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Evolving a sound ecosystem for nurturing talents

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Mahyco is essentially a research driven agri-biotech organization, vigorously engaged in developing, producing, processing and marketing of 115 products across 30 crop species, including cereals, oilseeds, fiber crops and vegetables. Since its inception, its strong commitment towards technology development and strict adherence to quality have helped the organization to carve a niche in the agro-biotech sector as well as earned immense respect as a harbinger of cutting-edge technology in India to meet the diverse needs of farmers and is recognized globally for its high quality hybrid/open-pollinated seeds. Our organization has always been an employer of choice for the biotechnologists and agricultural scientists. Thus, the company has created careers for 1,000s of talented people in these domains and has been a major pioneer in revolutionizing hybrid seeds contributing to the green revolution in India.

Such a strong reputation cannot be sustained without an highly engaged and capable workforce. In order to bring competent and young brigade in the organization, campus hiring has always been a primary and most preferred source for talent acquisition like agri-MBA and PhD. I must say that the organization has evolved a sound ecosystem for grooming young talent. Hence, our focus has been to get the best of the talents from premier and upcoming institutes across India in order to build up a diversified and cosmopolitan work force to cater to the needs of the customer nationally.

Looking at the way the organization is structured, we infuse talent into different streams. We look for domain experts with narrow specialization in research areas. However, the research mindset, program management capabilities, and team work are the key competencies that we look for. Moreover, we look for candidates who are passionate and have inclination towards contributing to the society through science.

The other stream of the organization is the supply chain which impacts the entire order fulfillment process. As a customer centric organization, we look for talent coming from diversified background. The leaning is towards high-energy professionals, who must have a propensity for agri business and rural markets. We also look for individuals with an excellent track record of co-curricular activities as well as strong leadership traits. As a matter of fact, individuals with these qualities will become effective leaders and thereby change champions in the organization.

Here in Mahyco, a fresher would go through an induction program designed to provide him/her with an exposure to the business processes and elevated corporate experience. This is followed by his placement in a function/role-based on our assessment as well as his/her aptitude and one could pursue a career track in the areas of business sufficiency or technology. However, based on the competency and availability of the opportunities one can change the tracks.

Apart from the structured induction program, the boss or supervisor acts as trainer for the young managers and facilitates learning on the job. Action learning is one of the key features of our induction process. The company also offers institutionalized leadership development and functional skill enhancement programs based on specific individual needs. In a nutshell, we offer exciting learning opportunities, cutting-edge technology and a great ambience to the young managers coupled with opportunities for global career and growth.