

# blue tangerine.

Executive search, **redefined.**



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DELIVERING TALENT SOLUTIONS FROM A BUSINESS OWNER'S PERSPECTIVE

# the pitfalls of a wrong hire.

Studies have proven that a **bad hire can cost your business up to 30% of the employee's annual salary.**

## Not to mention...

- Missed business opportunities
- Poor team performance
- Loss of customers
- And more!



**wrong hires cost  
companies time and  
money. so what's the  
solution?**



**blue tangerine.**

# our origin story.

1993

Founded in Singapore, we began as an advertising agency, pioneering digital and mobile marketing in Asia Pacific.

2005

Kia ora! We opened our New Zealand office in Auckland.

2008

Since 2008, we've been focused on Business Advisory and Executive Search, helping clients navigate market changes with a forward-looking vision.

2014

We expanded our operations to include the Indian market.

2017

Guten Tag! Blue Tangerine joined the German market.

Today



We combine international scale with local expertise, offering deep industry knowledge, strong networks, and a boutique-style client experience.

# who are we?

An experienced, trusted and agile team of partners, consultants and researchers, with majority having held positions at C and CXO levels with multi-national companies (MNCs) across the globe.

- We have executive search experience of **more than 15 years.**





## **Arvind Nagpal** Managing Partner

Arvind has over 30 years of global leadership experience across FMCG, Manufacturing, Hospitality, Sports, and Health & Wellness sectors. He has held senior roles in general management, sales, marketing, and operations across APAC and Europe. Arvind has been an approved consultant for government-linked institutions in several Asia-Pacific countries, advising on foreign investment and international growth. He has also chaired Business Councils and Chambers of Commerce, supporting business and brand development strategies.



## **Venkatesh Mahadevan** Sr. Partner

A transformational CIO and tech evangelist, Venkatesh is a Fellow of the British Computer Society and a former CIO at Dubai Investments PJSC (2012–2023). With over 30 years of international experience across India, South Asia, the Middle East, and North America, he has led technology and digital strategy for Fortune 100 companies including Motorola, Coca-Cola, and Procter & Gamble. Now a strategic advisor to marquee clients in India and the UAE, he is also a mentor at Columbia and Northeastern University, and the host of two global tech shows, ZENPod and TITAN TALKS. He has received multiple CXO accolades, including the CIO 100, CXO 50, and the prestigious Peter Drucker Award.



## **Kavi Arora** Sr. Partner

Kavi is a BFSI expert and Principal Consultant with nearly 30 years of experience across financial services. He has led businesses in auto, personal, SME, and housing finance, including serving as CEO of Hero Housing Finance Ltd., where he built the company from the ground up. Kavi now mentors SMEs in IT, manufacturing, and finance, drawing on a career that spans leadership roles at Citi Financial, ABN AMRO, GE Capital, and more. A national-level hockey player and avid golfer, he holds a Master's in Business Management and has completed executive programs at Wharton, Kellogg, ISB, and IIM Lucknow.

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## **Kirat Brar** Partner

Kirat has over 15 years of experience in the HR domain across various HR functions. She has been the CHRO for a manufacturing MNC, leading the HR and Admin teams along with helping their CSR and Corporate Communication functions. Kirat has spent 7 years in the BFSI sector across multiple group entities – lending, broking and health insurance, and various HR roles – Corporate HR, Learning & Development and HR Business Partner. She has essayed the Corporate HR role for Max Estates Limited and also invested a year incubating their commercial real estate services vertical to fruition in Delhi NCR. A national-level Korfball player, Kirat is a gold medalist in her MBA program specialising in Human Resources.





## **Gerald Sun** Sr. Partner

Gerald brings over 24 years of experience in areas of general management, product sales & marketing, in the financial, digital & Aviation industries in Asia Pacific. He is a seasoned business pioneer that has consistently led transformational success for the businesses . He has worked in corporate, regional and local assignments with Mastercard, American Express and Singapore Airlines. He has a proven track record across starting, transforming and growing businesses across new and emerging customer segments, markets and technologies. Gerald is based in Singapore and heads the Financial Services, Fintech and Aviation sector.



## **S. Srivathsan** Sr. Partner

Srivathsan is a seasoned HR leader with over 30 years of experience across premier MNCs and Indian blue-chip firms. Most recently, as President and Head of Corporate HR at the Times Group, he drove HR strategy across diverse sectors, including broadcasting, digital, education & sports. He has spearheaded digital transformation, leadership hiring, and succession planning. A specialist in change management and organizational design, Srivathsan has held key leadership roles at Sony, Wockhardt, and Tech Mahindra. He holds an M.Mgt from IIT Bombay and a B.E. from NIT Rourkela, blending operational insight with strategic HR expertise.

# what makes us different.



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## Our Experience

All our partners and consultants have experience at C and CXO levels across the following sectors: Finance, Consumer, Services, and Tech.

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## 83% Retention Rate

Our one-year retention rate lies at 94%, and our three-year retention rate at 83%. This a combined average for assignments undertaken in 12 countries.

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## Ongoing market surveillance

We've identified prospective talent before roles have even come up. Once we've understood your needs and expectations, we'll provide you with a comprehensive talent shortlist, rather than CV/profile dumps.

# the process.

Our talent acquisition solutions help drive more efficient searches, reduce lead time and improve retention.



## Step One Understand talent needs

### Appreciate operating unit/role needs

- Alignment on key business objectives
- Understand role requirements and measures of success
- Understand environment and context

### Prepare for future talent needs

- Anticipate future talent needs: growth, replacement
- Conduct market scan to identify and connect with potential talent

### What we'd need from you (the employer)

- A detailed job description(s)
- Conversations with the TA/HR and the hiring manager



the process.

## Step Two Shortlisting and Selection

Identify key talent, leverage market scans

- Understand candidate needs and aspirations
- Highlight employer benefits

Present 3–5 candidates per role

- Highlight nuanced strengths and potential via consultant remarks

What we'd need from you (the employer)

- Feedback on CVs presented
- Interview coordination and selection



the process.

## Step Three Offer and Onboarding

### Negotiation and offer support

- Candidate management
- Manage expectation between both parties to facilitate faster agreement

### Post-hire review

- Candidate and client check-in
- Regular structured feedback phase

### What we'd need from you (the employer)

- Comprehensive salary package
- Onboarding plan



the process.

# our engagement model.

## Before Search

- Identify key experience, skills & traits by role to best support business needs
- Identify and reach candidates **that fit upcoming needs** (market scan)
- Flag potential talents for **specific roles**

## During Search

- Source candidates prioritizing those pre identified via talent scan
- Understand candidate **requirements** and **relative value** of benefits
- Share Employer **differentiators** and discuss **Career Development** plan
- Shortlist **3-5 candidates** per specific role, not a resume dump

## After Search

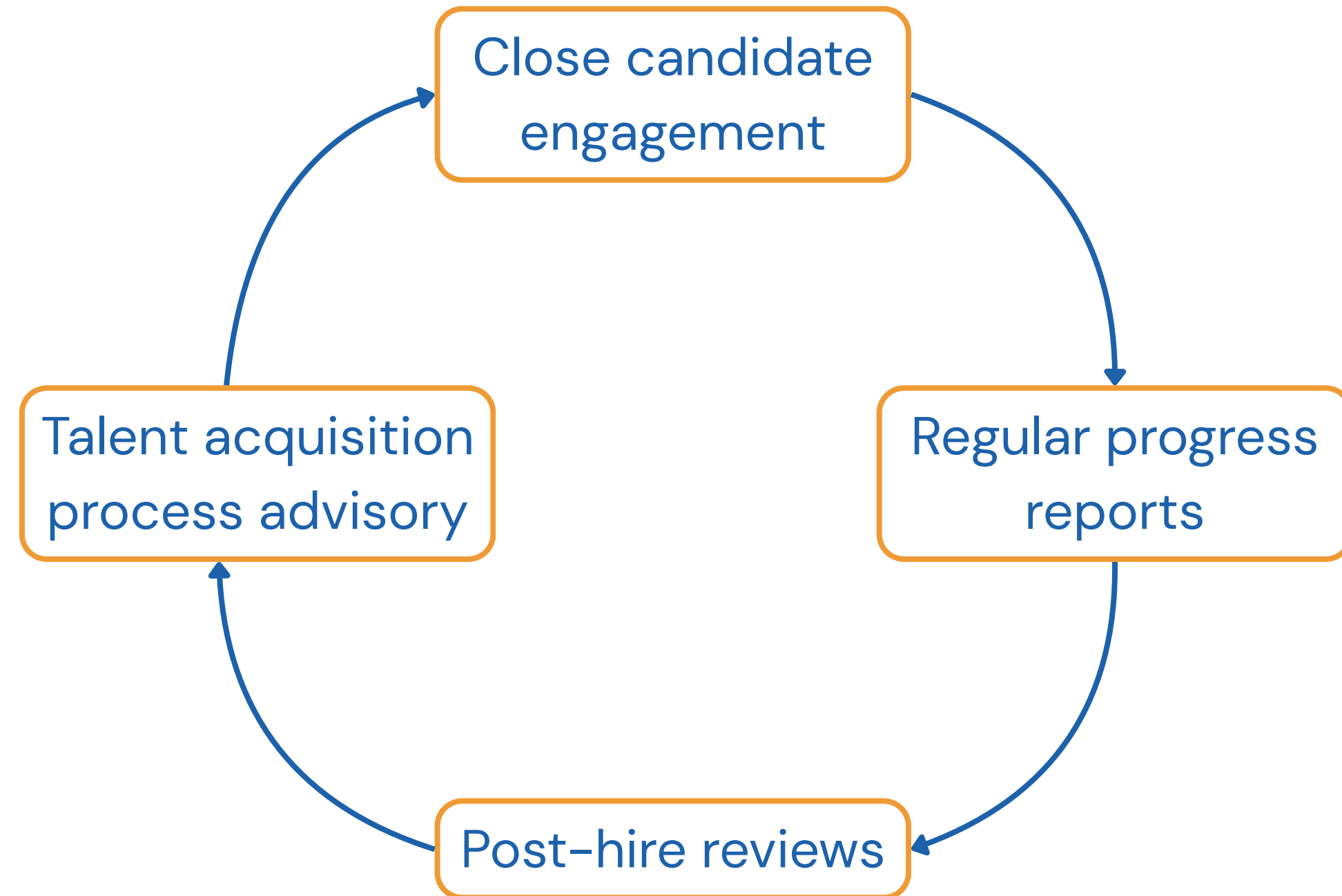
- Provide hiring managers / HR guidance on candidate hot buttons
- **Global mobility** support
- Post hiring employee **review**
- Measure results and iterate; **80%+ 3-year** retention rate



# life-cycle support.

We don't ghost you after the deed is done.

We maintain ongoing contact with candidates and employers.



# our past success speaks for itself.

Aw, shucks! We're  
blushing.

## Founder & Managing Director Medical & Wellness Sector

"Staff hired through Blue Tangerine across multiple countries have surpassed our expectations and contributed to our growth & success. We continue to use their services."

## CHRO BFSI – India

"What stands out for me is their deep understanding of the sectors they specialise in and their attention to "what would make a candidate successful in her or his new job". They take time to do a deep analysis of the requirement and the market and deliver on time. We used them to fill a critical CXO level position."

## Human Capital Director SEA Global MNC – FMCG

"I have engaged Blue Tangerine in several search assignments since 2009. They ensure clarity in the scope of search before beginning an assignment. Their search partners are hardworking and trustworthy people who will value your time. They'll provide you 2 or 3 CVs who are "best fits", with almost 100% chances of closing the assignment. Can't ask for more! "

## CHRO Retail MNC India

"The experience of the partners of Blue Tangerine gives them an edge in C & CXO level search assignments. We have successfully closed CXO level searches with them."

# our past success speaks for itself.

Here are just some of our past associations



# we're global.

You can find us in India, Singapore, New Zealand and Germany.

✉ [contactus@bluetangerine.biz](mailto:contactus@bluetangerine.biz)

## Europe

Arvind Nagpal  
Walter De Wit

## India

Kavi Arora  
Kirat Brar  
S. Srivathsan

## Singapore & APAC

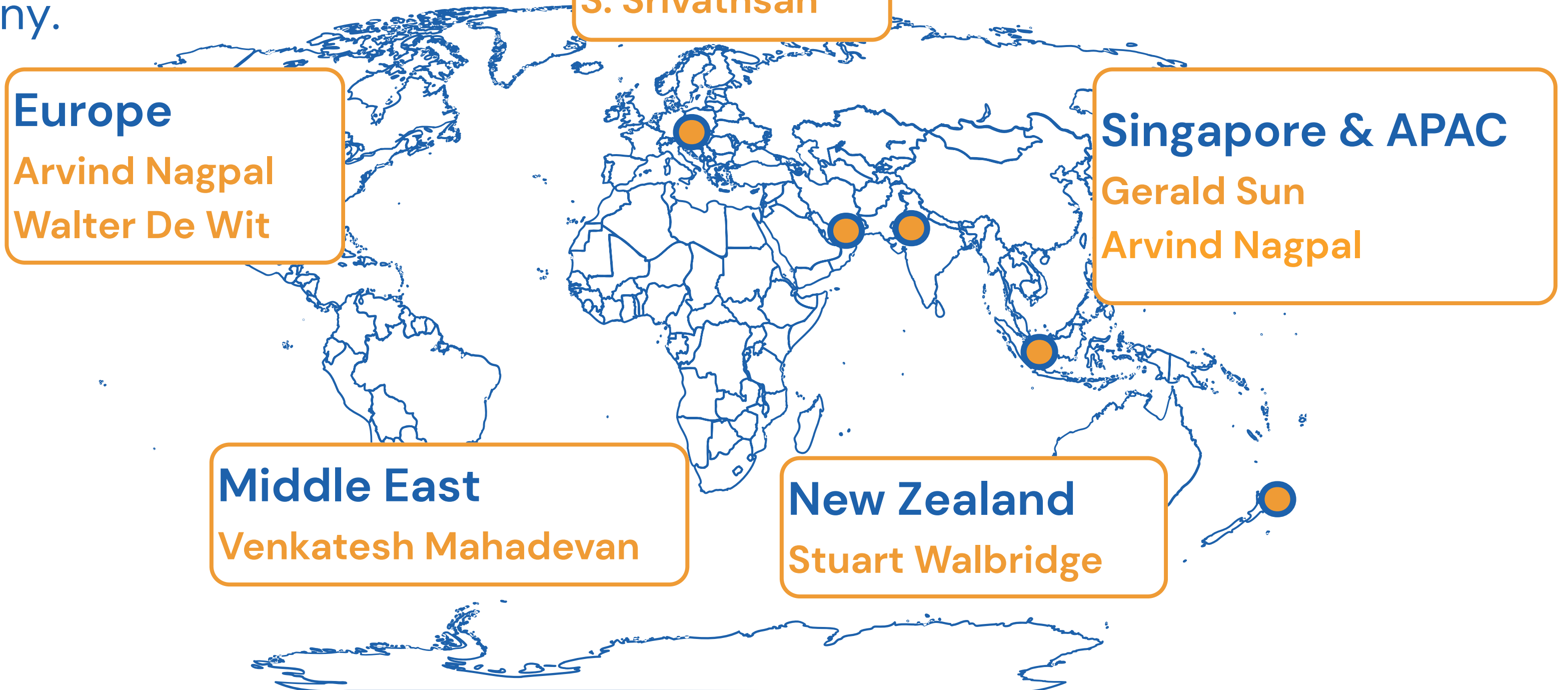
Gerald Sun  
Arvind Nagpal

## Middle East

Venkatesh Mahadevan

## New Zealand

Stuart Walbridge



# thank you.

Questions? Reach out today!

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