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BRIGHT SPARK

How **CEO of the Year,** Rajesh Jejurikar, is putting the 'e' in M&M

PLUS

Entrepreneur of the Year:
Supam Maheshwari, FirstCry

Institution Builder:
Ashish Dhawan, Ashoka University

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Transforming Watertec: Mathew Job's Bold Vision to build a Company that delivers the perfect water flow for life

Under the leadership of Mathew, Watertec India is embarking on an ambitious journey to revolutionise bathroom spaces with innovative solutions. As Executive Chairman, Mathew aims to triple the company's revenue in just five years, while maintaining its commitment to sustainability and product excellence.

In an era where corporate transformations often falter, Mathew's approach at Watertec India stands as a testament to visionary leadership. Taking the helm during a pivotal ownership transition in 2023, when global private equity firm Warburg Pincus acquired the company, Mathew didn't just see challenges – he saw opportunities for remarkable growth.

From its humble beginnings in 1997 as a manufacturer of engineering polymer bath fittings, Watertec has grown into a formidable player in the bathroom solutions sector, achieving revenues of INR5 billion (US$59.5 million). However, Mathew's vision extends beyond achieving some impressive numbers. His ambitious plan to triple revenue in five years is backed by a deep understanding of the market and a commitment to make a difference.

"While we operate in the realm of bathware, pipes and sanitaryware, at our core, our mission is water delivery management," Mathew explains, emphasizing the company's broader purpose. "Our true strength lies in our capability to effectively manage and deliver the perfect water flow to homes and commercial establishments for a life time."

What sets Watertec apart is its unwavering commitment to quality. The company uses superior materials like POM instead of the industry standard PTMT, co-developing materials with suppliers to ensure unmatched performance.

Looking ahead, Mathew sees tremendous potential in India's rapidly urbanizing landscape. Government sanitation initiatives and increasing demand for quality housing are creating robust growth opportunities. The company is strategically expanding its presence in small metros while diversifying its product portfolio to include PVC pipes, metal fittings, and sanitaryware.

However, Mathew's vision goes beyond mere financial growth. "The true measure of success for my organization will be having a high-performing, deeply engaged team that believes in our purpose and embodies our core values," he reflects. This people-first approach has led to significant investments in talent acquisition, employee recognition, and empowerment initiatives.

Sustainability remains at the heart of Watertec's mission. In a country grappling with water scarcity, the company takes its responsibility seriously, designing products that promote efficient water usage while maintaining high performance standards.

The transformation under Mathew's leadership is comprehensive, touching every aspect of the business – from operations and talent management to organizational culture. With a clear vision, strong leadership, and an unwavering commitment to quality and sustainability, Watertec is well-positioned to achieve its ambitious goals.

Mathew Job
Executive Chairman of Watertec India

This journey exemplifies how visionary leadership, combined with a strong foundation of quality and innovation, can drive transformative growth while maintaining a commitment to sustainability and social responsibility. Under Mathew's stewardship, Watertec isn't just aiming for growth – it's reshaping how water is reliably and safely delivered to consumers.

> **"In business, success isn't just about market share or revenue targets. It's about creating an ecosystem where innovation thrives, where every team member feels empowered to make a difference, and where we consistently deliver solutions that enhance our consumers' daily lives. That's the true measure of sustainable growth."**