



Case Study: - Business Continuity Planning Head – BCP Head

Client: An American multinational in information technology

Our client - a large American multinational fortune 50 company, needed a senior member for their Indian operations to Head the BCP Function. At that time America was still reeling under the impact of 9/11.

The Challenge - The client wanted an individual who was not only a domain expert but also had in-depth understanding of global business. The candidate needed to have skills and comprehensive understanding of handling multiple locations. Another key criterion which made the task even more challenging was the budgetary concerns the client had.

We had to find them a senior member to handle Business Continuity planning. A lot of other MNC's were also aggressively hiring BCP professionals at that time. The market was very limited and the demand for such individuals extremely high. Also these individuals already had multiple offers in hand. Many companies by then were giving their employees in BCP substantial hikes to in order to retain them.

The Proposal & Process - Taking all this into account we advised our client to have a Global search. We targeted the search towards Indians around the globe who were willing to relocate to India. Our client after a great deal of discussions and after understanding the concerns to fulfill the position was acceptable with this suggestion. And then we at GO began our Global search. Our main focus was on candidates who wanted to come back and were interested to work for MNC's within India.

We were successful in identifying candidates based in India and overseas. We did all the initial screening and validation and finally the client hired an individual based out of the Middle East.