaptability and long-term leadership potential in complex global environments.



23+ Years Experience



Executive Search Specialist



17+ Markets



Trusted Advisor



Inclusion Advocate



GIRISH TILAK

Director | TRM India

Girish Tilak is an accomplished executive search specialist, entrepreneur, investor and leadership advisor with more than three decades of experience supporting organisations across India.

He has led executive search assignments across healthcare, manufacturing, infrastructure, medical devices, precision engineering, consumer sectors, private equity-backed businesses and family-managed enterprises.

TRM has supported over 100 organisations in building leadership teams and strengthening human capital capabilities.

Girish also serves as General Partner of a SEBI Registered Category I Angel Fund and is a published author on executive search and leadership hiring.



30+ Years Experience



100+ Organisations Supported



Angel Fund Partner



Published Author



Leadership Advisor

Executive Search Expertise Built Through Decades of Leadership Mandates

INDIA • GCC • EUROPE • EMERGING MARKETS

Leadership Search Specialists

Supporting executive search delivery, operational excellence and client engagement across international markets.



ERMIRA MULA

Director of Business Development

Ermira Mula is a Business Development professional with extensive experience in the Executive Search and Human Capital industry across the GCC and international markets. As a key member of ERC International Recruitment & Executive Search, she has played an important role in driving business growth, establishing strategic partnerships, and expanding the firm's presence across multiple industries and geographies.

Throughout her career, she has worked closely with multinational corporations, family-owned businesses and high-growth organisations, helping them navigate complex talent challenges through tailored executive search, workforce planning and human capital solutions. Her expertise spans business development, client relationship management, market expansion, Emiratization initiatives and cross-border talent advisory services.

ERC International supports clients across more than 17 international markets through Executive Search, Nationalization Programs and Global Talent Acquisition solutions. In her role, Ermira works closely with clients and strategic partners to strengthen long-term relationships, identify growth opportunities and support leadership hiring initiatives across diverse sectors and regions.

She also plays a key role in supporting the strategic partnership between ERC International and Resume Management Consultants (TRM India), helping expand leadership search, talent advisory and business opportunities between India, the GCC and international markets. Through her relationship-driven approach and commitment to client success, she contributes to delivering exceptional executive search outcomes and sustainable business growth.

- Business Development
- Strategic Partnerships
- Client Relationship Management
- Account Growth & Retention
- International Markets



SAFRAN NAZEER

Global Recruitment Team Lead

Safran Nazeer is a recruitment and executive search specialist serving as Global Recruitment Team Lead at ERC International.

He specialises in executive search, leadership hiring, talent acquisition, stakeholder management and strategic recruitment delivery across international markets.

Safran plays a key role in managing senior-level search assignments, developing talent pipelines and supporting complex hiring mandates across diverse industries.

Recognised for his client-first approach, strong talent networks and ability to identify high-calibre professionals, he contributes significantly to ERC's reputation for delivering quality talent solutions and leadership hiring success.

- Executive Search & Talent Acquisition
- Leadership Hiring
- Talent Mapping & Market Research
- Cross-Border Recruitment
- Client Relationship Management

Operational Excellence Supporting Executive Search Success

SEARCH DELIVERY • TALENT INTELLIGENCE • CLIENT SERVICE • GLOBAL RECRUITMENT

Ready to Secure Your Next Leadership Hire?

Partner-led executive search combining international reach
with deep Indian market intelligence.



ERC INTERNATIONAL

Dubai, UAE



Ritjana Cevoli

Founder & CEO



ritjana@erc-int.com



+971 50 428 2619

Executive search expertise across
the GCC, Europe, Africa and
international markets.

ERC × TRM

GLOBAL REACH + LOCAL INTELLIGENCE

ONE LEADERSHIP
SEARCH ALLIANCE



TRM INDIA

Pune, India



Girish Tilak

Director



girish@resumeindia.com



+91 98211 65801

Three decades of Indian leadership
search expertise and deep local
market networks.



30+ Years

Combined leadership
search experience



17+ Markets

International
reach



48–96 Hours

First shortlist
delivery



Partner-Led

Senior experts leading
every mandate

The right leader changes everything.

We help organisations identify, attract and secure the leaders
who drive growth, transformation and long-term value.