

**SAMS Role Deconstruct: Is This Role Right for You?**  
*(What the role truly involves — and how to assess your fit)*

**Lead – Talent Acquisition & Executive Search**  
**Leading Philanthropic Organization, Mumbai**

**About the SAMS Role Deconstruct Framework**

SAMS Role Deconstructs (SRDs) are role-clarity and self-assessment tools for senior and mid-career professionals. They go beyond standard job descriptions to surface the *implicit expectations* of leadership roles and help candidates make informed decisions about suitability, readiness, and alignment.

This Role Deconstruct is designed to help you understand what this role **really demands in practice**, beyond titles and task lists.

**The Core Mandate**

This is a **strategic talent acquisition leadership and executive search role**, not a transactional in-house recruitment position.

The post-holder will operate at the intersection of:

- (1) **Strategic talent acquisition leadership**
- (2) **Executive search and niche headhunting**
- (3) **Multi-search programme management**
- (4) **Senior stakeholder advisory and trust-building**

A central responsibility is **leading search-led hiring for niche, leadership, and hard-to-fill roles**, combining market mapping, passive talent engagement, discreet outreach, and interpretive hiring judgement.

This role requires operating as a **trusted hiring advisor**, not simply as a recruitment delivery manager.

**What the Organisation Is Really Looking For**

The organisation is seeking a professional who can combine enterprise-grade recruitment discipline with search maturity and advisory credibility.

**Strong candidates typically demonstrate:**

- (1) The ability to translate ambiguous hiring needs into clear, structured search strategies
- (2) Comfort engaging with senior leaders as a thought partner, not just an executor
- (3) Capability in orchestrating multiple stakeholders, agencies, and partners simultaneously
- (4) Confidence in providing interpretive market inputs and hiring judgement

This is a role for professionals who are comfortable shaping decisions, not just managing processes.

**Key Responsibility Pillars**

**Strategic TA Leadership:** Lead integrated recruitment and search strategies aligned to organisational priorities.

**Executive Search & Headhunting:** Drive proactive headhunting for niche, leadership, and hard-to-fill roles using search-based approaches.

**Multi-Search Programme Management:** Manage parallel hiring portfolios with prioritisation, sequencing, and delivery discipline.

**Stakeholder Advisory:** Act as a trusted advisor to senior stakeholders on role calibration, feasibility, and hiring trade-offs.

**Market Intelligence & Talent Insight:** Provide informed perspectives on talent availability, market dynamics, and role realism.

## Typical Indicators of Strong Fit

- (1) 10–12+ years of high-quality TA experience in structured, enterprise or consulting environments
- (2) Full-time MBA from a Tier-1 / Tier-2 institution
- (3) Hands-on experience in search-led recruitment and executive headhunting
- (4) Exposure to consulting, professional services, or complex multi-stakeholder organisations
- (5) Demonstrated comfort operating in advisory and leadership-facing roles

## Who Should Strongly Consider Applying

You are likely to be a strong fit if you are:

- (1) A senior TA professional who operates comfortably in **search, not just sourcing**
- (2) Experienced in **passive talent engagement and market mapping**
- (3) Credible with senior stakeholders and leadership teams
- (4) Comfortable managing complexity, ambiguity, and multiple parallel priorities
- (5) Motivated by **strategic influence and institutional impact**, not volume delivery

*This Role Deconstruct has been prepared by **Strategic Alliance Management Services Pvt. Ltd. (SAMS)** as a candidate support and self-assessment tool to enable informed decision-making and alignment.*