

Talent is Our Greatest Asset. Nurturing It is Our Responsibility.

Talent Management Challenges in Indian Pharmaceutical Industry – A CHRO Perspective

The Indian pharmaceutical industry stands at an exciting inflection point. Global demand is rising. Innovation is accelerating. And so is the competition for the right talent.



At **VHPL**, we believe that building a future-ready organization begins with **empowering people today.**



Top of Mind HR Challenges I'm Navigating Today



1. Talent Attraction in a Competitive Market

The war for skilled talent—especially in R&D, Regulatory Affairs, Quality and Digital—is intense. Standing out as an employer of choice is critical.



2. Future-Ready Capability Building

Bridging capability gaps in emerging areas like continuous manufacturing, data analytics, and AI—while building a strong bench for tomorrow.



3. Retention in a High-Demand Environment

Keeping our high performers engaged and motivated in an environment where opportunities are abundant.



4. Culture of Agility and Ownership

Fostering a culture that is agile, inclusive, and purpose-driven—where people feel connected to our mission.



5. Well-being and Work-Life Integration

Supporting holistic well-being of our people in a fast-paced, compliance-driven industry.

Key Talent Management Challenges in Indian Pharma



Talent Shortage in Specialized Roles

Critical roles in R&D, Regulatory, Quality, and Manufacturing remain hard to fill.



Evolving Skill Requirements

Rapid technological advances demand continuous upskilling and reskilling.



High Attrition & Career Mobility

High performers are frequently poached by global and domestic players.



Balancing Compliance with Innovation

Attracting talent that can thrive in a highly regulated environment while driving innovation.



Geographic & Tier-II Talent Access

Access to quality talent in Tier-II/III locations continues to be a challenge.



About VHPL

VHPL is a leading manufacturer of Active Pharmaceutical Ingredients (APIs) and Finished Formulations with 30+ years of legacy in quality, compliance and innovation. We are part of the prestigious Virchow Group of Companies.



30+ Years
of Excellence



Global Presence
and Partnerships



Quality & Compliance
at the Core



People-Centric
by Design

Our Approach at VHPL

- ✓ Purpose-led employer brand rooted in our mission of Human Wellness
- ✓ Investing in learning, leadership and career pathways
- ✓ Building a culture of trust, recognition and empowerment
- ✓ Promoting diversity, inclusion and equal opportunity
- ✓ Prioritizing health, safety and well-being of our people

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At VHPL, our people are the driving force behind every innovation, every quality product, and every life we touch. My commitment as CHRO is to create an environment where our people can thrive, grow and make a meaningful impact.

Yashwant Bhaid

CHRO (Virchow Healthcare)

