

Employees Rating: [AmbitionBox 4.5](#) | [Glassdoor 4.3](#) | [Google 4.2](#)

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Amid relentless competition and the drive for improvement, a gesture of appreciation significantly boosts morale for those excelling in their fields. Following this, the W.E. Global Employees' Choice Workplace 2024 event, with The Economic Times as media partner, was held on 12 July 2024, in Mumbai. The event brought

was the series of panel discussions. The first panel, chaired by Sudarshan Jain, an IIM-A alumnus and current secretary general of the Indian Pharmaceutical Chamber, MD of Sustaintra Micro Housing Finance Corporation Limited; Shaji Varghese, CEO of Muthoot FinCorp Limited; Vinod Grover, MD of Kaizen Institute South Asia and Africa; and Rakesh Jain, CEO of Reliance General Insurance. Their

CEOs in today's business environment. Another notable panel discussion focused on the 'Future of AI in HR: How will AI help create high-performance organisations to drive success?'. Several CHROs, including Sharad Sharma from Pramerica Life Insurance Limited, Suresh Sivaraj from Muthoot FinCorp Limited, Rajesh Derhgawen from Nippon Life India Asset Management Limited, Richa Sachdeva Chatterjee

## The future is now: Saluting the leaders driving the change

W.E. Global Employees' Choice Workplace 2024, with The Economic Times as media partner, gathered industry leaders to toast their achievements and unveil innovative solutions

together industry chiefs, innovators, and HR professionals for a day of recognition, insightful discussions, and new solutions and standards. The event was hosted by W.E. (Wellness and Engagement) Matter, an employee experience company founded by Prashant Srivastava. The occasion, attended by the chief guest, Dr Ritu Anand, chief leadership and HR officer at Tata Consultancy Services, also marked the launch of a Gen AI-powered employee experience consultant 'Kyara'.

discussion on 'What do CEOs need to succeed?' provided valuable insights into leadership, innovation, and the evolving role of



from IIFL Finance, Homi Tarapore from Trust Group, and Praveen George from Vedanta Sesa Goa Iron Ore, examined the transformative impact of Gen AI on people and business. They emphasised how AI-driven solutions can enhance the employee experience, streamline processes, and predict performance and attrition.

As the event concluded, attendees left with fresh outlooks on leadership, the integration of Gen AI in HR, and the future of the workplace.



## About W.E.-Matter:

W.E.-Matter is an HR Tech firm founded in 2018. Where, W stands for **Well-being** and E stands for **Engagement**, specializing in employee engagement and well-being solutions. The company leverages artificial intelligence and over **20 years of research to develop the W.E.-Matter Model**, aiming to improve workplace environments for a multi-generational workforce. W.E.-Matter's services are designed to enhance business outcomes by focusing on sustainable business practices and employee-centric solutions.

W.E.-Matter is a global leader in employee engagement solutions, providing innovative surveys and tools to improve workplace culture, employee retention, and overall organizational performance. Their multigenerational model captures key drivers of engagement across Gen X, Gen Y, and Gen Z employees. The company has impacted over 100 businesses worldwide, offering customized solutions to help organizations achieve growth and sustainable success.

## Global Leadership Team



### **Prashant Srivastava**

**CEO- India**

Ex CEO-India Gallup, Ex-Partner (Engagement & Culture, APAC) Aon Hewitt  
**IIM Ahmedabad (MBA)**, B.Tech. NIT Raipur.



### **Saurabh Jain**

**Vice President Business Development -India** Worked as Business Development Head (West) with a Singapore based Technology start-up.  
**IIM Raipur (MBA)**, ISM Dortmund, Germany.



### **Pankaj Pipariya**

**President India Business** Ex-Sales Leader at IBM Kenexa Ex-Senior Consultant at Aon Hewitt Ex-Associate Partner at Gallup  
**IIM Ahmedabad (MBA)**, General Management Marketing.



### **Deep Parmar**

**Global CFO and Head USA**

Worked with Various Financial Services Companies.  
**IIM Ahmedabad (MBA)**, BS from MS University



### **Niloy Mukherjee**

**CEO ASEAN**

Ex Marketing Expert at McKinsey, Ex Marketing Director at Dell  
**IIM Ahmedabad (MBA)**, B.Tech. College of Engineering Pune

## W.E.-Matter Team in W.E. Global Employee's Choice Award 2024 in partnership with Economic Times





OVER 100+ CLIENTS

## 100+ Companies who trust us



**Position: Tech Lead**  
**“Let us learn and grow together”**

Experience:	<b>5 to 8 years</b>
Work Location:	<b>Mumbai</b>
Start Date:	Immediately
Number of positions:	1
CTC:	Open to discussion.

**Job Description:**

*Selected person's day-to-day responsibilities include:*

**1. DevOps Skills**

- Create instances on Azure/AWS/GCP
- Deploy programs to DevOps or other cloud servers.
- Ensure deployment stability, uptime, and performance monitoring.
- Automate deployment pipelines and improve CI/CD practices.

**2. Architecture & Backend Programming Skills**

- Design system architecture for performance, security, and scalability of applications.
- Design, develop, and maintain backend applications with clean, scalable, and optimized code. (Node.js preferred)
- Troubleshoot and resolve complex technical issues across environments.
- Translate business needs into technical solutions and ensure timely delivery.

**3. Team Management Skills**

- Lead, mentor, and guide a team of backend developers and engineers.
- Drive Agile development processes including sprint planning, stand-ups, and retrospectives.
- Review code, ensure best practices, and foster a high-performance engineering culture.

**Skills & Qualification Required:**

- B.Tech / B.E. in **Computer Science, or Information Technology**.
- Strong proficiency in backend development (Node.js / Javascript / Python / Java).
- Hands-on experience with DevOps or similar cloud deployment environments.
- Solid understanding of APIs, microservices, databases, and system integration.
- Experience leading development teams in an **Agile/Scrum** setup.
- Knows Linux, Kafka, and Docker.
- Good understanding of DevOps practices, CI/CD pipelines, and cloud technologies (AWS/Azure/GCP).
- Excellent problem-solving, communication, and leadership skills.

**Behavioural Competencies:**

- Ability to manage, train, and guide teams
- Strong on relationships
- High on analytical and innovation parameters
- Business use case understanding
- Empathy with customers
- Good communication

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Notes: Employees and trainees will sign documents for confidentiality, IP protection, etc. as per company policy. They will be expected to furnish offer & exit letter, pay slip, mark sheets, degree, and certificates to substantiate their claims made verbally or in writing. Any false claim made will lead to cancellation of offer or termination of service without notice. The employment will be governed by the company policies as amended from time to time.