

## **Manufacturing Head for a Leading Solar Module Manufacturer**

Our client, a leading Indian Solar Module manufacturer mandated us to hire a Head of Manufacturing. With the growing demand of the Solar Energy industry, they had just moved from being a one factory operation to having commissioned a second in the southern state of Tamil Nadu. They were also in the process of setting up the third unit and hence wanted a seasoned professional who could not only run the operations of the existing unit but also – i) stabilise the new unit and ii) project manage setting up the third unit while being solely responsible for all functions of manufacturing. They were in a hurry to move on this and wanted a candidate with Solar module manufacturing experience.

### **Taplow Solution**

The Indian Solar module manufacturing ecosystem in India is relatively new and talent availability is scarce. Our mandate required that we only target candidates having had experience in large Gigawatt setups and not the smaller players. This was challenging as there were only a few that were visible on the radar. This meant a deep dive and identifying some highly experienced operations professionals who would have moved out from running factories to higher roles within the industry. The team identified and scanned all green energy companies in India and were able to identify a couple of candidates who had earlier worked in Solar Module manufacturing in large factories of scale.

### **Outcome**

The client was impressed with the candidates and decided to go ahead with one of them who had in the past run the operations for a large manufacturer with 13 GW installed capacity but was now with another green energy company in a P&L role for one of their businesses. However, considering the seniority of the candidate, the client found this individual to be far above their compensation budget. While they wanted to hire him for his experience and skills, a decision was needed. Considering the planned future growth of the client, we suggested to the client that a position higher up in the hierarchy should be explored. The client agreed and the candidate was offered the role of an Executive Director of Manufacturing.

The ED- Manufacturing has joined and we find that the client has been incredibly happy with the progress made by him in stabilising the new factory and taking strategic initiatives to further strengthen their manufacturing capabilities.

# Executive Search

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