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TECH INDUSTRY

AI OR DIE

AS AI UPENDS THE GLOBAL TECH ORDER, INDIAN IT GIANTS
FACE A STARK CHOICE: ADAPT FAST OR FADE AWAY

MOST ADMIRED

CEO



MATHEW
JOB

RAHUL
BANERJEE

DR. SANJAY
AGARWAL

DR. SUDHIR
SRIVASTVA

PANKAJ
LIDOO

VIPIN
LIDOO

LOHIT
BANSAL

SANDIPP
VIJJ



Leading with Purpose: How Mathew Job Plans to Double Watertec's Revenue While contributing to Solving India's Water Crisis

When Mathew assumed the role of Executive Chairman at Watertec India in 2023, he inherited more than a company—he inherited a mission. As global private equity powerhouse Warburg Pincus finalized its acquisition, Mathew saw beyond the financial statements. He envisioned an opportunity to reimagine what prudent water management could mean for India's 1.4 billion citizens.

The numbers tell one story. Watertec, founded in 1997 as a modest engineering polymer manufacturer, now commands INR 5 billion (\$59.5 million) in annual revenue. The vision is to double the revenue in three years. But the real narrative lies deeper—in material science labs, supplier relationships spanning decades, a relentless passion for uncompromising quality and a fundamental reimagining of corporate purpose.

"While we operate in the realm of bathware, pipes and plumbing, at our core, our mission is water delivery management," Mathew articulates with the passion of someone who's thought deeply about positioning. "Our true strength lies in our expertise in effectively managing and delivering water to homes and commercial establishments."

This isn't marketing rhetoric. Watertec's commitment to polyoxymethylene (POM) over industry-standard polytrimethylene terephthalate (PTMT) is a testimony to putting purpose at the core of the company's operations. The company co-develops proprietary materials with suppliers, some of whom have partnered with Watertec since its inception—a rarity in an industry notorious for transactional relationships and razor-thin loyalty.

The macroeconomic tailwinds are undeniable. India's urbanization engine continues accelerating, with government sanitation initiatives pumping billions into infrastructure. Mathew's strategy capitalizes on this

In a nation where 600 million people face water stress, one executive is betting that premium plumbing, designed to deliver the perfect flow for a lifetime, can drive both profits and purpose.

momentum through geographic expansion into tier-two and tier-three cities, strengthening channel infrastructure in weaker markets, coupled with aggressive product diversification into PVC pipes, metal fittings, and sanitaryware.

"What is critical for my organization to add to our topline in the next 3 years what it managed over the first quarter century of its existence, will be having a high-performing, deeply engaged team that is passionate about our purpose and embodies our core values," Mathew reflects, revealing the soft power beneath the hard targets. His leadership philosophy prioritizes investment behind talent and brand and employee empowerment—elements that sometimes get sacrificed when organizations wrongly chase short term value creation at the expense of long term sustainable growth.

The sustainability dimension adds strategic depth. In a country where water scarcity affects two-thirds of the population, Watertec's focus on efficiency-optimized products transforms corporate responsibility from checkbox compliance into competitive advantage.

Mathew's transformation agenda is holistic: operations modernization, culture recalibration, innovation and portfolio expansion. It's a comprehensive playbook for scaling



MATHEW JOB
Executive Chairman at
Watertec India

without compromising founding principles—a delicate equilibrium many growth stories fail to maintain.

Whether Watertec achieves its ambitious revenue targets, only time can tell. What's already evident, however, is Mathew's ability to articulate a compelling vision that connects polymer science to national infrastructure challenges. In an era of purpose-washing and hollow ESG commitments, that clarity alone sets Watertec apart.

As India's water crisis intensifies, the market will ultimately judge whether plumbing that can deliver the perfect flow for a life time can deliver both shareholder returns and social impact. Mathew is betting everything that it can.