

Employment Outlook and Salary Guide 2011/12


A TOOL FOR WORKFORCE PLANNING

A large decorative graphic consisting of a grid of small, stylized human figures in green, covering the middle section of the page. On the left side of this grid, there are two solid green shapes: a large trapezoid and a smaller rectangle below it.

INDIA

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Kelly has been at the forefront of the recruitment industry for over 60 years and has set the industry benchmark with our innovative recruitment and retention strategies. We pride ourselves in delivering a high level of customer service and providing the right talent in accordance with our clients' requirements. All our candidates undergo a stringent screening process to ensure they are the best possible fit for the job.

For more than 15 (over 10 years) in India, Kelly specializes in various industry verticals covering junior to senior role in organizations spread across amongst other verticals, in BFSI, retail, IT, engineering, pharma and healthcare, education, automobiles, services, ITES, commercial office, industrial, executive, finance and accounting and telecom markets. In India, Kelly Services holds an enviable reputation of working in partnership with our clients and candidates to provide an individual and personalized service.

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Executive Overview

Job market in India looks promising with a buoyant hiring scenario in the first half of 2011.

With a GDP growth rate of 8.8 % in Q1 and a positive job forecast for the rest of the year salary increments for 2011 across industries is about 10 to 13 percent.

In the next two decades, it will add over 200 million people to its working age-between 18 to 60-population.

According to a report by the Associated Chambers of Commerce & Industry (Assocham), the Indian economy will create 87.37 million new jobs by 2015, and close to a million new jobs in 2011 itself.

The hottest industries in India include manufacturing sector, construction, Pharma & Healthcare, BFSI, Education, IT and ITES, and Real Estate & Construction.

Its Challenging to provide all encompassing salary guide for all Industries and we have chosen a niche data to capture optimum data. We hope that this Salary Guide will serve as a reference tool, as we are always on hand to assist with the current data and to support businesses in developing workforce planning.

We hope that you find this 2011 salary guide from Kelly services beneficial to your business in the year ahead!

Additionally, we welcome questions you may have, as we are always on hand to assist with current and relevant data in supporting to develop recruiting strategies and programs to suit your specific business needs.



Kamal Karanth
Managing Director

** Please note that the salary ranges in this publication are based on a monthly basis and are subject to changes arising from fluctuations in market and economic conditions. Salary ranges are not inclusive of variable factors such as allowances, expense claims and bonuses.*

A copy of this guide will be available on our website in July 2011. Visit us at: kellyservices.co.in



GENERAL RECRUITMENT SERVICES



Kelly Services' general recruitment solutions focus on client staffing requirements from entry-level to junior executive positions in functional areas such as Accountancy, BFSI, Customer Service, Exhibition & Events, Hospitality & Tourism, Human Resources, Logistics & Warehousing, Office Support, Sales & Marketing and Retail. kellyservices.co.in

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Kelly Services' specialist divisions include Kelly Engineering, Kelly IT Resources and Kelly Outsourcing and Consulting Group. Our specialist divisions focus exclusively on the functional staffing requirements of our clients and draw on the formidable resources and infrastructure built by Kelly Services. It is the best of both worlds – a company with specific knowledge and expertise backed by a respected leader who has been staffing the world for more than 60 years.

We tailor our methodology to suit each requirement and our clients' specific needs. Our database is unmatched in the industry, giving us access to a large pool of potentially suitable candidates in a timely manner. Our constant presence in online portals, media contribution, use of display advertising and our innovative approach to market mapping and networking allows us to reach passive candidates that would otherwise not be available.



Kelly Engineering Resources specializes in placing engineering professionals in contract, contract-to-hire and full-time employment across all disciplines including Aerospace, Chemical, Construction, Electrical, Heavy Equipment, Manufacturing, Oil & Gas, Pharmaceutical, Semi-Conductor and Telecommunications. kellyengineering.co.in



Kelly IT Resources specializes in mid to senior level permanent and contract IT recruitment, with in-depth sectoral knowledge of the Financial Services, End-User Commerce, IT Vendor and Consulting industries. kellyit.co.in


OUTSOURCING & CONSULTING



Kelly Outsourcing & Consulting Group is a global leader in innovative talent management solutions in the areas of Recruitment Process Outsourcing (RPO), Business Process Outsourcing (BPO) and Contingent Workforce Outsourcing (CWO), including Independent Contractor Solutions, Human Resources Consulting, Career Transition and Organizational Effectiveness, and Executive Search. kellyocg@kellyservices.com



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Occupation Title	Qualification	Experience (years)	Job Description	Min. Salary (in local currency)	Max. Salary (in local currency)
JUNIOR LEVEL					
FINANCE					
Executive Finance	Commerce Graduate	1-3	Responsible for preparation and finalization of the various balance sheet schedules, bank reconciliation, resolution and follow up of open items and passing month end / correction journal entries into the ERP system.	3 Lacs	4 Lacs
Senior Executive Finance	Commerce Graduate	2-4	Managing general ledger accounting including fixed assets, and bank reconciliations. Also handle process migration and stabilization.	4 Lacs	5 Lacs
SALES AND MARKETING					
Relationship Manager	Any Graduate	0-1	Manage direct sales of company products and services. To acquire, develop and strengthen customer relationships through effective relationship management in accordance with business goals.	2.5 Lacs	4 Lacs
Assistant Business Development Manager	Any Graduate	2-4	Generating leads through cold calls for selling any BFSI product. Sound exposure to equity and commodity markets desirable.	3.5 Lacs	5 Lacs
Business Development Manager	Any Graduate	3-5	Identify and develop business opportunities for the company's solutions in industrial and product designs as well as the company's services. Provide direction, guidance to the sales team to ensure alignment with the company's strategies.	5.5 Lacs	7.5 Lacs
MIDDLE LEVEL					
FINANCE					
Team Leader Finance	CA / MBA	4-7	The job involves co-ordination with banks, teams from other processes and various departments of the client for getting the information and closing the open items. Handling team and reviewing team members performance.	5 Lacs	7 Lacs
Assistant Manager Finance	CA / MBA	5-8	Preparation of daily / weekly / monthly cash flow report. Dealing with banks and assisting VP finance in financing – projects, working capital, annual budget preparation, internal audit, compilation of consolidated financial statements.	8 Lacs	10 Lacs
Manager / Senior Manager Finance	CA / MBA	6-9	Responsibilities include maintaining and closing the consolidated books on a monthly basis and delivering consolidated financial statements that are in compliance with GAAP. Proposes and implements improvements in accounting and reporting systems along with internal controls to facilitate accurate and timely reporting. Assists with ongoing compliance efforts.	11 Lacs	15 Lacs
SALES AND MARKETING					
Relationship Manager	Graduate	3-5	Involved in selling saving accounts, cross selling mutual funds, Dmat account etc. Knowledge of the banking industry and financial markets.	4 Lacs	9 Lacs
Manager - Operations	MBA	3-5	Handling entire operations for financial services and insurance.	6 Lacs	12 Lacs
Training Manager	MBA	3-5	Responsible for imparting sales training.	6 Lacs	10 Lacs
Marketing Manager	MBA	4-6	Taking care of branding activities and preparing communication plan for implementing marketing initiatives.	8 Lacs	12 Lacs
Branch Head	MBA	5-6	Handling branch operations including P&L of the branch and managing the team.	8 Lacs	12 Lacs

Occupation Title	Qualification	Experience (years)	Job Description	Min. Salary (in local currency)	Max. Salary (in local currency)
Area Manager	MBA	5-10	Responsible for multiple branch operations ensuring all sales targets for the area are met. Evaluate the assigned branches performance in terms of profitability, production and its employee's performance.	9 Lacs	12 Lacs
Cluster Head	MBA	7-12	Responsible for operating margins, market enhancement, team development and management. Managing a team of branches / managers as well as competition tracking, relationship management, channel management etc.	12 Lacs	18 Lacs
SENIOR LEVEL					
FINANCE					
Assistant Vice President / Vice President	CA / MBA	7-12	Responsible for preparing and presenting monthly and annual financial statements to the board of directors or senior management. Duties include , preparing budget forecasts, financial modeling, analyzing and reviewing contracts as well as strategic planning. Establish and implement financial control policy and procedures to ensure validity of the company's financial statements and reporting.	16 Lacs	25 Lacs
SALES AND MARKETING					
Assistant Vice President Sales	MBA	8-10	Handling entire sales function that oversees selling financial products and driving the team towards achieving the overall target.	15 Lacs	20 Lacs
Fund Manager	CA	8-10	Handling and managing funds related to the specific operations. Structuring, launching and capital raising for new funds, as well as managing existing partnerships and investor relations and reviewing business plans and presentations to investors.	18 Lacs	25 Lacs
Regional Head	MBA	8-10	Leading a sales team for a specific region, coaching of agents and sales partners. Prepare and deliver a sales forecast and follow up on sales proposals and activities of the sales team.	16 Lacs	20 Lacs
Head Equites	CA / CFA / MBA	8-12	Handling and managing equity funds related to the specific operations. Structuring, launching and capital raising for new funds, as well as managing existing partnerships and investor relations and reviewing business plans and presentations to investors.	30 Lacs	50 Lacs
Head Fixed Income	CA / CFA / MBA	8-12	Handling and managing fixed income funds related to the specific operations. Structuring, launching and capital raising for new funds, as well as managing existing partnerships and investor relations and reviewing business plans and presentations to investors.	30 Lacs	50 Lacs
Vice President Sales - Zonal head / Regional Head	MBA	8-10	Handling an entire region along with particular financial products such as CASA, corporate banking, retail baking etc. Managing a team of regional heads.	30 Lacs	50 Lacs
National Head - Sales	MBA	10-15	Heading pan India sales, reporting CMO handling a team of zonal heads. Can be handling products like credit cards, CASA, corporate banking etc.	30 Lacs	50 Lacs
Head Compliance	CS	10-15	Manager handling activities like preparation and submission of the various annual reports, half yearly reports, quarterly reports, bi-monthly reports, monthly reports and other Adhoc reports with SEBI as per the SEBI requirements for mutual fund and PMS activities.	25 Lacs	40 Lacs
Head Risk Management	DISA / CISA / CA	10-15	Operational risk - global markets (capital markets, derivative products, consumer banking markets products, commodities, asset and liability management).	25 Lacs	40 Lacs

Occupation Title	Qualification	Experience (years)	Job Description	Min. Salary (in local currency)	Max. Salary (in local currency)
Financial Controller	CA	10+	Strategic planning, financial planning and analysis, reporting, pricing of financial products, system development and accounting.	50 Lacs +	
Vice President Service and Operations	MBA	10-15	Developing strategy and statistics systems, drafting policies and structuring commercial transactions for new business, advisor licensing, retention and financial operation.	30 Lacs	50 Lacs
Head Analyst	MBA / CA / CFA	8-20	Advising different sector clients on various dimensions of strategy, process, organization structure and performance management.	30 Lacs	50 Lacs
Vice President / Senior Vice President - Marketing	MBA	10-15	Develop and execute the marketing plan to achieve business goals. Put in place the corporate communications strategy for external and internal audiences. Liaison with head quarters and international offices on marketing and corporate communication related initiatives.	30 Lacs	50 Lacs
Head Treasury	MBA / CA / CFA	10-18	Treasury professional with complete exposure to forex (front office-dealing), money markets, investments (all asset classes) besides being involved in preparation of policies / Integration of treasury activities, participation in various committees etc.	25 Lacs	55 Lacs +
Head Trading	BE / CA / CFA	10-15	Handling institutional and FII work, arbitrage work with large volume on prop desk. Handling around prop. Desk arbitrage work with large volume, as well as client arbitrage.	20 Lacs	45 Lacs
Country Head / Strategy	MBA	7-15	Responsible for strategy, business planning, commercial, MIS, budgetary control, finance and accounts.	50 Lacs +	

EDUCATION

Occupation Title	Qualification	Experience (years)	Job Description	Min. Salary (in local currency)	Max. Salary (in local currency)
JUNIOR LEVEL					
Academic Counselor / Counselor	Graduate	1-5	Coordinating seminars and presentations. Coordinating with placement officer as well as conducting group discussions / presentations for admission process. Promoting walk-ins. Counseling the students about education program and handling their queries. Assisting the marketing team to promote the educational product.	1.2 Lacs	3 Lacs
Marketing Executive / Senior Marketing Executive	MBA Marketing	1-5	Tracing job opportunities and communicating to placement officials for placements. Developing database of company related information to support the placement officials. Devise and evaluate methods and procedures for collecting data (surveys, opinion polls or questionnaires) or arrange to obtain existing data. Formulating plans / proposals and presenting it to the senior management.	3 Lacs	6 Lacs
MIDDLE LEVEL					
Branch Head / Senior Counselor	Graduate	6-10	Counsel students who are interested in pursuing education internationally and helping them out in course, program and university selection. Provide students with information on university / college degree programs and admission requirements, financial aid opportunities. Evaluate individuals' abilities, interests, and suggest the right course and help them in selecting the universities based on their profile. Prepare reports on students and activities as required by administration.	5 Lacs	8 Lacs
Assistant Manager / Deputy Manager / Marketing Manager / Business Development Manager	MBA	6-10	Prepare brochures and mailers for all the courses and mailers for corporate clients. Responsible for advertising - media planning, media buying and response analysis as well as development of marketing collateral for career enhancement courses offered. Prepare client presentations, case studies, sales collateral like flyers, one-page refreshers.	8 Lacs	12 Lacs
SENIOR LEVEL					
Area Business manager / General Manager	MBA	11-20	Manage markets across India, by developing the brand across key markets through strategic and marketing intervention. Also manage the franchise markets and counseling teams. Mapping advertising budgets and devising media plans as well as launching of new courses in franchise markets. Lead, recruit, train and monitor the performance of team members to ensure efficiency in operations and meeting of individual and group targets.	13 Lacs	17 Lacs

ENGINEERING

Occupation Title	Qualification	Experience (years)	Job Description	Min. Salary (in local currency)	Max. Salary (in local currency)
JUNIOR LEVEL					
CEMENT					
Senior Engineer / Engineer	BE	3-7	Maintenance of specific areas of plant including testing, erection, operation and maintenance of equipments.	3 Lacs	6 Lacs
SUGAR					
Senior Engineer / Engineer	BE - Mechanical	3-7	Management and running of whole plant with optimum resource. Responsible for running of machineries.	3 Lacs	4.5 Lacs
AUTOMOBILE INDUSTRY					
Senior Executive	B.E / B.Tech	2-3	Responsible for production, quality control, process control, projects and industrial engineering.	2.5 Lacs	3.5 Lacs
Assistant Manager	B.E / B.Tech	4	Responsible for two product lines and handling production, quality control, process control, projects and industrial engineering.	2.8 Lacs	4.5 Lacs
OIL & GAS (EPC)					
Design Engineer (Mechanical / Electrical / Instrumentation)	B.E	4-6	Responsible for design part. Should have the skill sets of FEED, CAD, SCADA. Not a site work.	3 Lacs	5 Lacs
Engineer (Civil / Mechanical / Electrical / Chemical / Instrumentation)	B.E	4-6	Site based work including working in construction of upstream / facilities / oil reservoirs / cross-country pipelines, etc.	3.5 Lacs	6 Lacs
Senior Engineer - Design (Mechanical / Electrical / Instrumentation)	B.E	7-9	Handling design part. Should have the skill sets of FEED, CAD, SCADA. Not a site work.	5.5 Lacs	7 Lacs
OIL & GAS (DESIGN)					
Design Engineer-Piping	B.E / B.Tech-(Mechanical)	2-6	Conceptualize plant layout, equipment layout, plot plan, GA drawings. Must be well versed with PDS software.	3 Lacs	7.5 Lacs
Design Engineer-Piping Stress	B.E / B.Tech-(Mechanical)	2-6	To evaluate piping stress analysis model with caesar-II, piping support.	4 Lacs	7 Lacs
Design Engineer-Process	B.E / B.Tech (Chemical)	2-6	Design of basic engineering and feed engineering, detailing engineering. PFD, PID. Also involves preparation of datasheets.	3 Lacs	5 Lacs
Design Engineer-Structural	B.E / B.Tech (Civil)	2-6		3 Lacs	6 Lacs
MIDDLE LEVEL					
CEMENT					
Assistant Manager / Deputy Manager	BE	8-10	Maintenance of specific areas of plant including vertical roller mill gear boxes, reclaimer, stacker and preventive maintenance.	7 Lacs	10 Lacs
Manager - Mechanical / Electrical / Instrumentation / Civil	BE	10-14	Maintenance of specific areas of plant including Mechanical maintenance and operations, electrical civil equipments, automation and new projects.	10 Lacs	14 Lacs
Chief Manager - Mechanical / Electrical / Instrumentation / Civil	BE	15-17	Maintenance of specific areas of plant.	15 Lacs	20 Lacs
SUGAR					
Assistant Manager / Deputy Manager	BE - Mechanical	8-10	Maintenance of specific areas of plant including spare part management, keeping maintenance cost under control and as per budget.	5 Lacs	9 Lacs

Occupation Title	Qualification	Experience (years)	Job Description	Min. Salary (in local currency)	Max. Salary (in local currency)
Chief Manager / Manager - Mechanical / Electrical / Instrumentation / Civil	BE - Mechanical	15-17	Operation and maintenance of respective departments' machinery and items. To implement ongoing project in time and operate the same efficiently.	10 Lacs	14 Lacs
AUTOMOBILE INDUSTRY					
Assistant Manager Production	Diploma / BE	5+	Production planning, control and operation. Co-ordinate with marketing and production for monthly schedules. Prepare monthly machine loading plan as per customer requirements and machine capabilities.	4 Lacs	6 Lacs
Senior Engineer Quality / Assistant Manager Quality	Diploma / BE	7+	Responsible for process quality and customer support, as well as for solving customer complaints. Review manufacturing process flow charts, process control plans and new product development.	4 Lacs	8 Lacs
Senior Design Engineer	Diploma / BE	8+	Product design and development including designing document management and drawing review management.	3.5 Lacs	7 Lacs
Sales / Marketing Manager / Regional Sales Manager	MBA	8+	Monitor market trends, competitor activity, industry sales trends and conduct market research. Also responsible for product development. Involved in appointing dealers and sub dealers. Providing training to respective teams.	7 Lacs	10 Lacs
Manager - Supply Chain	Diploma / BE	8+	Accountable for preparation as well as control of budget for the sourcing. Analyzing purchase / supply chain, negotiating the terms, raising the purchase orders, material follow-up for timely delivery and clearing payments.	8 Lacs	12 Lacs
OIL & GAS (EPC)					
Lead Engineer (Civil / Mechanical / Electrical / Chemical / Instrumentation)	B.E	7-9	Responsible for construction of upstream, downstream facilities, oil reservoirs, cross-country pipelines etc. It's a site based work that includes installation and commissioning of oil and gas facilities.	6.5 Lacs	10 Lacs
Project Lead (Civil / Mechanical / Electrical / Chemical / Instrumentation)	B.E with Other Specialist courses	12-16	Leading the construction of upstream / downstream facilities / oil reservoirs / cross-country pipelines, etc. It's a site based work. Responsible for planning, managing, monitoring, reviewing and approving the overall engineering work regarding appropriate quality, project specifications and contractual requirements.	13 Lacs	18 Lacs
OIL & GAS (DESIGN)					
Senior Design Engineer-Piping	B.E / B.Tech-(Mechanical)	6-12	Conceptualize plant layout, equipment layout, plot plan, GA drawings. Interpretation of industry standards, guidelines and codes for project deliverables.	8 Lacs	13 Lacs
Senior Engineer-Piping Stress	B.E / B.Tech-(Mechanical)	6-12	To evaluate piping stress analysis model with caesar-II, support analysis, good at piping codes, API. Ensure that asset or project discipline engineering activities are executed within budget and schedule.	8 Lacs	14 Lacs
Senior Design Engineer-Process	B.E / B.Tech (Chemical)	6-12	Design of basic engineering and feed engineering, detailing engineering. PFD, PID. To perform engineering functions independently such as process simulations, heat and material balances.	6 Lacs	12 Lacs
Senior Design Engineer-Structural	B.E / B.Tech (Civil)	6-12	Responsible for basic, feed and detail engineering with Stad Pro, Sacs etc. Also prepare calculations, write narrative specifications and develop work schedules.	8 Lacs	14 Lacs
SENIOR LEVEL					
CEMENT					
DGM - Mechanical / Electrical / Instrumentation / Civil	BE	18-21	Head of the department responsible for preventive maintenance and trouble shooting as well as optimum utilization of resources in day-to-day administration.	20 Lacs	24 Lacs

ENGINEERING

Occupation Title	Qualification	Experience (years)	Job Description	Min. Salary (in local currency)	Max. Salary (in local currency)
General Manager - Engineering	BE - Mechanical	22-24	Responsible for all maintenance and brown field projects. Holds the second most senior position in the plant.	25 Lacs	35 Lacs
Unit Head (President / Vice President)	BE - Mechanical / Chemical	25-30	Profit center head managing the cement plant.	45 Lacs	60 Lacs
SUGAR					
Deputy General Manager-Engineering / Technical	BE - Mechanical	20-25	Overall responsibility of operation and cost effective repair and maintenance, preventive maintenance of all sugar mill machineries.	15 Lacs	20 Lacs
Unit Head (General Manager)	BE - Mechanical	26-30	Profit center head who is overall in charge of the plant.	21 Lacs	25 Lacs
AUTOMOBILE INDUSTRY					
Engineer Manager	B.E	12+	Coordinate activities with sales engineers, designers and engineers including Mechanical, electrical and service engineers to answer technical product and application engineering issues.	8 Lacs	12 Lacs
Manufacturing Head	B.E / Diploma	15+	Responsible for all activities related to automation systems. Direction of the operations, design and manufacturing, testing and commissioning departments, that produce a variety of automation, power, distribution and control systems.	12 Lacs	18 Lacs
National Sales Manager / Sales Head / General Manager / Vice President Sales	MBA	16+	Responsible for strategy planning , business planning and operations . Also takes care of sales management.	15 Lacs	20 Lacs
OIL & GAS (EPC)					
Project Head	B.E with Other Specialist courses	15+	Heading the projects in EPC - including onshore / offshore, commissioning of oil and gas facilities, cross-country pipelines, etc.	12 Lacs	16 Lacs
OIL & GAS (DESIGN)					
Lead Engineer-Piping	B.E / B.Tech-(Mechanical)	12-18	To lead a team of design engineers and designers. Conceptualise plant layout,equipment layout and plot plan. Review, prepare and / or check work output of discipline assigned personnel.	14 Lacs	20 Lacs
Principal Engineer-Piping	B.E / B.Tech-(Mechanical)	18+	To handle the total project of the department including team management. Also deliver the project in time with the estimated cost.	21 Lacs	25 Lacs
Lead Engineer-Piping Stress	B.E / B.Tech-(Mechanical)	12-18	To lead engineers and designers. Ensure that designs comply with the relevant codes, standards, regulations and procedure.	15 Lacs	20 Lacs
Principal Engineer-Piping Stress	B.E / B.Tech-(Mechanical)	18+	Responsible for the entire project and co - ordinate with other departments in final delivery.	21 Lacs	25 Lacs
Lead Engineer-Process	B.E / B.Tech (Chemical)	12-18	To lead the engineers and designers. Lead the process discipline in the engineering team and support the engineering manager with regards to managing the process engineering discipline for the business.	13 Lacs	18 Lacs
Principal Engineer-Process	B.E / B.Tech (Chemical)	18+	Lead the preparation of the technical document register (TDR) for process activities. Responsible for the entire project and co - ordinate with other departments in final delivery.	19 Lacs	24 Lacs
Lead Engineer-Structural	B.E / B.Tech (Civil)	12-18	Lead a team of design engineers and designers. Involved in manufacturing complex design and calculations.	12 Lacs	18 Lacs
Principal Engineer-Structural	B.E / B.Tech (Civil)	18+	Responsible for the entire project and co - ordinate with other departments in final delivery. Drive engineering services projects until completion.	19 Lacs	24 Lacs

Occupation Title	Qualification	Experience (years)	Job Description	Min. Salary (in local currency)	Max. Salary (in local currency)
JUNIOR LEVEL					
Sales Officer	Graduate	1-3	Responsible of sales of products in specific territory.	1.5 Lacs	3 Lacs
Trade Market Executive	Graduate	1-3	Handling sales promotion, channel promotions, designing templates, brand portfolio at sales point and vendor management.	1.5 Lacs	3 Lacs
Finance Executive	Commerce Graduate	1-3	Responsible for financial analysis, budgeting, forecasting as well as corporate finance.	1.5 Lacs	3 Lacs
MIDDLE LEVEL					
Assistant Marketing Manager	MBA	4-6	Responsible for promotion of the brand by building categories through customized customer specific interventions. Conceptualisation of new products, formulating of marketing strategies, implementation of product launches and promotional activities.	5 Lacs	8 Lacs
Area Sales Manager	MBA	4-8	Responsible for sales , channel sales, key accounts, institutional sales, including handling dealers, distributors and corporate institutions.	6 Lacs	10 Lacs
Supply Chain Manager	BE / B.Tech / PG Diploma	5-8	Handling supply chain, logistics, vendor management, vendor development, distribution and supply chain planning.	7 Lacs	15 Lacs
Marketing Manager	MBA	6-10	Preparing an annual marketing plan for the division with budgets for all activities showing the sales volumes and projected P & L. Liaise with R & D for product formulation.	10 Lacs	14 Lacs
Sales Manager	MBA	7-12	Handling entire sales including channel sales, key accounts, institutional sales, handling dealers distributors and corporate institutions.	8 Lacs	13 Lacs
Product Manager	MBA	7-12	Handling marketing mix, product development as well as management. Develop strategies related to brand development, positioning, and product launches.	8 Lacs	14 Lacs
SENIOR LEVEL					
Regional Sales Manager	MBA	10-15	Delivering the company's targeted sales within cost, working capital and margin parameters and developing sales potential of the territory.	15 Lacs	22 Lacs
National Sales Manager	MBA	12-18	Responsible for meeting sales targets throughout India and handling the entire sales system .Identify proper marketing channels and harnessing market opportunities. Oversee channel management, administration as well as territory allocation.	25 Lacs	35 Lacs

Occupation Title	Qualification	Experience (years)	Job Description	Min. Salary (in local currency)	Max. Salary (in local currency)
JUNIOR LEVEL					
Customer Service Executive	Graduate	0-1	Handling calls- catering to sales and customer services support for clients across the globe.	1 Lac	2 Lacs
Analyst	Graduate	0-1	Back office operations including data entry, maintenance and analysis for clients in Insurance and financial service. Skilled in MS Excel and MS Access.	1.5 Lacs	2.5 Lacs
Analyst	Commerce Graduate	0-1	Finance and accounting- Working on general ledger, accounts payable, accounts receivable and financial planning and analysis. Commerce graduates with good accounting skills.	1.8 Lacs	3 .5 Lacs
Reporting Data Analyst	BCA / MCA	3-5	Support production of reports, forecast budget , variance analysis; run and develop queries and macros in Excel, VBA, etc.	3.5 Lacs	5 Lacs
Analyst	Masters / M.Phil / Phd	0-1	Investment banking, analytics- working on large data sets, analyzing the same, building statistical models and providing advisory services to clients in financial services and retail domain. Developing scorecards using advanced analytical techniques.	4 Lacs	6 Lacs
Senior Customer Service Executive	Graduate	2-3	Handling calls that cater to sales and customer service support for clients across the globe as well as handling escalations calls from customers.	1.5 Lacs	2.5 Lacs
Senior Analyst	Graduate	2-3	Back office operations including entry, maintenance and analysis of data for clients in Insurance and financial service. Skilled in MS Excel and MS Access.	2.5 Lacs	3.2 Lacs
Senior Analyst	Commerce Graduate	2-3	Finance and accounting- Experience in general ledger, accounts payable, accounts receivable and financial planning and analysis. Commerce graduates with good accounting skills.	3.5 Lacs	4.5 Lacs
Senior Analyst	Masters / M.Phil / Phd	2-3	Investment banking, Analytics- working and analyzing large data sets, building statistical models and providing advisory services to clients in financial services and retail domain as well as developing scorecards using advanced analytical techniques.	6 Lacs	8 Lacs
MIDDLE LEVEL					
Team Lead	Graduate	3-6	Handling team of customer service agents catering to sales and services support for clients across the globe and handling escalations. Also involved in appraisal cycles and team performance.	2.5 Lacs	4 Lacs
Team Lead	Graduate	3-6	Handling a team of data entry operators and responsible for analyzing, reporting and handling escalations in the team.	3.6 Lacs	4.5 Lacs
Team Lead	Commerce Graduate	3-6	Finance and accounting- managing a team of accounting analysts looking into general ledger, accounts payable, accounts receivable and financial planning and analysis.	4 Lacs	6 Lacs
Assistant Manager	Graduate	6-9	Handling team of customer service agents and also responsible for their performance. Handling escalations and over seeing the smooth operations of call center.	4 Lacs	6 Lacs
Assistant Manager	Masters / M.Phil / Phd	3-6	Responsible for developing scorecards using advanced analytical techniques. Working on large data and analyzing the same by building statistical models for providing advisory services to clients. Additionally might lead a small team as well.	8 Lacs	12 Lacs
Assistant Manager	Graduate	6-9	Leading a team and responsible for the performance of data processing analysts. Preparing reports on collective data for submission to clients and interaction with clients.	4 Lacs	6 Lacs
Assistant Manager	Graduate	6-9	Managing team of financial analysts responsible for accounting activities like general ledger, accounts payable, accounts receivable and financial planning and analysis.	6 Lacs	8 Lacs

Occupation Title	Qualification	Experience (years)	Job Description	Min. Salary (in local currency)	Max. Salary (in local currency)
Assistant Manager Regulatory Reporting / External Reporting	B.Com and CA	4-6	Prepare various statements, trend analysis. Review and prepare actual vs. budget reports; MIS reporting and accounting.	5.5 Lacs	7 Lacs
Manager- Service Delivery	B.Com / CA Inter	6-8	Manage the finance and accounts operational delivery by ensuring services and performance are delivered in accordance with senior management and customer's expectations.	8 Lacs	12 Lacs
Manager	Graduate	9-12	Managing the entire customer service operations. Also involved in appraisal cycles and team performance.	6 Lacs	10 Lacs
Manager	Graduate	9-12	Responsible for the entire data operating process of analyzing and reporting. Handling performance appraisals and managing the team, process and operations.	7 Lacs	10 Lacs
Manager	Commerce Graduate	9-12	Responsible for the finance and accounts operations including general ledger, accounts payable, accounts receivable and financial planning and analysis.	8 Lacs	12 Lacs
Manager	Masters / M.Phil / Phd	6-8	Managing analytics, investment banking and over seeing analyzing of large data sets, building statistical models, advisory services to clients and developing scorecards using advanced analytical techniques.	12 Lacs	16 Lacs
SENIOR LEVEL					
Assistant Vice President Operations	B.Com / Any Graduate	9-12	Managing entire operations including people and process as well as handling transitions and migrations of projects and stabilizing the same.	13 Lacs	18 Lacs
Assistant Vice President	Graduate	12-15	Responsible for the entire customer care operations of call taking process catering to sales and customer service. Drive performance management through KPI reporting / measurements for the department / teams and individuals as per agreed framework.	12 Lacs	15 Lacs
Assistant Vice President	Graduate	12-15	Handling the data managing and reporting operations along with process stabilization and re engineering. Own and drive structured follow-up on business performance management with stakeholders.	12 Lacs	16 Lacs
Assistant Vice President	Graduate	12-15	Responsible for the entire gamut of finance and accounting operations including general ledger, accounts payable, accounts receivables and financial planning and analysis. Drive performance management through KPI reporting / measurements for the department / teams and individuals as per agreed framework.	13 Lacs	18 Lacs
Assistant Vice President	Masters	8-12	Managing analytics, investment banking and over seeing analyzing of large data sets, building statistical models, advisory services to clients and developing scorecards using advanced analytical techniques.	16 Lacs	24 Lacs
Vice President	Graduate	15+	Responsible for the entire customer care operations of call taking process catering to sales and customer service.	15 Lacs	20 Lacs
Vice President	Graduate	15+	Handling the data managing and reporting operations along with process stabilization and re engineering.	16 Lacs	20 Lacs
Vice President	Graduate	15+	Responsible for the entire gamut of finance and accounting operations including general ledger, accounts payable, accounts receivables and financial planning and analysis. Own and drive implementation of global process initiatives, including systems implementation.	18 Lacs	24 Lacs
Vice President	Masters / M.Phil / Phd	12+	Managing analytics, investment banking and over seeing analyzing of large data sets, building statistical models, advisory services to clients and developing scorecards using advanced analytical techniques.	24 Lacs	40 Lacs

INFORMATION TECHNOLOGY

Occupation Title	Qualification	Experience (years)	Job Description	Min. Salary (in local currency)	Max. Salary (in local currency)
JUNIOR LEVEL					
Business Analyst	BE / MCA	3-6	Perform systems feasibility studies, analysis and design. Translate business rules and requirements into system specifications. Work closely with engineers and technical support to resolve customer issues. Provide technical application support to users.	4 Lacs	8 Lacs
Senior Business Analyst	BE / B.Tech / MCA	4-6	Understand the user requirements and translate it to the software development team. Understanding of defect workflow, life cycle and strong client interaction.	6 Lacs	8 Lacs
ERP Business Analyst	BE / B.Tech	6	Perform systems feasibility studies, analysis and design as well as participate in project work, including analysis and requirements definition and testing.	4.5 Lacs	8 Lacs
Helpdesk Analyst	BE / MCA	2-3	Experience in IT helpdesk support or international technical support knowledge in remote desktop support via telephone active directory administration, laptop / desktop support, VPN, citrix client support.	2 Lacs	4 Lacs
Database Administrator	BE / MCA	2-3	Responsible for administration and technical maintenance of the company's distributed database system.	2.5 Lacs	5 Lacs
Senior Database Administrator	BE / MCA	3-6	Responsible for day-to-day administration of computerized databases. Responsible for quality control and auditing of databases to ensure accurate and appropriate use of data.	3.5 Lacs	8 Lacs
Desktop support	BE / MCA	2-4	Provide desktop level 2 remote support from offshore. Advanced knowledge in windows XP and basic knowledge in active directory.	1.5 Lacs	3.5 Lacs
Inside Sales Representative	BE / MCA	3-5	Identify leads and generate sales using telephone and internet technologies.	2.5 Lacs	6 Lacs
IT Auditor	BE / MCA	4-6	Plan and execute audits of information systems, platforms, operating procedures and fraud management.	3.5 Lacs	5 Lacs
IT Support Analyst	BE / MCA	4	Provide customer and technical support through analysis and problem solving to facilitate installation, implementation, maintenance, education and documentation of a variety of technologies. Will also create and develop test procedures for systems and applications to ensure proper integration.	1.5 Lacs	5 Lacs
Network Engineer	BE / B.Tech / MCA	4-6	Analyze, operate, administer, maintain, test and implement network interconnections of devices, systems, and / or communication services to meet the functional objectives of the business.	4 Lacs	8 Lacs
Network Specialist	BE / B.Tech / MCA	6	Monitor network to ensure its availability to all users. Observe and control the status and performance of all components of network facilities. Identify, diagnose and resolve problems affecting network performance.	4 Lacs	7 Lacs
Security Consultant	BE / B.Tech / MCA	3-6	Conduct application and system security health-checks, risk assessment, identity and firewall management.	7.5 Lacs	10 Lacs
Seibel Engineer	BE / B.Tech / MCA	3-6	Responsible for integration workflows, business services and creating / modifying integration objects.	5 Lacs	8 Lacs
Senior Technical Writer	BE / MCA	5	Research, analyze, design, develop, write, edit and publish documentation for technical applications, products, training and services. Will also be involved in coordinating entire projects and managing workflow as well as teams.	3 Lacs	7 Lacs
Senior Web Designer	BE / MCA	4-6	Responsible for execution, maintenance, support of large scale web sites. Strong in photo shop, dreamweaver, HTML / DHTML / CSS, tables, layouts, JavaScript / JQuery, crawler friendly HTML / CSS programming and flash, making PPT, MS-office tools.	3.5 Lacs	7 Lacs

Occupation Title	Qualification	Experience (years)	Job Description	Min. Salary (in local currency)	Max. Salary (in local currency)
Software Engineer	BE / MCA	2-3	Design, code and test programmes to support application systems development plan.	2.5 Lacs	5 Lacs
Sr. Software Engineer	BE / MCA	3-6	Analyze, design, develop, test, implement and maintain computer applications systems to meet functional objectives of the business.	4.5 Lacs	9 Lacs
Software QA / Test Analyst	BE / MCA	3-6	Responsible for testing, certifying and auditing software products.	4 Lacs	7.5 Lacs
Solutions Architect	BE - B.Tech / ME - M.Tech	6+	Designing the technical architecture and design of systems or applications.	7 Lacs	12 Lacs
Storage Consultant	BE / B.Tech	3-7	Provide subject matter expertise and technical support on hardware / software requirements of storage products including SAN, NAS, backup and recovery, Capacity planning / application sizing, business continuity and disaster recovery, operating systems administration.	5 Lacs	9 Lacs
Systems / Network Administrator	BE / B.Tech / MCA	2-6	Administer and operate LAN and WAN networks, system management and hardware support.	2.5 Lacs	6 Lacs
Systems Analyst	BE / MCA	3-5	Perform systems feasibility studies, analysis and design to meet user requirements and application. Work closely with engineers and technical support to resolve customer issues. Provide technical application support to users.	2.5 Lacs	5 Lacs
Systems Engineer	BE / MCA	2-3	Provide system design and consultancy to customers. Respond to requests for technical queries and support. Assist to conduct technical training to customers and IT administrators.	2 Lacs	4 Lacs
Systems Programmer	BE / MCA	6	Review, analyze, develop, install and modify programming systems. Analyse and resolve problems associated with operating systems.	4 Lacs	9 Lacs
Technical Consultant	BE / MCA	2-3	Effective and efficient tracking of problems and changes. Continuity of ownership and documentation of IT operational problems from occurrence to resolution. Provide solutions to IT related service problems.	3 Lacs	5 Lacs
Technical Consultant	BE / MCA	3-6	Track problems and changes and provide solutions to IT-related service problems. Continuity of ownership and documentation of IT operational problems from occurrence to resolution, including post-resolution analysis.	4 Lacs	8.5 Lacs
Technical Writer	BE / MCA	3-5	To edit and write complex technical publications that requires coordination with multiple subject matter experts.	3.5 Lacs	6 Lacs
MIDDLE LEVEL					
Database Architect	BE - B.Tech	6-8	Design database applications, such as interfaces, data transfer mechanisms, global temporary tables, data partitions, and function-based indexes to enable efficient access of the generic database structure.	7 Lacs	14 Lacs
Database Manager	BE - B.Tech / ME	8+	Participate in conceptualizing, logical data modeling and physical designing, database implementation, maintenance and support.	10 Lacs	16 Lacs
Infrastructure Architect	BE - B.Tech	6-8	To deliver high value system integration projects. Deep understanding about the buildup of a data center. Should have been part of at least a couple of data center builds.	8 Lacs	12 Lacs
IT Operations Manager	BE - B.Tech / ME - M.Tech	8+	To plan and direct the information technology activities of an organization and coordinate the effective design, implementation and operation of IS systems and applications.	10 Lacs	12.5 Lacs

INFORMATION TECHNOLOGY

Occupation Title	Qualification	Experience (years)	Job Description	Min. Salary (in local currency)	Max. Salary (in local currency)
IT Security Professional	BE - B.Tech	8+	Design, implement, assess, and manage critical security functions such as secure system design and implementation, antivirus and patch management, vulnerability assessment and remediation, and security monitoring and reporting.	7.5 Lacs	12 Lacs
Lead Software Developer	BE / MCA	5-8	Provide guidance and expertise to a team of software developers. Also design programming solutions.	6 Lacs	15 Lacs
MIS Manager	BE / MCA	8-10	Analyze, draft and implement metrics and policies, procedures, controls to track the performance, functionality, structure and back-office processes. Operations reporting-design, development, implementation, measurement and maintenance, as well as capacity analysis.	6 Lacs	8 Lacs
Post-sales Consultant	BE / MCA	6-8	Responsible for implementation and delivery for customers.	7.5 Lacs	12 Lacs
Pre-sales Consultant	BE / MCA	6-8	Provide support in the sales of IT products or services by rendering technical support, product demonstration to customers, RFP participation and solution architecting.	7 Lacs	10 Lacs
Project Manager	BE - B.Tech / ME	8+	Analyze, design, develop, test, implement and maintain computer applications systems to meet functional objectives of the business.	10 Lacs	16 Lacs
Product Architect	BE - B.Tech / ME - M.Tech	8+	Responsible for working closely with product development teams to create, manage and govern software engineering- and architecture-related aspects of product functionality, performance, interoperability, and efficiency of delivery and support.	10 Lacs	20 Lacs
SAP ABAP Consultant	BE - B.Tech	6-8	Should understand SAP development environment and related technologies, Should have technical experience of implementation/support with all documentation, testing, production preparation and go-live aspects.	5 Lacs	10 Lacs
SAP Basis Consultant	BE - B.Tech	6-8	To provide configuration expertise needed to effectively implement the modules using SAP understand SAP development environment and related technologies.	5 Lacs	10 Lacs
SAP HR Consultant	BE - B.Tech	6-8	SAP life cycle implementation experience in HR module covering different phases of implementation from business requirement collection, project analysis, process design, blue print, configuration, integration testing, power user training and production support.	5 Lacs	10 Lacs
Software Architect	BE - B.Tech / ME	6-8	Work with product management and development management to analyze the market place, competition and technology trends. Collaborate with management to prioritize and set direction of overall development efforts. Gather all requirements to formulate appropriate architecture required to provide system functionality.	8 Lacs	14 Lacs
Systems / IT Manager	BE / MCA	7+	Under broad direction, assist in supervising other systems administrators and provide basic job training and guidance on a regular basis.	6 Lacs	12 Lacs
Test Manager	BE - B.Tech / ME	6-8	Develop and manage test strategies and projects.	7.5 Lacs	14 Lacs
Unix Specialist	BE - B.Tech / ME	5-8	Provide functional and hands-on guidance on and roll-out of multiple unix platforms, advanced problem resolution techniques, documenting processes, performance improvement of servers and unix-based applications.	6 Lacs	10 Lacs
Web Applications Developer	BE / MCA	8+	Develop websites using HTML and various scripts. May also develop stored procedures to access DBMS from websites.	6 Lacs	9 Lacs
Helpdesk Manager	BE / MCA	6	Provide customer and technical support through analysis and problem solving to facilitate installation, implementation, maintenance, education and documentation of a variety of technologies.	5 Lacs	7 Lacs

Occupation Title	Qualification	Experience (years)	Job Description	Min. Salary (in local currency)	Max. Salary (in local currency)
IT Support Manager	BE / MCA	6	Provide customer and technical support through analysis and problem solving to facilitate installation, implementation, maintenance, education and documentation of a variety of technologies.	4 Lacs	7 Lacs
Network Manager	BE / B.Tech / MCA	8+	Manage the operation and administration of the company's internal networks, servers, email and network security systems.	7 Lacs	12 Lacs
SENIOR LEVEL					
Chief Information Officer	BE - B.Tech ME - M.Tech	12-18	To provide overall IT strategy and advisory to the organization's business strategy. Manage multiple IT departments and interfaces with all key divisions of the organization to successfully implement and deploy IT-based solutions, on time and within budget. Carry P & L responsibilities.	25 Lacs	35 Lacs
Chief Technology Officer	BE - B.Tech ME - M.Tech	15-18	Leading all the sub-heads including sales, marketing, new business acumen, operations and strategy. Including complete P & L.	30 Lacs	45 Lacs
Delivery Manager	BE - B.Tech ME - M. Tech	10-14	Partner with IT business process team in scoping and requirements definition for projects The scope includes all projects in software development, enhancements, infrastructure projects that the india region IT team develops and deploys.	15 Lacs	25 Lacs
Engineering Head	BE - B.Tech ME - M.Tech	12-18	Help to create and drive overall product strategy, informed by competitive analysis, Prepare and present the product roadmap to customers, prospective clients. Design marketing strategy, events and promotions and lead generation.	18 Lacs	30 Lacs
Enterprise Architect	BE - B.Tech / ME	8-12	Mentor and guide the team, engineers and consultants in their product knowledge, as well as product support and product specialist team members.	12.5 Lacs	20 Lacs
Head IT Operations	BE - B.Tech / ME	10-12	To provide leadership to the IT operations consisting of billing, applications and infrastructure. Has to provide the highest industry level uptimes, process efficiencies to enable a better customer experience through IT systems.	15 Lacs	20 Lacs
Head of Information Systems	BE - B.Tech / ME	12-16	Ensure achievement of business targets by timely analysis and projections of business performance through on time analysis of business results and performance metrics. Create, implement and monitor SOPs around the creation of monthly forecasts.	16 Lacs	22 Lacs
Head of Software Development	BE - B.Tech / ME	12-16	Manage offshore software development for products, leverage product development standards, processes and procedures to ensure consistency and excellence in cycle time, cost and software quality.	16 Lacs	22 Lacs
Program Director	BE - B.Tech / ME	12-18	Manage teams comprising of project directors, managers, team leaders and project personnel. Meet service level agreements or project milestones within budget. Carry P & L responsibilities.	18 Lacs	25 Lacs
Program Delivery Manager	BE - B.Tech / ME	10-14	Partner with IT business process team in scoping and requirements definition for projects. Proven experience in vendor management on execution of leveraging various industry models.	15 Lacs	20 Lacs
Program Manager	BE - B.Tech / ME	10-14	Interact with business unit / region heads and other key function heads to gather requirements, compile regular dashboards highlighting key performance metrics and suggest measures to bridge performance gaps.	14 Lacs	18 Lacs
Sales Director	BE - B.Tech ME - M. Tech	12-18	Formulate and execute sales strategies, meeting the organization's annual sales targets. Manage teams comprising of sales managers, account managers and sales executives. Carry P & L responsibilities.	18 Lacs	28 Lacs

INFORMATION TECHNOLOGY

Occupation Title	Qualification	Experience (years)	Job Description	Min. Salary (in local currency)	Max. Salary (in local currency)
Service Delivery Director	BE - B.Tech ME - M.Tech	12-18	Responsible for service rollouts. Management and coordination of service lines. Customer relationship management. Intermediate to advance infrastructure / technical knowledge. Ensures contractual obligations are met. Manage teams comprising of service delivery managers, team leaders and specialists. Carry P & L responsibilities.	18 Lacs	40 lacs
Software Development Manager	BE - B.Tech / ME	12+	Manage the activities and people associated with a project and the success of that project. Works with users to identify their needs.	10 Lacs	18 Lacs
IT Security Manager	BE - B.Tech / ME	14+	With general autonomy, responsible for global / regional supervision, support and deployment needs in one of six key areas: applications, business unit, customer service, infrastructure, program management and service delivery center.	10 Lacs	18 Lacs
Information Technology Manager	BE - B.Tech / ME	10+	With general autonomy, responsible for global / regional supervision, support and deployment.	10 Lacs	18 Lacs
Web Applications Development Manager	BE - B.Tech / ME	8-10	Experience in analysis, design, development, integration, deployment, management and maintenance of internet and web enabled applications for business solutions and web sites.	8 Lacs	12 Lacs

MEDIA

Occupation Title	Qualification	Experience (years)	Job Description	Min. Salary (in local currency)	Max. Salary (in local currency)
JUNIOR LEVEL					
Executive/Senior Executive Ad Sales Print	Bcom / MBA	2+	Meeting agency / client in their region and generate optimum revenue. Also closely working with print space selling members in their locality / zone.	2 Lacs	4 Lacs
Senior Executive Marketing/ Assistant Manager Marketing	Bcom / MBA	3+	Involves developing and implementing suitable strategy and innovative action plans for promoting sales of advertisements space and subscription sales by keeping in constant touch with advertising agencies and clients.	4 Lacs	5 Lacs
MIDDLE LEVEL					
Assistant Manager-Advertising and Media	Any Graduate and MBA	3-4	Coordinate with internal and external content managers, editors, designers, developers in order to meet the client's needs, the company's policies and based on that make a solid brand strategy.	5 Lacs	7 Lacs
Manager-Advertising and Media	Any Graduate and MBA	5-7	To develop and implement a comprehensible and consistent media strategy increasing awareness about a particular product, service or brand. This involves research, plan, organize and manage all media channels in order to reach the company's goals and objectives.	9 Lacs	12 Lacs
Senior Manager-Advertising and Media	Any Graduate and MBA	6-8	Responsible for increasing awareness about a particular product, service or brand. Develop and monitor success at program, customer segment, and campaign level.	10 Lacs	15 Lacs
Manager Ad Sales	Bcom / MBA	6+	Responsible for bringing in new agency clients by developing sales plans and generating new client business. Prepare client proposals and customized presentations. Identifying prospects and closing media deals.	6 Lacs	8 Lacs
Manager Marketing	Bcom / MBA	6+	To develop, establish and maintain marketing strategies to meet the goals of the organization. Interact with the media and handle all advertising related functions.	6 Lacs	10 Lacs
SENIOR LEVEL					
Head Sales	MBA	12	Proactively prospecting and qualifying potential new advertising accounts. Pitching for new partnerships and the creation, execution and review of campaigns.	14 Lacs	16 Lacs
Associate Director	Any Graduate and MBA	10+	Responsible for leading the strategic direction and identifying business opportunities and solutions on a regular basis.	15 Lacs	22 Lacs
Vice President	Any Graduate and MBA	10+	Develop the media strategy for the direct mail and insert channels to meet marketing and financial objectives and to ensure that existing and planned products are effectively positioned in the market.	20 Lacs	28 Lacs

PHARMA

Occupation Title	Qualification	Experience (years)	Job Description	Min. Salary (in local currency)	Max. Salary (in local currency)
JUNIOR LEVEL					
SALES					
Medical Representative	B.Sc / B.Pharm	1-4	Engaged in the selling and marketing of health care products and supplies. Sales visits through meeting doctors, chemists, stockists, hospitals and achieving set target by making sales.	1.8 Lacs	3.5 Lacs
Territory Manager	B.Sc / B.Pharm	1-5	Maintain and develop relations with existing and new customers through appropriate propositions and sales methods. Also Implement product promotion strategy.	3 Lacs	5 Lacs
MARKETING					
Product Executive	Graduate / MBA	1-3	To study demand trends in markets, identify potential customers, reviews competitors' initiatives and develop pricing strategies. Also promote, position and market existing brands of company. This includes new product development, brand building, marketing strategy planning and training field force.	3.5 Lacs	4.5 Lacs
Product Manager	Graduate / MBA	3-6	Design market research projects to assess customer attitudes to the current product range and new product introductions. Assist with the development of the annual marketing plan and for controlling advertising. Training the field force on new developments regarding the companies or competitors products.	5 Lacs	7.5 Lacs
MEDICAL SERVICES					
Medical Advisor / Manager-Medical Services	MBBS /	2-6	To provide medical, clinical, and scientific advisory expertise to all divisions as requested by devising medical education programs. Serve as scientific advisor and provide guidance to project managers on the medical and scientific aspects of assigned project.	6.5 Lacs	10 Lacs
MIDDLE LEVEL					
SALES					
Area Sales Manager	B.Sc / B.Pharm	4-6	Recruiting, training and managing people responsible for sales. Also involved in formulating business plans and channel management.	5 Lacs	8 Lacs
Regional / Zonal Sales Manager	B.Sc / B.Pharm	6-10	Responsible for regional sales and collection, budgets, performance and development of the area managers and medical representatives.	8 Lacs	12 Lacs
National Sales Manager	B.Sc / B.Pharm / MBA	10-18	Head sales department of company and shall be responsible for sales management and to achieve company's target including retention and development of field force.	12 Lacs	18 Lacs
MARKETING					
Senior Product Manager	Graduate / MBA	4-7	Taking care of all the product management activities, brand promotion developing strategies and handling KOL increasing market share.	6 Lacs	9 Lacs
Group Product Manager	Graduate / MBA	6-10	Responsible to guide for product promotion strategies and lead the team of product managers.	8 Lacs	12 Lacs
Marketing Manager	Graduate / MBA	10-14	Manage marketing programs that promote products to health-care professionals, while assisting with sales goals involving branding, communications, collateral development, product and service development, research, communication projects, sales programs, customer relations and event coordination.	12 Lacs	15 Lacs

Occupation Title	Qualification	Experience (years)	Job Description	Min. Salary (in local currency)	Max. Salary (in local currency)
MEDICAL SERVICES					
Senior Manager / Deputy General Manager- Medical Services		7-12	Handling medico-marketing activities concerning companies products. Ensure that the profile of the company remains high amongst stakeholders like doctors, patients, paramedics, associations etc. by developing and maintaining a close rapport through liaison and networking.	12 Lacs	17 Lacs
TECHNICAL OPERATIONS					
Manager- Formulation Development	M.Pharm	8-10	Develop product from conceptualization to the filing and commercialization. Should have exposure to patent. Planning detailed activities related to formulations and execution within targeted time limits and on cost effective basis.	8 Lacs	12 Lacs
SENIOR LEVEL					
SALES					
General Manager / Director- Sales	B.Sc. / B.Pharm / MBA	12-20	Overall P & L responsibility of 2 or more divisions. Involved in new product planning, strategy, market research, sales / marketing responsibility of 2 or more specialty divisions.	15 Lacs	22 Lacs
Vice President- Sales / Marketing	Graduate / MBA	16-25	Overall P & L responsibility of the entire pharma business. Heads sales and marketing. Responsible for charting road map for the business, marketing plans, provide leadership to all the divisions. Involved in media interactions, and thought leader management.	27 Lacs	50 Lacs
MARKETING					
General Manager- Marketing	Graduate / MBA	15-20	Managing all India sales and marketing for the company, keeping track of monthly sales, collections, institutional sales, recruiting sales staff ,establishing a system driven national sales set-up, visiting major clients and regional managers all over India.	16 Lacs	22 Lacs
Vice President- Marketing	Graduate / MBA	18-25	Responsible for developing the generics sales and marketing. Should have an in-depth knowledge and good understanding of the dynamics in the generic formulations, marketing , business development, distribution channels and institutional marketing in the generic markets.	25 Lacs	45 Lacs
MEDICAL SERVICES					
Head- Medical Affairs / General Manager- Medical Services		10-16	Overseeing, directing and implementing medical services includes managing medical staff, budgets and procedures. This includes formulating policies and procedures to deliver accredited medical services to meet all medical standards required by law.	18 Lacs	25 Lacs
Medical Director		16-25	Overall head of the medical services function including medico marketing, clinical research, regulatory affairs, pharmacovigilance.Develop clinical trial programmes to support product registration and marketing.	26 Lacs	50 Lacs
TECHNICAL OPERATIONS					
Production Manager	B.Pharm / M.Pharm	7-10	To plan, coordinate, organize, and control production. Ensuring the effective management of production lines of an organization.	6 Lacs	10 Lacs
Head- Production	B.Pharm / M.Pharm	15-20	Heading the production department and overseeing the manufacturing, quality control and assurance of drug substance and drug products and all aspects of product tech transfer and technical operations / manufacturing and quality.	18 Lacs	28 Lacs
Head- Research and Development	M.Pharm / PhD	15-25	Head the entire research and development activities for the pharmaceuticals division, driving a qualified team of scientists, for new product development, innovation, drug discovery.	28 Lacs	50 Lacs

REAL ESTATE & INFRA

Occupation Title	Qualification	Experience (years)	Job Description	Min. Salary (in local currency)	Max. Salary (in local currency)
JUNIOR LEVEL					
Service Engineer	B.Tech - Civil	2-4	To check design data, design drawings, approve shop drawings submitted by contractor, review pump specifications, installation, testing and commissioning of STP and WTP.	2.5 Lacs	5 Lacs
Junior Billing	B.Tech - Civil	2-4	Responsible for billing, project billing, quantity surveyor, surveys on projects, billing analysis, report generation, and site billing details maintenance.	2.5 Lacs	5 Lacs
Junior Purchase	Graduate	2-4	Preparation of comparative statement of bids, checking for errors in bid document, keeping track of approved quantities with actual quantities, assisting in material reconciliation, bill verifications, preparation and checking of rate analysis.	2.5 Lacs	5 Lacs
Site Engineer	B.Tech - Civil	2-4	Based in the project execution site, handles site work, end to end execution, able to work with vendors and handle workers.	2.5 Lacs	5 Lacs
Legal Executive	L.L.B and Company secretary	2-4	Responsible for drafting, vetting documents, and handling legal issues and court cases.	4 Lacs	6 Lacs
Senior Sales Executive	Graduate / MBA	2	Responsible for sales, relationship management and high net worth individuals portfolio management.	5 Lacs	7 Lacs
MIDDLE LEVEL					
Architect Design	B.Arch / M.Arch	4-7	Prepare critical analysis reports, discuss changes with architect, review and approve concept drawings after presenting to management review team. Provide supports for sanctions and approvals.	5 Lacs	10 Lacs
Assistant Manager - Business Development	Graduate / MBA	5	Formulate business proposals for prospective clients as well as identify new business opportunities.	7 Lacs	10 Lacs
Manager Finance	Graduate / CA	5	Financial and business valuation, preparation of presentation for mergers and acquisitions, including financial modeling, Industry and company analysis.	10 Lacs	12 Lacs
Civil Engineer	B.Tech - Civil	5-9	Handle all the activities related to the project such as operations and management, planning, scheduling, monitoring and project tracking. Coordinating with the architects, consultants and contractors.	5 Lacs	9 Lacs
Electrical Engineer	B.Tech - Electrical	5-9	Responsible for coordinating with the architects, consultants and contractors, overlook drawings of electrical, material submittals, quantities take-off and ordering, supervision of all electrical works, quality control / quality assurance, contractors bill checking etc.	5 Lacs	9 Lacs
Mechanical Engineer	B.Tech - Mechanical	5-9	Responsible for coordinating with the architects, consultants and contractors, overlook drawings of plumbing and fire fighting, material submittals, quantities take-off and ordering, supervision of all plumbing and firefighting works, quality control / quality assurance, contractors bill checking etc.	5 Lacs	9 Lacs
Assistant Manager Legal	L.L.B,C.S	5-9	Drafting / vetting of agreements and legal documents, coordinating, monitoring and attending to litigation / court matters, liaison with advocates / solicitors. Maintenance of secretarial records, management of trust / retrieval funds.	7 Lacs	11 Lacs

Occupation Title	Qualification	Experience (years)	Job Description	Min. Salary (in local currency)	Max. Salary (in local currency)
SENIOR LEVEL					
Contract Manager	B.Tech / M.B.A	12-16	Handle tendering process, from preparing draft, contract documents and work orders. Address contractual non-conformity by vendors as reported by project execution team. Document all contractual non-conformity by vendor for future reference, and be part of the final settlement of the contractors bills / claim.	10 Lacs	15 Lacs
Project Manager	B.Tech / M.Tech Civil	12-16	Monitor the progress of work of all the sites. Handle all the activities related to the project such as operations and management as well as planning, scheduling, monitoring and project tracking. Coordinating with the architects, consultants and contractors.	15 Lacs	25 Lacs

RETAIL

Occupation Title	Qualification	Experience (years)	Job Description	Min. Salary (in local currency)	Max. Salary (in local currency)
JUNIOR LEVEL					
Executive - Retail or Corporate Sales	Graduate / MBA	2+	Responsible for customer relationship management and sales.	3 Lacs	5 Lacs
Key Accounts Executive	Graduate / MBA / Diploma	2.5+	Responsible for client relationship, client acquisition, client retention, and key account management.	3 Lacs	5.5 Lacs
Merchandiser	MBA	3.5+	Responsible for ensuring that products appear in the right store at the appropriate time and in the correct quantities which involves planning stock levels and monitoring performance.	3.5 Lacs	5.5 Lacs
MIDDLE LEVEL					
Visual Merchandiser	MBA / Diploma	4+	Responsible for designing, developing and taking charge of the visual look of the store and its merchandise. This includes executing merchandising strategies by creating and maintaining visual displays in the store windows and on the sales floor.	5 Lacs	10 Lacs
Brand Manager	MBA	5+	Branding, advertising, marketing, publishing, corporate communication, interaction with sales and production team.	7 Lacs	15 Lacs
Manager - Inventory	MBA / Diploma in Production	6+	Responsible for protecting the inventory from damage, loss and theft. Tracking and replenishing merchandise.	6 Lacs	12 Lacs
SENIOR LEVEL					
Senior Manager Retail Operations	MBA	7+	Responsible for recommending, evaluating and implementing programs and initiatives to all store locations which involves delivering programs that enable the stores to focus on driving sales, service and value to our customers.	15 Lacs	22 Lacs
Head Affiliations	MBA	8+	Responsible for affiliate management, corporate sales, client relationship, key account management, client acquisition and handling escalations. Also involved in direct marketing, advertising and corporate communication.	12 Lacs	25 Lacs
Head Ecommerce	MBA / Diploma	8+	Implementation of all change, delivered through the online channel, including the management of all websites. Set up and run online shopping portal.	12 Lacs	20 Lacs

Occupation Title	Qualification	Experience (years)	Job Description	Min. Salary (in local currency)	Max. Salary (in local currency)
JUNIOR LEVEL					
Sales Executive	Graduate	1.5-2	Generating leads and giving presentations to corporate customer as well as acquiring new corporate clients for the company.	1 Lac	3.5 Lacs
Senior Sales Executive	Graduate	2.5-4	Responsible for channel sales, dealer handling, MIS reporting, and competitors mapping.	2.5 Lacs	5.15 Lacs
Regional Executive / Senior Regional Executive	Graduate / MBA	3-4.5	Handle primary and secondary sales, distributor management, MIS reporting, team handling, competitors mapping, as well as ensuring quick responses to escalations, resolving presales and post sales issues. Responsible for area allotted in terms of revenue generation and customer retention and acquisition.	2.5 Lacs	5.15 Lacs
MIDDLE LEVEL					
Territory Manager	Graduate / MBA	4.5-7	Responsible for team handling, accountable for revenue generation and distributor handling for the location allocated. Maintaining daily, weekly and monthly tracking of sales targets vs. achievements for the above allocated territory. Distributor management, financial management. Visiting potential retailers to prospects for new business, contract negotiation and closing sales.	5 Lacs	7 Lacs
Area Sales Manager	Graduate / MBA	5-8	Responsible for team handling, achieving predefined sales / revenue targets and preparing periodic MIS reports including achievements and forecasts. To increase revenue market share through high revenue solutions and services. To structure business cases for new branch launches. To recruit, train and motivate sales team / channel partners to perform at desired levels and ensure recruitment, separation, settlement and transition processes are handled smoothly.	7 Lacs	10 Lacs
Key Account Manager	Graduate / MBA	5.5-10	Responsible for big accounts / customers those are of importance to the organization. Increasing sales and market share in the assigned set of accounts, developing and exploring markets into profitable centers. Work closely with project management and product management team in providing customer solutions. Creating new profitable acquaintance for the organization and penetrating the product portfolio on existing customers to give profitable output.	6 Lacs	10 Lacs
Zonal Sales Manager	Graduate / MBA	8-12	Ensuring the adherence of key processes and implementing process compliance that is impacting customer delight parameters. Manage business operations in allotted districts. Responsible for budgets and profit cost management.	8 Lacs	11 Lacs
Regional Sales Manager	Graduate / MBA	8-12	To develop and maintain strong relationship with company coordinators. Responsible for sales of postpaid, data card to corporate client through CSA.Accountable for the revenue targets from the assigned set of IT and government accounts. Managing, training and retaining a team of channel field staff, backend staff and Tls,planning and implementing promotional activities for channel and customers. Responsible for budgets and profit cost management.	9 Lacs	14 Lacs
District Manager	Graduate / MBA	8+	Responsible for certain number of districts, team handling, accountable for sales of all product and services of those districts, revenue generation, networking / distribute / channel business handling. Mentoring, training and generating revenue. Responsible for new acquisition as well as budgets and profit cost management.	8.5 Lacs	14 Lacs

Occupation Title	Qualification	Experience (years)	Job Description	Min. Salary (in local currency)	Max. Salary (in local currency)
SENIOR LEVEL					
Cluster Head	Graduate / Preferably MBA	10-15	Responsible for expansion and profitability of product business, To ensure customer acquisition and market share target achievement as per business plans. Provide strategic direction for circle business in terms of geographic thrust and consumer segments, channel management and productivity. Ensure targeted productivity norms for channels.	15 Lacs	20 Lacs
Sales Head	Graduate / Preferably MBA	12-16	Responsible for the account management of the accounts of states (No. of state responsible in KRA),Responsible for the sales of products for example (Mobile Voice / Mobile Data Products), Responsible for sales of fixed line voice and data products. Responsible for the servicing of the accounts through the integrated zonal channel structure. Responsible for achieving the budget sales and revenue targets.	20 Lacs	35 Lacs
Retail Head	Graduate / Preferably MBA	12-16	Profit center head, involved in channel and business development, retail chain management and handling multiple products for business growth, competition understanding and strategy building. Team building, mentoring and alignment with management goals, launching new products and brand management. Revenue growth as per the targets, quality of acquisition, growth in no of acquisitions, churn control and maximizing port ins, CSAT Score, profitability / positive ROI of channel .	20 Lacs	30 Lacs
Distribution Head	Graduate / Preferably MBA	16-22	Designing distribution road map for the business and its deliverables. Developing the rural business model and ensuring execution designing and developing with vendors sales automation projects. Business development in the organized trade, leading a team of people with revenue and acquisition targets planning the sales and distribution model for the business and ensuring arms length availability, developing the all India rural distribution model and ensure partner delight and profitability, developing the FMCS model, leveraging sales and service partners together for faster TATs.	25 Lacs	35 Lacs
CEO	Graduate / Preferably MBA	18-22	Responsible for the entire P & L of state and all functions.	1 Crore	3 Crore



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