



We are matchmakers of executive talent and opportunity.

Finding the right talent for high-impact role is not easy - we feel you. At Butter Search, we make your experience a lot better — with thoughtful searches, deep context, and a commitment to getting it right.

Hiring is not easy...

41%

**of companies reported
lack of applicants for
the open roles**

[as per survey by Robert Half]

>90 days
**time to fill open roles for senior
levels**

[Toggle]

>15x

**the base salary is the cost of
mis-hires for manager+ roles**

[Forbes; Topgrading]

Why should you partner with us?

- 1. Proven Expertise:** Team of IIM Calcutta graduates (2021 batch) with experience at top consulting firms (Alvarez & Marsal, PwC, Deloitte) and leading technology companies (InfoEdge, American Express).
- 2. Deep Understanding of Business Needs:** We've been operators ourselves and understand the business needs behind a hire; we act as extensions of your team, bringing insight, context, and value to every search.
- 3. Extensive Network:** Strong connections with Tier-1 B-school talent pool, leading consulting firms, and diverse industries, giving us access to a vast network of well-suited candidates.

[\[Details\]](#)

Our approach

STEP 1

Requirement Understanding

We have a dedicated team comprising ex-consultants and professionals from core HR-Tech backgrounds to deeply understand nuanced hiring requirements and organizational fit.

STEP 2

Candidate Search

We leverage our proprietary database of over 50k Tier 1 B-school pass-outs and extensive networks to identify high-potential candidates who align with the role and culture.

STEP 3

Extensive Screening

We utilize a rigorous, structured screening framework modeled after top-tier management consulting interviews. You receive detailed interview transcripts ensuring each candidate is well vetted for.

OTC/Contractual Commercial Proposal [confidential]

Service model	Model 1	Model 2	Model 3
Services included	<ul style="list-style-type: none">• Role understanding• Sourcing+alignment• Case screening• Contracting• Payroll management	<ul style="list-style-type: none">• Role understanding• Sourcing+alignment• Case screening	<ul style="list-style-type: none">• Contracting• Payroll management
Total Fee	20%	15%	10%

*Fees are calculated on the total annual gross compensation (CTC), including any joining, performance bonus, variables, ESOPs, etc.

*Fee invoiced upon candidate's joining.

*Taxes are extra as applicable under Government of India laws.

Permanent/Full-time Commercial Proposal [confidential]

Fee / Salary Range	INR Upto 50 Lacs	INR 50 Lacs – 99.99 Lacs	INR 1Cr and above
Commencement Fee	1.5 Lacs	2 Lacs	3 Lacs
Completion Fee	Balance	Balance	Balance
Total Fee	15%	20%	25%

*Fees are calculated on the total annual gross compensation (CTC), including any joining, performance bonus, variables, ESOPs, etc.

*Completion fee invoiced upon candidate's joining.

*Taxes are extra as applicable under Government of India laws.

Mandates we have worked on recently

Swiss Wealth-Tech (CHF 80Bn+ AUM)

Built the core leadership ~ CEO, Chief of Staff, Heads of Product, Engineering and Legal, and over 20+ mid to senior-level roles.

Ex-BCG MDP founder food-tech brand (multiple early funding rounds)

Growth & Performance Marketing Head; Key Account Management (KAM) Lead.

Flipkart-backed B2B Health-Tech Marketplace (\$100M ARR)

Placed key leadership ~ National Sales Head, VP/AVP roles, and Engineering Head, to help scale the company operations.

Blume Ventures-backed B2B Food-Tech Marketplace

Finance Controller and Head of city operations for a B2B marketplace player in the food sector.

GIC-led Series C-backed B2B fruits marketplace (US\$46M Series C)

Engaged to hire the Head of Corporate Affairs and Head of imports

Fundamentum and Accel-backed rural commerce platform (Series A)

Program Manager, Store Expansion Lead, and Operations Head — to strengthen execution and drive multi-city expansion.

Cybersecurity Startup (\$20M Valuation)

Recruited the Engineering Head and Talent Acquisition Head to scale their tech and talent functions.

Bootstrapped crypto exchange (~\$5M+ ARR; 1.2M+ users)

Hired the most critical leadership roles - CTO and Principal Officer (PO).

Meet our founders



Harshit Chandak
IIM Calcutta '21

With prior experience at Alvarez & Marsal and PwC, I bring a consulting-led lens to talent and org-building. I'm also an avid poker player — always drawn to taking analytical, data-driven bets.



Ayush Singh
IIM Calcutta '21

With 4+ years of product experience at Naukri, India's largest talent marketplace, I'm now building the future of premium hiring — tackling one of recruitment's most complex and high-value challenges.