Rishi *Khiani*



FOUNDER & CEO, KAAM.COM

Mumbai

"I have spent 28 years building India's internet. The last four, with AI.

I run **Kaam.com**, a career platform for the 600 million Indians the formal job market never sees. At its centre is **Kaam ID**: one career identity behind a single name, like the one at the top of this page. Twelve AI tools in five languages, from a self-building resume to a scout reading seven job platforms live. With the **Mahindra Group** and the **Gates Foundation** I launched **Kaabil**, a mission to put one million women into work.

My startup studio, **Antfarm**, has built companies from zero since 2012. **Scootsy**, sold to Swiggy. **Fork Media Group** (**Curly Tales**, **Mashable India**, **IGN India**), two billion video views a month, with Curly Tales now heading to Netflix. What it builds on today is frontier tech: **Craise**, which turns a pitch deck into a living investor memo, and **Antone**, a personal AI with its own OS, voice and device. On the second day of the Iran conflict I launched **war.direct**, a free OSINT map of strikes, flights and broadcasts, built in a day and run solo with AI agents. It has reached more than three million people.

Before that I was CEO of **Times Internet** at 34, where we grew the audience 150% to 30 million monthly visitors, launched **Gaana**, and beat Sony and Google to the **IPL's** global rights on a bid built in six hours. Founding COO of **Network18 Digital**. Sold my first company, **UrbanEye**, to the group in 2006.

Small teams with AI agents now do what used to take a hundred people. I have pointed that at the least glamorous problem I could find: getting a billion Indians into better work.

02 EDUCATION

Spanish
Universidad de Salamanca, Jan 1997 - Dec 1998

01 THE WORK

Founder & CEO, *Kaam.com*

FEB 2020 - PRESENT

- Evolving Kaam.com from job board to India's career command center.
- Launched Kaabil with Mahindra Group & Gates Foundation — targeting 1M women's jobs. Partnered with NRAI to solve hospitality's hiring crisis. Built Fortune 500 CSR alliances that create employment at scale.
- Created a distributed recruiter network across regions, government partnerships with state ministries, and a 10K+ community of mentors and collaborators powering the platform.
- Now building Kaam ID — a living career identity powered by the Kaam Graph, AI tools, and instant access to jobs and gigs. Not just another job site. The infrastructure for how India finds work.

Founder & CEO, *Antfarm Business Incubator Private Limited*

OCT 2012 - PRESENT

- Built a Mumbai-based venture studio with a 80% exit success rate.
- Scootsy — Pioneered India's premium food delivery before anyone else. 150K+ orders monthly at acquisition. Sold to Swiggy, where it became the foundation for Instamart and Swiggy Gourmet (now ₹5000 crores annual revenue).
- Fork Media Group — Scaled a digital media company to 100M+ monthly users across 8 countries. Deloitte Fast 50 (#4 in Asia), FT fastest-growing (#31 APAC). Brands included HauterFly, Mashable India, Curly Tales, IGN. 1B+ monthly views, 85% organic.
- RevoFit — Built a wellness platform combining nutrition, movement, and behavioral science. 40% user retention at 6 months. Marico acquired 22% stake.
- Four ventures. Three sectors. All successful exits or strategic investments. The playbook: find the gap, build fast, scale or sell.

Founder, *Scootsy Logistics Pvt Ltd*

JUN 2015 - AUG 2018

CEO, *Times Internet*

AUG 2009 - AUG 2012

- Transformed Times Internet into India's #1 digital media company.
- Scaled from 12M to 30M monthly users in 2.5 years — growing faster than Facebook India. Doubled revenue, captured 50%+ market share across news, business, and entertainment. Doubled EBITDA margins to industry-leading levels.
- Built Gaana from zero to India's #1 music platform — 10M users in 90 days. Secured IPL digital rights and turned them into $50M+ over 4 years. Launched India's first multi-platform news apps for TOI and ET. Brought EPL, NBA, and 20+ global brands to Indian audiences.
- Grew the team to 300+, created Times Internet University (200+ employees upskilled annually), and launched T-Labs incubator — 10+ investments, 3 exits.
- The playbook: own the verticals, build the products, move faster than everyone else.

COO (Web18), *Network18 Media & Investments Limited*

AUG 2006 - AUG 2009

- Founding COO at Network18 — built the digital foundation before digital was obvious.
- Launched and scaled the properties that defined India's early internet: MoneyControl (now India's #1 financial platform), BookMyShow, In.com, and Yatra. Pioneered India's first cloud-based music streaming service by cracking licensing deals no one thought possible.
- Led the transformation from traditional media company to digital-first organization. Built the teams, architected the tech stack, and created revenue streams across news, entertainment, and e-commerce — when most media companies were still figuring out banner ads.
- This was the playbook before the playbook existed.

Art/Art Studies

School of the Museum of Fine Arts, Jan 1995 - Dec 1996

Campion, Jan 1980 - Dec 1990

Business

Babson College

03 SKILLS

- Social Entrepreneurship
- Marketing
- Human Resources (HR)
- Investments
- Business Planning
- Startup Development
- Mentoring
- Strategic Thinking
- Entrepreneurship
- Digital Marketing
- Mobile Devices
- Marketing Strategy

04 LANGUAGES

Spanish · English

Founder, *UrbanEye Media*

APR 1998 - AUG 2006

- Where it started. Built UrbanEye from scratch — acquired by Network18 in 2006.
- Profitable in 12 months. Expanded to 3 international offices. Clients included US Army, US Navy, Nike, MTV, Universal Music, and the US Chamber of Commerce. Executed projects for the Coalition Provisional Authority in Iraq — with a personal recommendation from US Ambassador Paul Bremer.
- ABC and The Times called us "mavericks." Maxim International featured us as India's leading web company. We were early adopters of Flash, Java, and streaming video when most of India was still on dial-up.
- The acquisition wasn't the end — it was the launchpad. Post-exit, I built all of Web18's portals and eventually became COO. The infrastructure we created became Network18's digital backbone.
- First company. First exit. The playbook was born.

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