



KELLY INDIA
2015/16 SALARY GUIDE

KELLY IN INDIA

Kelly Services, Inc. (NASDAQ: KELYA, KELYB) is a leader in providing workforce solutions. Kelly® offers a comprehensive array of outsourcing and consulting services as well as world-class staffing on a temporary, contract and permanent basis. Serving clients around the globe, Kelly provides employment to more than 560,000 employees annually.

Kelly has been at the forefront of the recruitment industry for over 60 years and has set the industry benchmark with innovative recruitment and retention strategies. We pride ourselves on delivering a high level of customer service and providing the right talent in accordance with our clients' requirements.

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EXECUTIVE OVERVIEW

Kelly Services is pleased to present the 2015/16 India Salary Guide. The salary ranges in this Guide are based on actual transactions between employers and employees of Kelly Services India and represent a reflection of the job marketplace.

2015 has been a year of growth in employment. India's labour market is bullish on job creation and hiring sentiments continue to be positive, reflected in the appraisal and hiring budgets of multinationals and Indian organisations. New-age sectors such as e-commerce are turning out to be especially lucrative for jobseekers, with attractive salaries, growth and learning opportunities.

In India's competitive employment markets, successful organisations need to have a strong talent strategy. Good talent may not stay and often talent has to be brought to augment business growth. Gaining access to the right talent is not easy as supply and demand are hard to predict.

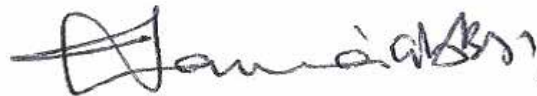
Today's competitive advantage lies in understanding where different types of talent come from, how to attract and engage them, and—most importantly—how to design a roadmap for incorporating talent into an organisation's business processes, decisions, and planning.

Progressive companies need to step up their talent engagement efforts to attract, retain and nurture their workforce. People are the only resource that can confront constant change and unforgiving competition. Human resource managers have to strike the right balance on workforce costs while attracting and retaining the right talent.

The economy is growing steadily with official projections of 7.5 per cent and investor sentiment is largely upbeat. We believe we will see more employment created across sectors. Interestingly, we are also seeing a large portion of India's workforce moving from the informal to the organised market.

On this note, I am proud to present the 2015/16 Kelly India Salary Guide which offers a look at our business landscape, market insights and trends of key industries that are currently driving the nation's economy. I hope this Guide will serve as an useful tool for your talent compensation planning.

My team and I are ready to assist you with specific queries you may have on our sectors of specialisations within India. There are many aspects which make an employee productive; a competitive salary is one of them. I hope this effort of ours provides you that crucial input.



Thammaiah B.N.
Country Director, Kelly Services India

2015/16 SALARY AND HIRING OUTLOOK

TOP 3 HIGHEST PAYING INDUSTRIES



E-commerce



Information Technology



FMCG and Consumer Retail

INDUSTRIES EXPECTING FINANCIAL GROWTH IN 2015/16



HOT JOBS FOR 2015/16

Risk Advisory
INR 3,300,000 – 7,200,000

SEO/SEM Manager
INR 900,000 – 1,400,000

Senior Manager Digital Marketing
INR 1,500,000 – 2,500,000

Marcom/Content Senior Manager
INR 1,000,000 – 1,500,000

Senior Design Engineer
INR 1,815,000 – 3,850,000

Apps Development
INR 2,500,000 – 6,000,000

SOX Compliance
INR 1,100,000 – 1,800,000

Analytics
INR 1,980,000 – 6,000,000

Regulatory Affairs
INR 1,800,000 – 3,200,000

Product R&D
INR 2,500,000 – 5,000,000

BANKING & FINANCIAL SERVICES

India's financial sector is dominated by banking, with commercial banks accounting for over 60 per cent of the total assets held by the financial system. The services sector represents about 57 per cent of the country's gross domestic product (GDP), with the financial services sector being an important contributor.

The sector has performed well on the job creation front with hiring going up by about 20 per cent compared with last year. Salary hikes within companies are trending around 10 to 12 per cent, while those changing jobs have been rewarded with 20 to 25 per cent.

The demand for business critical roles continues to see momentum. Roles in Credit & Market Risk are in demand with Analytics being one of the most sort-after career option with companies willing to pay up to 35% more to attract talent. Sales/relationship managers continue to be in demand with attrition levels trending on higher compared to other functions.

From an economic stability standpoint, the banking and financial services sector remains one of the most sound, regulated and organised in India. Studies show that Indian banks and financial institutions are generally resilient and have withstood the global downturn well.

India's financial and economic conditions continue to safeguard the economic interests of the nation and have a good standing internationally. The key to employment growth continues to be policy level reforms and a more aggressive focus on tier II and III towns and rural India.



BANKING & FINANCIAL SERVICES

	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE (PER ANNUM)	
			MIN	MAX
JUNIOR				
Banking Operations	Any Graduate	0-2	385,000	600,000
Corporate Banking	Finance Graduate	0-2	385,000	600,000
HNI Banking	MBA	1-3	550,000	1,080,000
Risk Advisory	MBA/CA/CFA	2-4	880,000	1,800,000
Compliance	Certified Professionals	2-4	550,000	1,200,000
Mergers & Acquisitions	MBA/CA/CFA	2-4	880,000	1,800,000
Fund Management	MBA/CA/CFA	2-4	880,000	1,800,000
Treasury Operations	Masters/MBA	2-4	550,000	1,200,000
Relationship Managemet	MBA	2-4	440,000	840,000
Training	Any Graduate	2-4	440,000	720,000
Human Resources	MBA	2-4	440,000	720,000
Loan	MBA	2-4	440,000	720,000
MIDDLE				
Sales	MBA	2-6	660,000	1,440,000
Banking Operations	Any Graduate	2-6	660,000	1,200,000
Corporate Banking	Finance Graduate	2-6	770,000	1,440,000
HNI Banking	MBA	4-8	660,000	1,440,000
Risk Advisory	MBA/CA/CFA	5-9	1,100,000	2,160,000
Compliance	Certified Professionals	5-9	1,100,000	2,160,000
Mergers & Acquisitions	MBA/CA/CFA	5-9	2,200,000	3,600,000
Fund Management	MBA/CA/CFA	5-9	1,760,000	2,880,000
Treasury Operations	Masters/MBA	5-9	660,000	1,440,000
Relationship Managemet	MBA	5-9	880,000	1,440,000
Training	Any Graduate	5-9	880,000	1,440,000
Human Resources	MBA	5-9	880,000	1,440,000
Loan	MBA	5-9	880,000	1,440,000

BANKING & FINANCIAL SERVICES

SENIOR	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE (PER ANNUM)	
			MIN	MAX
Sales	MBA	10-15	1,650,000	2,880,000
Banking Operations	Any Graduate	10-15	1,320,000	2,160,000
Corporate Banking	Finance Graduate	10-15	1,650,000	2,880,000
HNI Banking	MBA	10-15	1,650,000	2,880,000
Risk Advisory	MBA/CA/CFA	10-15	3,300,000	7,200,000
Compliance	Certified Professionals	10-15	2,200,000	4,200,000
Mergers & Acquisitions	MBA/CA/CFA	10-15	3,300,000	7,200,000
Fund Management	MBA/CA/CFA	10-15	2,200,000	4,200,000
Treasury Operations	Masters/MBA	10-15	1,650,000	2,880,000
Relationship Managemet	MBA	10-15	1,650,000	2,880,000
Training	Any Graduate	10-15	1,650,000	2,880,000
Human Resources	MBA	10-15	1,650,000	2,880,000
Loan	MBA	10-15	1,650,000	2,880,000



E COMMERCE

The E-commerce sector boomed in 2014 with a myriad of companies being set up and raising funding to rapidly expand. There was considerable hiring of contract workers especially in Housekeeping, Customer Care/Call-centres, Warehouse, Shipment Tracking and Logistics Support.

E-commerce is expected to grow fast across categories, and industries are creating thousands of jobs in this sector. Rising consumer acceptance of buying online will give the sector a further boost, with some expecting to see a 60 per cent growth in the next three years. Hiring is projected to pick up by 30 per cent. Contract hiring during peak seasons are expected to grow 40 per cent.

Positions in demand include E-commerce Marketing Manager, Search Engine Optimisation (SEO) Manager, Web Developer, E-commerce Merchandiser, Data Scientist, Manager - User Experience, Web Content Manager, Social Media Manager and Supply Chain Executives. Those with these skills can fetch salary hikes of 35 to 50 per cent.



E COMMERCE

	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE (PER ANNUM)	
			MIN	MAX
JUNIOR				
Accounts & Finance Executive	Grad/CA-Inter/ICWA	2-5	400,000	650,000
Learning & Development Assistant Manager/Manager	MBA-Tier II/Tier I	2-5	800,000	1,500,000
Product Manager/Category Manager	MBA-Tier II/Tier I	2-5	900,000	1,200,000
SEO/SEM Manager	MBA	3-5	900,000	1,400,000
Strategy	MBA Tier I	<5	1,800,000	2,500,000
SCM Manager	IIT/IIM	4-5	1,800,000	2,500,000
Operation/Procurement	IIT/IIM	<5	1,800,000	2,500,000
HR-ADMIN	MBA	2-5	350,000	600,000
Copy writer/Content Writer	MBA	<5	450,000	700,000
Sales Manager (real estate)	MBA	4-5	450,000	700,000
MIDDLE				
Senior Manager Digital Marketing	MBA-Tier II	5-10	1,500,000	2,500,000
Senior Product Manager	MBA-Tier I	4-10	2,500,000	4,000,000
Business Development Manager	MBA-Tier I	5-8	2,800,000	3,500,000
Strategic Procurement	MBA-Tier I	5-8	2,500,000	3,000,000
Senior Manager-HR	MBA-Tier I	8-15	1,500,000	2,200,000
Logistics & Operation Manager	MBA-Tier I	5-8	1,500,000	2,500,000
Marketing Manager	MBA-Tier II	7-10	1,200,000	2,000,000
Marcom/Content Senior Manager	MBA-Tier II	5-8	1,000,000	1,500,000
Analytics (Sales/Demand/Supply)	IIT/IIM	5-10	1,500,000	4,000,000
Finance Manager	CA	7-15	1,800,000	2,500,000
Visual Merchandiser Senior Manager	MBA/NIFT	7-12	1,200,000	2,000,000
SENIOR				
Business Head HR/Marketing	MBA	15+	3,000,000	5,000,000
VP Marketing	MBA	8-15	2,500,000	4,000,000
Strategic Head	MBA	10-20	3,500,000	5,000,000
Technical Head	MBA	10-20	4,000,000	5,000,000

ENGINEERING

Hiring is expected to gradually pick up in the manufacturing and engineering sectors, with new jobs created for skilled labour.

The "Make in India" campaign has ambitious plans of boosting India's image as a manufacturing hub and increase output to 25 per cent of GDP by 2025, from 16 per cent currently. Foreign direct investment inflows into India's miscellaneous mechanical and engineering industries from April 2000 to January 2015 stood at almost US\$ 4 billion, according to data from the Department of Industries Policy and Promotion.

The sector however is lagging in growth compared to other sectors and requires bold reforms to fast-track growth and create employment. Hiring in many companies has taken a backseat as they wait for new projects, as many private companies follow a project-based hiring model.

On the skills front, design engineers continue to be in demand, especially in the Automotive, Aerospace and Automation space. The engineers will need skills in CAD/CAM, Pro-E and Catia, which can fetch them salary hikes of 30 to 35 per cent.

Many Engineering, Procurement and Construction engineers are also scouting for opportunities abroad, due to a lack of opportunity or unattractive remuneration here.



ENGINEERING

OIL & GAS	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE (PER ANNUM)	
			MIN	MAX
JUNIOR				
Drillers	B.Tech/Diploma	3-5	1,650,000	2,200,000
Directional Driller	B.Tech/Diploma	3-5	1,650,000	2,200,000
Tool Pushers	B.Tech/Diploma	7-10	2,420,000	3,300,000
Mud Loggers	B.Tech/M.Tech/M.Sc	2-5	880,000	1,540,000
Wire line Logging	B.Tech/Diploma	5-7	880,000	1,320,000
MWD/LWD	B.Tech/Diploma	3-5	880,000	1,320,000
Mud Engineer	B.Tech/Diploma	3-5	880,000	1,320,000
Offshore Installation	B.Tech/Diploma	12-15	3,850,000	6,050,000
Coil Tubing	B.Tech/Diploma	5-8	1,650,000	2,860,000
Sales & Application	B.Tech/M.Tech/M.Sc	3-5	1,760,000	3,080,000
Tech Support Real Time Operation	B.Tech/M.Tech/M.Sc	3-5	550,000	990,000
Testing & Subsea (Drill Stem Test)	B.Tech/M.Tech/M.Sc	5-8	1,100,000	1,650,000
Well Completion	B.Tech/Diploma	5-8	1,100,000	1,980,000
Geophysicist	M.Tech/M.Sc- Petrophysics/Physics	5-12	1,650,000	3,850,000
Geologists	M.Tech/M.Sc- Geology/Petroleum Tech	5-12	1,650,000	3,850,000
Petrophysicist	M.Tech/M.Sc- Petrophysics/Physics	5-12	1,650,000	3,850,000
Petroleum Engineer	B.Tech/M.Tech-Petroleum/Gas	5-12	1,650,000	3,850,000
Reservoir Engineer	M.SC-M. Tech	5-12	1,650,000	3,850,000
Surveyors	B.Tech/Diploma	5-12	1,320,000	2,640,000
Production Engineers	B.Tech/Diploma	3-5	550,000	1,320,000
Mechanical/Electrical/Instrumentation/Civil	B.Tech/Diploma	3-5	550,000	1,320,000
HSE	B.Tech/Diploma	3-5	550,000	1,320,000
Fire & Safety	B.Tech/Diploma	3-5	550,000	1,320,000
Terminal Operations	B.Tech/Diploma	3-5	550,000	1,320,000
Quality Assurance	B.Tech/Diploma	3-5	550,000	1,320,000

ENGINEERING

	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE (PER ANNUM)	
			MIN	MAX
Process Engineers	BE/B. Tech (Chemical)	4-10	770,000	3,080,000
Civil & Structural Engineers	BE/B. Tech (Civil)	4-10	880,000	2,750,000
Insrtumentation	BE/B. Tech (Instrumentation)	4-10	880,000	2,200,000
Piping	BE/B. Tech (Mechanical)	4-10	880,000	2,420,000
Pipe Stress	BE/B. Tech (Mechanicall)	4-10	880,000	2,420,000
Rotating/Static Equipment	BE/B. Tech (Mechanicall)	4-10	880,000	2,750,000
Projects	BE/B. Tech (Mechanical/Instrumentation/Civil/Chemical)	4-10	660,000	2,200,000
MIDDLE				
Drillers	B.Tech/Diploma	5-10	1,870,000	2,640,000
Directional Driller	B.Tech/Diploma	5-7	2,200,000	3,300,000
Tool Pushers	B.Tech/Diploma	10-15	3,300,000	3,960,000
Mud Loggers	B.Tech/M.Tech/M.Sc	5-7	1,650,000	2,200,000
Wire line Logging Engineer	B.Tech/Diploma	7-10	1,650,000	2,200,000
MWD/LWD Engineer	B.Tech/Diploma	5-8	1,650,000	2,200,000
Mud Engineer	B.Tech/Diploma	5-10	1,980,000	2,640,000
Offshore Installation	B.Tech/Diploma	15-20	5,500,000	6,600,000
Coil Tubing	B.Tech/Diploma	8-10	2,640,000	3,300,000
Sales & Application Engineer	B.Tech/M.Tech/M.Sc	5-8	2,640,000	3,960,000
Tech Support Real Time Operation	B.Tech/M.Tech/M.Sc	5-8	1,100,000	1,650,000
Testing & Subsea Engineer (Drill Stem Test)	B.Tech/M.Tech/M.Sc	8-10	1,980,000	2,640,000
Well Completion Engineer	B.Tech/Diploma	8-10	1,980,000	2,640,000
Geophysicist	M.Tech/M.Sc- Petrophysics, Physics	15-18	5,280,000	6,600,000
Geologists	M.Tech/M.Sc- Geology/Petroleum Tech	15-18	5,280,000	6,600,000
Petrophsicist	M.Tech/M.Sc- Petrophysics/Physics	15-18	5,280,000	6,600,000
Petroleum Engineer	B.Tech/M.Tech- Petroleum/Gas	15-18	5,280,000	6,600,000
Reservoir Engineer	M.SC-M.Tech	15-18	5,280,000	6,600,000
Surveyors	B.Tech/Diploma	12-15	2,640,000	3,960,000

ENGINEERING

	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE (PER ANNUM)	
			MIN	MAX
Production Engineers	B.Tech/Diploma	12-15	2,200,000	3,300,000
Mechanical/Electrical/Instrumentation/Civil	B.Tech/Diploma	12-15	2,200,000	3,300,000
HSE	B.Tech/Diploma	12-15	2,200,000	3,300,000
Fire & Safety	B.Tech/Diploma	12-15	2,200,000	3,300,000
Terminal Operations	B.Tech/Diploma	12-15	2,200,000	3,300,000
Quality Assurance	B.Tech/Diploma	12-15	2,200,000	3,300,000
Process Engineers	BE/B. Tech (Chemical)	12-18	1,760,000	4,950,000
Civil & Structural Engineers	BE/B. Tech (Civil)	12-18	1,760,000	3,850,000
Insrtumentation Engineers	BE/B. Tech (Instrumentation)	12-18	1,320,000	3,080,000
Piping Engineers	BE/B. Tech (Mechanical)	12-18	1,760,000	3,300,000
Pipe Stress	BE/B. Tech (Mechanicall)	12-18	1,760,000	3,850,000
Rotating/Static Equipment Engineers	BE/B. Tech (Mechanicall)	12-18	1,760,000	3,300,000
Projects	BE/B. Tech (Mechanical/Instrumentation/Civil/Chemical)	12-18	1,320,000	2,750,000
SENIOR				
Drillers	B.Tech/Diploma	10-15	2,090,000	3,960,000
Directional Driller	B.Tech/Diploma	7-10	2,420,000	3,960,000
Tool Pushers	B.Tech/Diploma	15-20	3,080,000	5,280,000
Mud Loggers	B.Tech/M.Tech/M.Sc	7-10	1,760,000	3,960,000
Wire line Logging Engineer	B.Tech/Diploma	10-15	1,870,000	2,640,000
MWD/LWD Engineer	B.Tech/Diploma	8-10	2,200,000	2,640,000
Mud Engineer	B.Tech/Diploma	10-15	2,310,000	3,960,000
Offshore Installation	B.Tech/Diploma	20-25	4,950,000	9,900,000
Coil Tubing	B.Tech/Diploma	10-15	3,520,000	5,280,000
Sales & Application Engineer	B.Tech/M.Tech/M.Sc	10-15	3,520,000	4,950,000
Tech Support Real Time Operation	B.Tech/M.Tech/M.Sc	8-10	1,650,000	2,200,000
Testing & Subsea Engineer (Drill Stem Test)	B.Tech/M.Tech/M.Sc	10-15	2,750,000	3,960,000
Well Completion Engineer	B.Tech/Diploma	10-15	2,310,000	3,960,000

ENGINEERING

	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE (PER ANNUM)	
			MIN	MAX
Geophysicist	M.Tech/M.Sc- Petrophysics, Physics	18-25	5,500,000	9,900,000
Geologists	M.Tech/M.Sc- Geology/Petroleum Tech	18-25	5,500,000	9,900,000
Petrophysicist	M.Tech/M.Sc- Petrophysics, Physics	18-25	5,500,000	9,900,000
Petroleum Engineer	B.Tech/M.Tech- Petroleum/Gas	18-25	5,500,000	9,900,000
Reservoir Engineer	M.SC-M.Tech	18-25	5,500,000	9,900,000
Surveyors	B.Tech/Diploma	15-20	2,970,000	5,280,000
Production Engineers	B.Tech/Diploma	15-20	3,520,000	5,280,000
Mechanical/Electrical/Instrumentation/Civil	B.Tech/Diploma	18-25	3,520,000	5,500,000
HSE	B.Tech/Diploma	18-25	3,300,000	5,500,000
Fire & Safety	B.Tech/Diploma	18-25	3,520,000	4,400,000
Terminal Operations	B.Tech/Diploma	18-25	3,520,000	4,950,000
Quality Assurance	B.Tech/Diploma	18-25	3,080,000	5,280,000
Process Engineers	BE/B. Tech (Chemical)	18-25	2,750,000	7,700,000
Civil & Structural Engineers	BE/B. Tech (Civil)	18-25	2,750,000	6,600,000
Insrtumentation Engineers	BE/B. Tech (Instrumentation)	18-25	2,200,000	5,500,000
Piping Engineers	BE/B. Tech (Mechanical)	18-25	2,750,000	6,050,000
Pipe Stress	BE/B. Tech (Mechanicall)	18-25	2,750,000	6,050,000
Rotating/Static Equipment Engineers	BE/B. Tech (Mechanicall)	18-25	2,420,000	5,500,000
Project	BE/B. Tech (Mechanical)	18-25	1,650,000	4,950,000

ENGINEERING

	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE (PER ANNUM)	
			MIN	MAX
POWER				
JUNIOR				
Design Engineer	BE/Tech/Mechanical	4-6	770,000	1,540,000
Instrumentation Control	BE/Tech/Instrumentation	4-6	550,000	1,320,000
HSE	BE/Tech/Mechanical	3-6	550,000	1,540,000
BOP	BE/Tech/Electrical/Mechanical	4-6	880,000	1,760,000
Civil	BE/Tech/Civil	3-5	550,000	1,320,000
Transmission Engineer	BE/Tech/Electrical	4-6	715,000	1,320,000
Product Development	BE/Tech/Electronics	4-6	880,000	1,540,000
System Engineering	BE/Tech/Mechanical	4-9	550,000	1,430,000
Plant Operations	BE/Tech/Mechanical	4-6	660,000	1,320,000
Procurement	BE/Tech/Electrical/Mechanical	3-5	550,000	1,540,000
Installation	BE/Tech/Electrical/Mechanical	3-6	550,000	1,210,000
Project	BE/Tech/Mechanical	2-5	440,000	1,100,000
Supply Chain/Logistics	BE/Tech/Electrical/Mechanical	2-5	440,000	990,000
Quality	BE/Tech/Electrical/Mechanical	2-6	440,000	1,100,000
STG	BE/Tech/Mechanical	4-7	330,000	1,100,000
Systems Designer	Be/Tech/Diploma	3-5	330,000	880,000
Plant Inspection	Dipolma	2-5	220,000	660,000
MIDDLE				
Lead Design	BE/Tech Mechanical	8-14	1,650,000	3,300,000
Instrumentation Control	BE/Tech Instrumentation	8-12	1,540,000	2,420,000
HSE	BE/Tech/Diploma Mechanical	7-12	1,320,000	3,080,000
BOP	BE/Tech/DiplomaElectrical/Mechanical	8-10	1,320,000	4,070,000
Engineer Civil	BE/Tech Civil	7-12	1,100,000	3,080,000
Transmission	BE/Tech Electrical	8-12	1,100,000	3,850,000
New Product Development	BE/Tech Electronics	10-15	1,100,000	3,520,000

ENGINEERING

	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE (PER ANNUM)	
			MIN	MAX
System Engineering	BE/Tech Mechanical	10-15	1,320,000	2,750,000
Plant Operations	BE/Tech Mechanical	8-14	1,210,000	2,530,000
Procurement	BE/Tech Electrical/Mechanical	10-15	1,100,000	2,860,000
Installation	BE/Tech Electrical/Mechanical	10-15	1,650,000	2,420,000
Project	BE/Tech Mechanical	8-14	1,210,000	2,420,000
Supply Chain	BE/Tech Electrical/Mechanical	10-15	1,100,000	2,640,000
Quality	BE/Tech Electrical/Mechanical	10-15	1,320,000	3,080,000
Lead STG	BE/Tech Mechanical	10-15	1,430,000	2,420,000
Plant Inspection	BE/Tech Electrical/Mechanical	10-15	1,100,000	2,090,000
SENIOR				
Design	BE/Tech Electrical/Mechanical	15-20	3,850,000	6,050,000
Instrumentation & Control	BE/Tech Instrumentation	18-25	2,200,000	4,400,000
HSE	BE/Tech Electrical/Mechanical	18-25	5,500,000	7,700,000
BOP	BE/Tech Mechanical	15-20	2,750,000	7,700,000
Principle Engineer Civil	BE/Tech Civil	15-20	2,750,000	3,850,000
Transmission	BE/Tech Electrical	18-25	4,400,000	8,250,000
R&D Director - New Product Development (Project Lead)	BE/Tech Electronics	12-18	2,200,000	3,850,000
DGM/GM - System Engineering	BE/Tech Mechanical	12-18	1,980,000	3,850,000
DGM/GM - Plant Operations	BE/Tech Mechanical	12-18	2,200,000	4,400,000
Procurement	BE/Tech Electrical/Mechanical	18-25	2,750,000	4,400,000
Installation	BE/Tech Electrical/Mechanical	15-20	2,750,000	3,850,000
VP Projects	BE/Tech Mechanical	18-25	2,750,000	5,500,000
Supply Chain	BE/Tech Electrical/Mechanical	15-20	1,980,000	4,950,000
Quality	BE/Tech Electrical/Mechanical	18-25	1,980,000	6,600,000
Principle Engineer STG	BE/Tech Mechanical	15-20	2,200,000	3,850,000

ENGINEERING

AUTOMOBILE & AEROSPACE	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE (PER ANNUM)	
			MIN	MAX
JUNIOR				
CAE Analyst	BE/B. Tech (Instrumentation)	4-10	880,000	2,200,000
Design Engineer	BE/B. Tech (Mechanicall)	4-10	880,000	2,750,000
Purchase Engineer	BE/B. Tech (Mechanicall)	4-10	880,000	2,420,000
SCM Enigneer	BE/B. Tech (Mechanicall)	4-10	880,000	2,750,000
Quality Engineer	BE/B. Tech (Instrumentation)	4-10	880,000	2,200,000
Production Engineer	BE/B. Tech (Mechanicall)	4-10	880,000	2,420,000
Maintenance Engineer	BE/B. Tech (Mechanicall)	4-10	880,000	2,750,000
Mechatronics Engineer	BE/B. Tech (Instrumentation)	4-10	880,000	2,200,000
OEM Sales Engineer	BE/B. Tech (Mechanicall)	4-10	880,000	2,750,000
Process/Industrial/Manufacturing Engineer	BE/B. Tech (Mechanicall)	4-10	880,000	2,420,000
Application Engineer	BE/B. Tech (Mechanicall)	4-10	880,000	2,750,000
Service Engineer	BE/B. Tech (Instrumentation)	4-10	880,000	2,200,000
Homologation Engineer	BE/B. Tech (Mechanicall)	4-10	880,000	2,420,000
Program management/project Management	BE/B. Tech (Mechanicall)	4-10	880,000	2,750,000
Embedded system	BE/B. Tech (Instrumentation)	4-10	880,000	2,200,000
Lead final Assembly Line	BE/B. Tech (Mechanicall)	4-10	880,000	2,750,000
RAMS Engineers	BE/B. Tech (Mechanicall)	4-10	880,000	2,420,000
Engineer Avionics	BE/B. Tech (Mechanicall)	4-10	880,000	2,750,000
Structural Design Engineers	BE/B. Tech (Instrumentation)	4-10	880,000	2,200,000
Configuration Engineers	BE/B. Tech (Mechanicall)	4-10	880,000	2,420,000
Aerospace Stress Engineer	BE/B. Tech (Mechanicall)	4-10	880,000	2,750,000
Aerostructure Design Engineer	BE/B. Tech (Instrumentation)	4-10	880,000	2,200,000

ENGINEERING

MIDDLE	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE (PER ANNUM)	
			MIN	MAX
CAE Analyst	BE Mechanical/Automobile/Production	7-14	990,000	2,035,000
Design Engineer	BE Mechanical/Automobile/Production	7-14	990,000	2,035,000
Purchase Engineer	BE (Any Stream)	8-14	935,000	1,870,000
SCM Engineer	BE (Any Stream)	8-14	935,000	1,870,000
Quality Engineer	BE (Any Stream)	8-14	935,000	1,815,000
Production Engineer	BE (Any Stream)	7-15	825,000	1,980,000
Maintenance Engineer	BE (Any Stream)	8-16	825,000	1,760,000
Mechatronics Engineer	BE Mechatronics	8-15	880,000	1,980,000
OEM Sales Engineer	BE (Any Stream)	7-14	1,045,000	2,200,000
Process/Industrial/Manufacturing Engineer	BE (Any Stream)	7-16	880,000	1,980,000
Application Engineer	BE (Any Stream)	7-16	880,000	2,090,000
Service Engineer	BE (Any Stream)	8-17	660,000	1,650,000
Homologation Engineer	BE (Any Stream)	7-14	935,000	2,145,000
Program management/project Management	BE (Any Stream)	6-14	880,000	2,035,000
Embedded system	BE Electronics & Communications	7-15	880,000	1,980,000
Lead final Assembly Line	BE Mechanical/Automobile/Production	8-12	880,000	1,210,000
RAMS Engineers	BE Mechanical/Electrical	8-12	770,000	1,375,000
Structural Design Engineers	BE Mechanical/Electrical	8-12	660,000	990,000
Configuration Engineers	BE Mechanical/Electrical	8-10	660,000	1,100,000
Aerospace Stress Engineer	BE Mechanical/Electrical	8-14	605,000	935,000
Aerostructure Design Engineer	BE Mechanical	8-14	825,000	990,000

ENGINEERING

SENIOR	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE (PER ANNUM)	
			MIN	MAX
CAE Analyst	BE Mechanical/Automobile/Production	14-25	1,870,000	4,070,000
Design Engineer	BE Mechanical/Automobile/Production	15-25	1,815,000	3,850,000
Purchase Engineer	BE (Any Stream)	16-27	1,540,000	3,080,000
SCM Enigneer	BE (Any Stream)	16-27	1,540,000	3,080,000
Quality Engineer	BE (Any Stream)	15-25	1,540,000	3,080,000
Production Engineer	BE (Any Stream)	16-28	1,540,000	3,300,000
Maintenance Engineer	BE (Any Stream)	16-30	1,485,000	2,970,000
Mechatronics Engineer	BE Mechatronics	16-26	1,925,000	3,190,000
OEM Sales Engineer	BE (Any Stream)	14-23	1,815,000	3,740,000
Process/Industrial/Manufacturing Engineer	BE (Any Stream)	15-27	1,595,000	3,190,000
Application Engineer	BE (Any Stream)	14-24	1,650,000	3,300,000
Service Engineer	BE (Any Stream)	17-29	1,402,500	2,750,000
Homologation Engineer	BE (Any Stream)	14-25	1,650,000	3,135,000
Program management/project Management	BE (Any Stream)	14-24	1,815,000	3,740,000
Embedded System	BE Electronics & Comunications	14-25	1,650,000	3,410,000
Lead final Assembly Line	BE Mechanical/Automobile/Production	14-22	1,650,000	3,300,000
RAMS Engineers	BE Mechanical/Electrical	10-15	1,540,000	1,980,000
Delivery Aerospace	BE Mechanical/Automobile/Production	17-26	1,980,000	5,500,000
Engineer Avionics	BE Mechanical/Electrical	10-15	1,430,000	1,650,000
Structural Design Engineers	BE Mechanical/Electrical	10-15	1,430,000	1,760,000
Configuration Engineers	BE Mechanical/Electrical	10-15	1,320,000	1,540,000
Aerospace Stress Engineer	BE Mechanical/Electrical	10-15	1,320,000	1,540,000
Aerostructure Design Engineer	BE Mechanical	10-15	1,375,000	1,650,000

ENGINEERING

ENGINEERING SERVICES	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE (PER ANNUM)	
			MIN	MAX
JUNIOR				
Manufacturing	BE/Diploma Mechanical	6-8	550,000	880,000
Production	BE/Diploma Production/Mechanical	6-8	550,000	880,000
Maintenance	BE/Diploma Mechanical/Electrical	6-8	550,000	880,000
Quality	BE/Diploma Mechanical/Electical	6-8	550,000	880,000
Process	BE/Diploma Mechanical/Chemical	6-8	550,000	880,000
Automation	BE/Diploma Mechanical/Automation	6-7	550,000	880,000
Design	BE/Diploma Mechanical/Electrical	6-8	550,000	880,000
Project	BE/Diploma Mechanical/Electrical/Chemical	6-7	550,000	880,000
Materials	BE/Diploma Mechanical	6-7	550,000	880,000
Purchase	BE/Diploma Mechanical	7-8	550,000	880,000
Validation	BE/Diploma Chemical/Mechanical	5-6	440,000	770,000
Instrumentation Engineer	BE/Diploma Instrumentation	6-7	550,000	880,000
Electrical Engineer	BE/Diploma Electrical	5-6	440,000	770,000
Mechanical Engineer	BE/Diploma Mechanical	5-7	440,000	770,000
Civil Engineer	BE/Diploma Civil	5-6	495,000	770,000
Paint Shop	BE/Diploma Mechanical	6-7	550,000	880,000
New Product Introduction	BE/Diploma Mechanical	7-8	550,000	880,000
Piping	BE/Diploma Mechanical	7-8	550,000	880,000
Welding	BE/Diploma Mechanical/Electrical	6-7	550,000	880,000
Supplier Quality	BE/Diploma Mechanical	5-6	495,000	770,000
Plant Engineering	BE/Diploma Mechanical/Electrical	5-6	495,000	770,000
HSE	BE/Diploma Environmental	6-7	495,000	770,000
Logistics	BE/Diploma Mechanical	5-6	440,000	770,000
Fire & Safety	BE/Diploma Environmental	5-6	440,000	770,000
SCM	BE/Diploma Mechanical	7-8	550,000	880,000

ENGINEERING

	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE (PER ANNUM)	
			MIN	MAX
Shift supervisor plant engineering	BE/Diploma Mechanical	6-7	550,000	880,000
Plant Inspection	BE/Diploma Mechanical	6-7	550,000	880,000
Planning	BE/Diploma Mechanical/Electrical	5-6	440,000	770,000
Business Development	BE/Diploma Mechanical	5-6	440,000	770,000
Technical	BE/Diploma Mechanical	7-8	550,000	880,000
Sales	BE/Diploma Mechanical	6-7	550,000	880,000
Marketing	BE/Diploma Mechanical	5-6	440,000	770,000
Design & Engineering	BE/Diploma Mechanical/Electrical	7-8	550,000	880,000
PPC	BE/Diploma Mechanical	8-9	550,000	880,000
MIDDLE				
Manufacturing	BE Mechanical	12-14	880,000	880,000
Production	BE Production/Mechanical	10-12	990,000	880,000
Maintenance	BE Mechanical/Electrical	8-10	660,000	880,000
Quality	BE Mechanical/Electrical	10-12	770,000	880,000
Process	BE Mechanical/Chemical	10-13	770,000	880,000
Automation	BE Mechanical/Automation	8-10	660,000	880,000
Design	BE Mechanical/Electrical	10-12	770,000	880,000
Project	BE Mechanical/Electrical/Chemical	8-10	660,000	880,000
Materials	BE Mechanical	8-9	660,000	880,000
Purchase	BE Mechanical	7-8	550,000	880,000
Validation	BE Chemical/Mechanical	10-12	770,000	770,000
Instrumentation Engineer	BE Instrumentation	8-9	660,000	880,000
Electrical Engineer	BE Electrical	7-8	550,000	770,000
Mechanical Engineer	BE Mechanical	7-8	550,000	770,000
Civil Engineer	BE Civil	7-8	550,000	770,000
Paint Shop	BE Mechanical	8-10	660,000	880,000
New Product Introduction	BE Mechanical	10-12	770,000	880,000

ENGINEERING

	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE (PER ANNUM)	
			MIN	MAX
Piping	BE Mechanical	10-12	770,000	880,000
Welding	BE Mechanical/Electrical	6-8	550,000	880,000
Supplier Quality	BE Mechanical	10-13	770,000	770,000
Plant Engineering	BE Mechanical/Electrical	10-12	770,000	770,000
HSE	BE Environmental	10-12	770,000	1,000,000
Logistics	BE Mechanical	12-15	880,000	880,000
Fire & Safety	BE Environmental	8-10	660,000	770,000
SCM	BE Mechanical	10-12	770,000	880,000
Shift supervisor plant engineering	BE Mechanical	8-9	660,000	880,000
Plant Inspection	BE Mechanical	8-10	660,000	880,000
Planning	BE Mechanical/Electrical	10-12	770,000	880,000
Business Development	BE Mechanical	10-12	770,000	1,000,000
Technical	BE Mechanical	12-15	880,000	880,000
Sales	BE Mechanical	10-12	770,000	880,000
Marketing	BE Mechanical	10-12	770,000	880,000
Design & Engineering	BE Mechanical/Electrical	12-15	880,000	1,000,000
PPC	BE Mechanical	12-14	880,000	1,000,000
SENIOR				
Manufacturing	BE/ME Mechanical	15-18	1,760,000	2,200,000
Production	BE/ME Production/Mechanical	13-16	1,650,000	1,980,000
Maintenance	BE/ME Mechanical/Electrical	14-17	1,650,000	1,980,000
Quality	BE Mechanical/Electrical	14-16	1,760,000	2,420,000
Process	BE/ME Mechanical/Chemical	15-18	1,540,000	1,870,000
Automation	BE/ME Mechanical/Automation	12-15	1,430,000	1,760,000
Design	BE/ME Mechanical/Electrical	14-17	1,650,000	2,420,000
Project	BE/ME Mechanical/Electrical/Chemical	12-15	1,650,000	2,200,000
Materials	BE/ME Mechanical	10-13	1,100,000	1,540,000

ENGINEERING

	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE (PER ANNUM)	
			MIN	MAX
Purchase	BE/ME Mechanical	10-12	1,100,000	1,540,000
Validation	BE/ME Chemical/Mechanical	12-16	1,100,000	1,650,000
Instrumentation	BE/ME Instrumentation	10-12	990,000	1,430,000
Electrical Engineer	BE/ME Electrical	8-10	880,000	1,320,000
Mechanical Engineer	BE/ME Mechanical	8-10	880,000	1,320,000
Civil Engineer	BE/ME Civil	8-10	880,000	1,320,000
Paint Shop	BE/ME Mechanical	10-12	990,000	1,320,000
New Product Introduction	BE/ME Mechanical	12-15	1,100,000	1,540,000
Piping	BE/ME Mechanical	13-16	1,210,000	1,540,000
Welding	BE/ME Mechanical/Electrical	8-10	880,000	1,210,000
Supplier Quality	BE/ME Mechanical	15-18	1,540,000	1,870,000
Plant Engineering	BE Mechanical/Electrical	14-16	1,430,000	1,760,000
HSE	BE/ME Environmental	13-15	1,210,000	1,540,000
Logistics	BE/ME Mechanical	16-20	1,320,000	1,650,000
Fire & Safety	BE/ME Environmental	10-12	990,000	1,430,000
SCM	BE/ME Mechanical	14-16	1,100,000	1,540,000
Shift supervisor plant engineering	BE/ME Mechanical	10-12	990,000	1,430,000
Plant Inspection	BE/ME Mechanical	12-15	1,430,000	1,760,000
Planning	BE/ME Mechanical/Electrical	14-16	1,320,000	1,760,000
Business Development	BE/ME Mechanical	13-16	1,100,000	1,540,000
Technical	BE/ME Mechanical	15-19	1,540,000	1,870,000
Sales	BE/ME Mechanical	16-18	1,760,000	2,200,000
Marketing	BE/ME Mechanical	14-16	1,430,000	1,760,000
Design & Engineering	BE/ME Mechanical/Electrical	18-20	1,980,000	2,750,000
PPC	BE/ME Mechanical	18-19	1,760,000	2,200,000

FAST-MOVING CONSUMER GOODS & CONSUMER RETAIL

Hiring in the Fast-Moving Consumer Goods (FMCG) and Consumer Retail sector will continue to rise with the Indian consumer continuing to spend, boosted by an increase in disposable income. FMCG is the fourth largest sector in India's economy.

The FMCG market is expected to grow at a compound annual growth rate (CAGR) of 14.7 per cent to touch US\$110.4 billion by 2020, with the rural FMCG market expected to grow even faster, at a CAGR of 17.7 per cent to reach US\$100 billion by 2025. Over the last few years, FMCG has also enjoyed increased foreign direct investment.

India's consumer confidence continues to remain strong, showing further improvement over the last few quarters as it rides on positive economic environment and lower inflation. According to Nielsen's research, consumer confidence has been improving over the last few quarters.

Hiring is expected to increase in the Demand & Capacity Planning and Logistics functions. There will also be significant hiring across Operations, Merchandising and Inventory, while Sales and Marketing continue to hire. There is an increased emphasis on niche roles like plant R&D manager/directors.

The average salary hike an employee can expect to receive in their current organisation will trend from 8 to 12 per cent and 25 to 30 per cent when changing jobs.



FMCG AND CONSUMER RETAIL

	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE (PER ANNUM)	
			MIN	MAX
JUNIOR				
Environment & Health Safety	Graduate/PG with Diploma in Safety	3-4	500,000	1,200,000
Human Resources	MBA	2-3	300,000	700,000
Area channel management	MBA	2-5	500,000	1,200,000
Trade Marketing	MBA	2-5	500,000	1,400,000
Production/Manufacturing	B.Tech/B.E.	3-5	450,000	1,000,000
Corporate/Market Communication	MBA	3-5	700,000	1,500,000
Market Research	BA/B.Com with MBA	3-5	600,000	1,000,000
MIDDLE				
Plant Operations-Environment & Health Safety	Graduate/PG with Diploma in Safety	5-8	1,200,000	1,800,000
Factory Finance Manager	Chartered Accountant	5-8	1,500,000	2,200,000
Category Manager - Gifting/Packaging/Quality	MBA	5-8	1,800,000	2,500,000
Taxation	Chartered Accountant	5-8	1,400,000	2,400,000
Finance & Accounts	Chartered Accountant	8-12	1,800,000	2,800,000
Project Management	MBA	6-10	1,200,000	2,000,000
Human Resources	MBA	10-12	1,200,000	2,600,000
Regional Channel Management	MBA	8-12	1,800,000	3,200,000
Marketing	MBA	5-8	1,500,000	2,200,000
Logistics	MBA	6-8	1,700,000	2,400,000
Procurement	MBA	7-10	1,500,000	2,500,000
Brand Management/Product Management	MBA	8-10	1,800,000	3,200,000
Demand/Supply Planning	MBA	7-10	1,500,000	2,500,000
Key Accounts Management	MBA	5-10	1,200,000	2,400,000
Process Engineering	B.Tech/M.Tech	5-10	1,800,000	3,000,000
Research & Development	B.Sc/B.Tech/M.Tech	7-12	1,500,000	2,800,000

FMCG AND CONSUMER RETAIL

SENIOR	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE (PER ANNUM)	
			MIN	MAX
Facility Management & Admin	MBA	13-19	2,200,000	4,000,000
Market Research/Consumer Insight	MBA	13-18	2,000,000	3,200,000
Sales Head	MBA	18-25	5,000,000	9,000,000
Unit Head	B.Tech/M.Tech- Mechical/Production	12-18	2,000,000	4,500,000
Financial Controller/CFO	CA/ICWA/MBA	15-20	4,500,000	7,500,000
IT Infrastructure (Project Head)	B.Tech/M.Tech/MBA	12-18	3,000,000	6,000,000
Supply Chain	MBA	15-22	4,000,000	7,500,000



INFORMATION TECHNOLOGY

India is the world's largest sourcing destination for the information technology (IT) industry, accounting for approximately 52 per cent of the US\$124-130 billion market. The industry employs about 10 million Indians and continues to contribute significantly to the economic transformation of the country.

Technology skills that are in demand include Python (Language), Django (Framework), "Ruby-on-Rails", "Groovy" and "Grails". Core Java skills are niche and are in demand. Candidates with Adobe CQ5 skills and Hybris skills are being offered attractive remuneration. These are skills that can fetch salary hikes of 30 to 35 per cent when changing jobs.

We see a trend where experienced executives from large companies are joining start-ups to take on leadership roles. Job growth is also expected to significantly increase with large companies investing in start-ups, an increase in the number of social entrepreneurship in the technology space, and companies formed to support various government initiatives.

Large companies are expected to continue to outsource short term assignments to contractors, resulting in a significant increase in the IT contract workforce. Hiring is expected to pick up in the Social, Mobile, Analytics and Cloud area as a large number of companies are expected to tap this fertile market. Salary hikes employees can expect from their current companies range from 10 to 15 per cent and 20 to 25 per cent when changing jobs.



INFORMATION & TECHNOLOGY

JUNIOR	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE (PER ANNUM)	
			MIN	MAX
TELECOMMUNICATIONS				
Telcordia Granite	BE/B.Tech	4-8	880,000	1,680,000
Netcracker	BE/B.Tech	4-8	990,000	1,920,000
Netcool/NetExpert (Omnibus/Impact/Webtop)	BE/B.Tech	4-8	880,000	1,680,000
Cramer	BE/B.Tech	4-8	770,000	1,560,000
ServiceNow	BE/B.Tech	4-8	990,000	1,920,000
WCDMA (3GPP/NAS/RRC)	BE/B.Tech	4-8	990,000	1,920,000
WLAN (UMAC/CCX)	BE/B.Tech	4-8	990,000	1,920,000
WCDMA (DSP)	BE/B.Tech	4-8	990,000	1,920,000
Intelligent Network (Diameter/SIP/Camel/INAP)	BE/B.Tech	4-8	880,000	1,680,000
ENTERPRISE RESOURCE PLANNING				
SAP	BE/B.Tech/Any Graduation	4-8	968,000	1,800,000
Oracle Apps	BE/B.Tech/Any Graduation	4-8	660,000	1,800,000
JD Edwards	BE/B.Tech/Any Graduation	4-8	880,000	1,920,000
PeopleSoft	BE/B.Tech/Any Graduation	4-8	770,000	1,440,000
SalesForce	BE/B.Tech/Any Graduation	4-8	880,000	1,680,000
Siebel	BE/B.Tech/Any Graduation	4-8	660,000	1,560,000
BAAN	BE/B.Tech/Any Graduation	4-8	550,000	1,680,000

INFORMATION & TECHNOLOGY

	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE (PER ANNUM)	
			MIN	MAX
SOFTWARE DEVELOPMENT				
Android Developers	BE/B.Tech/Any Graduation	4-8	550,000	1,680,000
iPhone Developers	BE/B.Tech/Any Graduation	4-8	770,000	1,920,000
Java	BE/B.Tech/MCA	4-8	330,000	1,680,000
.NET	BE/B.Tech/MCA	4-8	400,000.00	1,400,000
C	BE/B.Tech/MCA	4-8	330,000	1,680,000
C++	BE/B.Tech/MCA	4-8	660,000	1,440,000
PHP	BE/B.Tech/Any Graduation	4-8	330,000	1,200,000
Embedded C	BE/B.Tech/MCA	4-8	600,000	1,400,000
Perl	BE/B.Tech/MCA	4-8	660,000	1,440,000
Python	BE/B.Tech/MCA	4-8	770,000	1,680,000
VB programming	BE/B.Tech/Any Graduation	4-8	440,000	960,000
VC++	BE/B.Tech/MCA	4-8	550,000	1,080,000
PL/SQL Developers	BE/B.Tech/MCA	4-8	440,000	1,080,000
Powerbuilder	BE/B.Tech/MCA	4-8	440,000	1,440,000
AS/400 cobol	BE/B.Tech/MCA	4-8	600000	1,200,000
Flex	BE/B.Tech/MCA	4-8	440,000	1,440,000
Pega	BE/B.Tech/MCA	4-8	660,000	1,320,000
Sybase Unwired, Java,android	BE/B.Tech/MCA	4-8	880,000	1,680,000
IT INFRASTRUCTURE				
Data Center Engineer	BE/B.Tech/Any Graduation	4-8	330,000	1,200,000
Network Engineer	BE/B.Tech/Any Graduation	4-8	275,000	960,000
Oracle DBA	BE/B.Tech/Any Graduation	4-8	550,000	1,560,000
MS SQL DBA	BE/B.Tech/Any Graduation	4-8	440,000	1,680,000
Cloud Architect	BE/B.Tech/Any Graduation	4-8	660,000	1,920,000
Security Engineer	BE/B.Tech/Any Graduation	4-8	440,000	1,680,000
SOC/NOC Engineer	BE/B.Tech/Any Graduation	4-8	330,000	1,080,000

INFORMATION & TECHNOLOGY

	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE (PER ANNUM)	
			MIN	MAX
IT Manager	BE/B.Tech/Any Graduation	4-8	440,000	1,200,000
Windows/Unix Administrator	BE/B.Tech/Any Graduation	4-8	330,000	2,160,001
Bigdata(Hadoop) Admin	BE/B.Tech/Any Graduation	4-8	800,000	1,800,000
BMC Remedy	BE/B.Tech/Any Graduation	4-8	800,000	1,800,000
DATAWAREHOUSING/BUSINESS INTELLIGENCE				
SAS	BE/B.Tech/Any Graduation	4-8	935,000	2,040,000
Datastage	BE/B.Tech/Any Graduation	4-8	660,000	1,560,000
Informatica	BE/B.Tech/Any Graduation	4-8	770,000	1,680,000
Business Objects	BE/B.Tech/Any Graduation	4-8	550,000	1,440,000
Teradata	BE/B.Tech/Any Graduation	4-8	770,000	1,800,000
Cognos	BE/B.Tech/Any Graduation	4-8	990,000	2,040,000
Ab Initio	BE/B.Tech/Any Graduation	4-8	550,000	1,440,000
SSRS	BE/B.Tech/Any Graduation	4-8	550,000	1,320,000
Hyperion	BE/B.Tech/Any Graduation	4-8	550,000	1,680,000
Oracle BI	BE/B.Tech/Any Graduation	4-8	550,000	1,560,000
ENTERPRISE APPLICATION INTEGRATION TOOLS				
Websphere	BE/B.Tech/Any Graduation	4-8	700,000	1,600,000
Weblogic	BE/B.Tech/Any Graduation	4-8	660,000	1,680,000
Tibco	BE/B.Tech/Any Graduation	4-8	660,000	1,200,000
Biztalk	BE/B.Tech/Any Graduation	4-8	660,000	1,320,000
SAP PI	BE/B.Tech/Any Graduation	4-8	550,000	1,200,000
WebMethods	BE/B.Tech/Any Graduation	4-8	660,000	1,680,000
Oracle SOA	BE/B.Tech/Any Graduation	4-8	700,000	1,600,000

INFORMATION & TECHNOLOGY

	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE (PER ANNUM)	
			MIN	MAX
TESTING				
Manual testing	BE/B.Tech/Any Graduation	4-8	550,000	660,000
Automation testing	BE/B.Tech/Any Graduation	4-8	660,000	792,000
Performance Testing	BE/B.Tech/Any Graduation	4-8	660,000	792,000
Security testing	BE/B.Tech/Any Graduation	4-8	660,000	792,000
Black Box testing	BE/B.Tech/Any Graduation	4-8	660,000	792,000
Embedded Testing	BE/B.Tech/Any Graduation	4-8	990,000	1,188,000
Mobile testing	BE/B.Tech/Any Graduation	4-8	880,000	1,056,000
MIDDLE				
ENTERPRISE RESOURCE PLANNING				
SAP	BE/B.Tech/MBA	8-15	1,540,000	3,000,000
Oracle Apps	BE/B.Tech/MBA	8-15	1,320,000	2,640,000
JD Edwards	BE/B.Tech/MBA	8-15	1,320,000	2,640,000
PeopleSoft	BE/B.Tech/MBA	8-15	1,100,000	2,640,000
SalesForce	BE/B.Tech/MBA	8-15	1,320,000	2,400,000
Siebel	BE/B.Tech/MBA	8-15	1,320,000	2,880,000
BAAN	BE/B.Tech/MBA	8-15	880,000	2,160,000
SOFTWARE DEVELOPMENT				
Android Developers	BE/B.Tech/Any Graduation	8-15	1,320,000	3,000,000
iPhone Developers	BE/B.Tech/Any Graduation	8-15	1,320,000	2,880,000
Java	BE/B.Tech/MCA	8-15	1,100,000	2,640,000
.NET	BE/B.Tech/MCA	8-15	1,100,000	2,200,000
C	BE/B.Tech/MCA	8-15	1,540,000	3,600,000
C++	BE/B.Tech/MCA	8-15	1,320,000	2,760,000
PHP	BE/B.Tech/Any Graduation	8-15	990,000	2,280,000

INFORMATION & TECHNOLOGY

	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE (PER ANNUM)	
			MIN	MAX
Perl	BE/B.Tech/MCA	8-15	1,100,000	2,400,000
Embedded C	BE/B.Tech/MCA	8-15	1,540,000	3,360,000
Python	BE/B.Tech/MCA	8-15	1,320,000	2,880,000
VB programming	BE/B.Tech/Any Graduation	8-15	1,100,000	1,800,000
VC++	BE/B.Tech/MCA	8-15	1,100,000	3,000,000
PL/SQL Developers	BE/B.Tech/MCA	8-15	990,000	2,400,000
Powerbuilder	BE/B.Tech/MCA	8-15	1,210,000	2,400,000
AS/400, cobol	BE/B.Tech/MCA	8-15	1,430,000	3,360,000
Flex	BE/B.Tech/MCA	8-15	990,000	2,760,000
Pega	BE/B.Tech/MCA	8-15	1,980,000	4,200,000
Sybase Unwired, Java, Android 2	BE/B.Tech/MCA	8-15	1,650,000	3,600,000
IT INFRASTRUCTURE				
Data Center Engineer	BE/B.Tech/Any Graduation	8-15	1,320,000	2,760,000
Network Engineer	BE/B.Tech/Any Graduation	8-15	990,000	2,160,000
Oracle DBA	BE/B.Tech/Any Graduation	8-15	990,000	2,400,000
MS SQL DBA	BE/B.Tech/Any Graduation	8-15	1,210,000	2,280,000
Cloud Architect	BE/B.Tech/Any Graduation	8-15	1,870,000	3,120,000
Security Engineer	BE/B.Tech/Any Graduation	8-15	1,210,000	2,400,000
SOC/NOC Engineer	BE/B.Tech/Any Graduation	8-15	1,320,000	2,280,000
IT Manager	BE/B.Tech/Any Graduation	8-15	800,000	1,800,000
Windows/Unix Administrator	BE/B.Tech/Any Graduation	8-15	1,000,000	1,600,000
Security architect	BE/B.Tech/Any Graduation	8-15	2,200,000	3,600,000
Server manager	BE/B.Tech/Any Graduation	8-15	1,650,000	2,400,000
Information Security manager	BE/B.Tech/Any Graduation	8-15	1,650,000	2,400,000
ESM delivery manager	BE/B.Tech/Any Graduation	8-15	2,200,000	3,600,000
Project manager-telephony	BE/B.Tech/Any Graduation	8-15	2,200,000	3,600,000
Linux admin	BE/B.Tech/Any Graduation	8-15	1,100,000	2,400,000

INFORMATION & TECHNOLOGY

	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE (PER ANNUM)	
			MIN	MAX
DATAWAREHOUSING/BUSINESS INTELLIGENCE				
SAS	BE/B.Tech/MBA	8-15	1,200,000	2,400,000
Datastage	BE/B.Tech/MBA	8-15	1,100,000	3,000,000
Informatica	BE/B.Tech/MBA	8-15	1,200,000	2,400,000
Business Objects	BE/B.Tech/MBA	8-15	1,000,000	2,640,000
Teradata	BE/B.Tech/MBA	8-15	1,200,000	3,000,000
Cognos	BE/B.Tech/MBA	8-15	1,300,000	3,000,000
Ab Initio	BE/B.Tech/MBA	8-15	1,200,000	3,000,000
SSRS	BE/B.Tech/MBA	8-15	1,100,000	2,400,000
Hyperion	BE/B.Tech/MBA	8-15	1,200,000	3,000,000
Oracle BI	BE/B.Tech/MBA	8-15	1,300,000	3,000,000
Big data	BE/B.Tech/MBA	8-15	1,500,000	3,600,000
MDM	BE/B.Tech/MBA	8-15	1,500,000	3,600,000
ENTERPRISE APPLICATION INTEGRATION TOOLS				
Websphere	BE/B.Tech/Any Graduation	8-15	1,200,000	2,880,000
Weblogic	BE/B.Tech/Any Graduation	8-15	1,200,000	2,760,000
Tibco	BE/B.Tech/Any Graduation	8-15	1,000,000	3,240,000
Biztalk	BE/B.Tech/Any Graduation	8-15	1,000,000	3,240,000
SAP PI	BE/B.Tech/Any Graduation	8-15	1,200,000	2,880,000
WebMethods	BE/B.Tech/Any Graduation	8-15	1,200,000	2,880,000
Oracle SOA	BE/B.Tech/Any Graduation	8-15	1,000,000	2,880,000
MQSeries	BE/B.Tech/Any Graduation	8-15	1,000,000	3,240,000
Vitria	BE/B.Tech/Any Graduation	8-15	1,000,000	2,520,000
iPlanet	BE/B.Tech/Any Graduation	8-15	1,000,000	2,400,000
SAP XI	BE/B.Tech/Any Graduation	8-15	1,000,000	2,400,000
Gentran	BE/B.Tech/Any Graduation	8-15	700,000	2,040,000

INFORMATION & TECHNOLOGY

	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE (PER ANNUM)	
			MIN	MAX
SENIOR				
ENTERPRISE RESOURCE PLANNING				
SAP	BE/B.Tech/MBA	15-20	2,500,000	4,800,000
Oracle Apps	BE/B.Tech/MBA	15-20	2,000,000	4,200,000
JD Edwards	BE/B.Tech/MBA	15-20	2,200,000	4,200,000
PeopleSoft	BE/B.Tech/MBA	15-20	2,000,000	4,200,000
SalesForce	BE/B.Tech/MBA	15-20	2,020,000	4,800,000
Siebel	BE/B.Tech/MBA	15-20	2,500,000	5,400,000
SOFTWARE DEVELOPMENT				
Apps Development	BE/B.Tech/Any Graduation	15-20	2,500,000	6,000,000
iPhone Developers	BE/B.Tech/Any Graduation	15-20	2,400,000	6,000,000
Banking	BE/B.Tech/MCA	15-20	2,200,000	5,040,000
Mainframes; AS/400	BE/B.Tech/MCA	15-20	2,800,000	6,000,000
Pega	BE/B.Tech/MCA	15-20	1,800,000	4,200,000
IT INFRASTRUCTURE				
Data Center Operations	BE/B.Tech/Any Graduation	15-20	2,400,000	4,800,000
IT Head	BE/B.Tech/Any Graduation	15-20	2,800,000	6,000,000
Information Security Head	BE/B.Tech/Any Graduation	15-20	2,000,000	4,800,000
Cloud Architect	BE/B.Tech/Any Graduation	15-20	2,700,000	4,800,000
IT Manager	BE/B.Tech/Any Graduation	15-20	1,900,000	3,600,000
Security Architect	BE/B.Tech/Any Graduation	15-20	2,000,000	4,800,000
DATAWAREHOUSING/BUSINESS INTELLIGENCE				
Delivery Manager - Data Warehouse/Business Intelligence	BE/B.Tech/Any Graduation	15-20	2,500,000	4,200,000
ENTERPRISE APPLICATION INTEGRATION TOOLS				
Delivery Head - EAI	BE/B.Tech/Any Graduation	15-20	2,200,000	4,800,000

INFORMATION TECHNOLOGY ENABLED SERVICES

Information Technology Enabled Services (ITES) workers will experience a boost in employment as new Global In-house Centres (GIC) are entering India, even as existing GICs move up the value chain. Many banks are planning to shift their Financial Shared Services units to India and this will see more jobs getting added over the next few years.

In the back office space, hiring continues to grow as investments are being made to expand teams and support processes. The average salary hike an employee can receive in their current organisation will be around 12 per cent and 20 per cent when changing jobs.

Similar to the Banking and Financial Services space, there is a growing demand for talent in the Analytics domain. India's big data market is expected to hit US\$1 billion in 2015, in line with the global big data market which is expected to hit US\$8 billion.

A lot of Analytics jobs are outsourced to India. This shift is no longer about cost but quality, helping India gain global mindshare in Analytics and Big Data.

Quantitative and Qualitative Analytics are both in demand, with the salary levels rising about 20 per cent from last year, with a potential 20 per cent increase next year.

More graduates have taken up specialisations in statistics in response to rising demand. Bangalore is emerging as the Analytics hub in India, while Mumbai still remains a draw for talent in the Financial Quantitative Research space.

INFORMATION TECHNOLOGY ENABLED SERVICES

	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE (PER ANNUM)	
			MIN	MAX
JUNIOR				
Finance & Accounts	Commerce graduates, MBA finance, Semi qualified and qualified CA/ICWA	0.5-3	198,000	420,000
General Accounting	Commerce graduates, MBA finance, Semi qualified and qualified CA/ICWA	0.5-3	198,000	420,000
General Ledger	Commerce graduates, MBA finance, Semi qualified and qualified CA/ICWA	0.5-3	198,000	420,000
Accounts Payable	Commerce graduates, MBA finance, Semi qualified and qualified CA/ICWA	0.5-3	198,000	420,000
Accounts Receivable	Commerce graduates, MBA finance, Semi qualified and qualified CA/ICWA	0.5-3	198,000	420,000
Financial Planning & Analysis	Commerce graduates, MBA finance, Semi qualified and qualified CA/ICWA	0.5-3	198,000	420,000
Management Reporting	Commerce graduates, MBA finance, Semi qualified and qualified CA/ICWA	0.5-3	198,000	420,000
Business Finance/Corporate Finance	Commerce graduates, MBA finance, Semi qualified and qualified CA/ICWA	0.5-3	198,000	420,000
Audit	Commerce graduates, MBA finance, Semi qualified and qualified CA/ICWA	0.5-3	198,000	420,000
Taxation	Commerce graduates, MBA finance, Semi qualified and qualified CA/ICWA	0.5-3	198,000	420,000
Analytics	Bachelors and Masters in Mathematics and Statistics	0.5-3	440,000	780,000
Risk Analytics/Credit Risk Analytics	Bachelors and Masters in Mathematics and Statistics	0.5-3	440,000	780,000
Marketing Analytics	Bachelors and Masters in Mathematics and Statistics	0.5-3	440,000	780,000
HR Analytics	Bachelors and Masters in Mathematics and Statistics	0.5-3	440,000	780,000
Qualitative Analytics	Bachelors and Masters in Mathematics and Statistics	0.5-3	440,000	780,000
Operations Research	Bachelors and Masters in Mathematics and Statistics	0.5-3	440,000	780,000
Data Analytics	Bachelors and Masters in Mathematics and Statistics	0.5-3	440,000	780,000
Reporting Analytics	Bachelors and Masters in Mathematics and Statistics	0.5-3	440,000	780,000
Customer Service	Finance Graduate	0.5-3	165,000	360,000
Voice Process/Non Voice Process	Finance Graduate	0.5-3	165,000	360,000
Operations	Finance Graduate	0.5-3	165,000	360,000

INFORMATION TECHNOLOGY ENABLED SERVICES

	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE (PER ANNUM)	
			MIN	MAX
Collections	Finance Graduate	0.5-3	165,000	360,000
Internal Audit	Chartered Accountants, Cost Accountants	0.5-3	550,000	840,000
Internal Control	Chartered Accountants, Cost Accountants	0.5-3	550,000	840,000
SOX Compliance	Chartered Accountants, Cost Accountants	0.5-3	550,000	840,000
Linguists	Language courses	0.5-3	330,000	540,000
French Language	French Language Course	0.5-3	330,000	540,000
German Language	German Language Course	0.5-3	330,000	540,000
Spanish Language	Spanish Language Course	0.5-3	330,000	540,000
Japanese Language	Japanese Language Course	0.5-3	330,000	540,000
Chinese Language	Chinese Language Course	0.5-3	330,000	540,000
Portuguese Language	Portuguese Language Course	0.5-3	330,000	540,000
Human Resources & Admin	MBA HR	0.5-3	198,000	420,000
HR Business Partner	MBA HR	0.5-3	198,000	420,000
HR Operations	Any HR Course	0.5-3	198,000	420,000
Recruitment/Talent Acquisition	Any HR Course	0.5-3	198,000	420,000
Learning & Development	Any HR Course	0.5-3	198,000	420,000
Compensation & Benefit	Any HR Course	0.5-3	198,000	420,000
Sales	Any Graduates, MBA	0.5-3	198,000	420,000
Marketing	Any Graduates, MBA	0.5-3	198,000	420,000
Key Account Management	Any Graduates, MBA	0.5-3	198,000	420,000
Business Development	Any Graduates, MBA	0.5-3	198,000	420,000
Presales	Any Graduates, MBA	0.5-3	198,000	420,000
Product Management	Any Graduates, MBA	0.5-3	198,000	420,000
Procurement	Any Graduate	0.5-3	198,000	420,000
Supply Chain Management	Any Graduate	0.5-3	198,000	420,000
Sourcing/Global Sourcing	Any Graduate	0.5-3	198,000	420,000
Vendor Management	Any Graduate	0.5-3	198,000	420,000

INFORMATION TECHNOLOGY ENABLED SERVICES

	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE (PER ANNUM)	
			MIN	MAX
Purchase	Any Graduate	0.5-3	198,000	420,000
Contract Management/Negotiations	Any Graduate	0.5-3	198,000	420,000
Insurance	Any Graduate,MBA	0.5-3	308,000	600,000
Re-Insurance	Any Graduate,MBA	0.5-3	308,000	600,000
Pension/Claims	Any Graduate,MBA	0.5-3	308,000	600,000
Actuaries	Any Graduate,MBA	0.5-3	308,000	600,000
Annuities	Any Graduate,MBA	0.5-3	308,000	600,000
Life Insurance/General Insurance	Any Graduate,MBA	0.5-3	308,000	600,000
Technical Support	Under Graduate, Any Graduate	0.5-3	165,000	360,000
ISP	Under Graduate, Any Graduate	0.5-3	165,000	360,000
Product Supports	Under Graduate, Any Graduate	0.5-3	165,000	360,000
Infrastructure/Service Desk/IT Help Desk	Under Graduate, Any Graduate	0.5-3	165,000	360,000
Incident Management/Problem Management/Change Management	Under Graduate, Any Graduate/ITIL Certification	0.5-3	165,000	360,000
Investment Banking Operations	Any Graduate,MBA	0.5-3	242,000	600,000
Core Finance	Bachelors and Masters in Finance, CA/ICWA	0.5-3	440,000	720,000
Corporate Finance	Bachelors and Masters in Finance, CA/ICWA	0.5-3	440,000	720,000
Business Finance	Bachelors and Masters in Finance, CA/ICWA	0.5-3	440,000	720,000
Healthcare	Graduates, MBA	0.5-3	308,000	600,000
Medical Transcription	Graduates, MBA	0.5-3	308,000	600,000
Medical Coding	Graduates, MBA	0.5-3	308,000	600,000
Medical Writing	Graduates, MBA	0.5-3	308,000	600,000
Healthcare Insurance	Graduates, MBA	0.5-3	308,000	600,000
Medical Billing	Graduates, MBA	0.5-3	308,000	600,000
Clinical Database Management	Graduates, MBA	0.5-3	308,000	600,000
Pharmacovigilance	Graduates, MBA	0.5-3	308,000	600,000
Biostatistics	Graduates, MBA	0.5-3	308,000	600,000
Regulatory Affairs	Graduates, MBA	0.5-3	308,000	600,000

INFORMATION TECHNOLOGY ENABLED SERVICES

MIDDLE	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE (PER ANNUM)	
			MIN	MAX
Finance & Accounts	Commerce graduates, MBA finance, Semi qualified and qualified CA/ICWA	5-9	495,000	960,000
General Accounting	Commerce graduates, MBA finance, Semi qualified and qualified CA/ICWA	5-9	495,000	960,000
General Ledger	Commerce graduates, MBA finance, Semi qualified and qualified CA/ICWA	5-9	495,000	960,000
Accounts Payable	Commerce graduates, MBA finance, Semi qualified and qualified CA/ICWA	5-9	495,000	960,000
Accounts Receivable	Commerce graduates, MBA finance, Semi qualified and qualified CA/ICWA	5-9	495,000	960,000
Financial Planning & Analysis	Commerce graduates, MBA finance, Semi qualified and qualified CA/ICWA	5-9	495,000	960,000
Management Reporting	Commerce graduates, MBA finance, Semi qualified and qualified CA/ICWA	5-9	495,000	960,000
Business Finance/Corporate Finance	Commerce graduates, MBA finance, Semi qualified and qualified CA/ICWA	5-9	495,000	960,000
Audit	Commerce graduates, MBA finance, Semi qualified and qualified CA/ICWA	5-9	495,000	1,200,000
Taxation	Commerce graduates, MBA finance, Semi qualified and qualified CA/ICWA	5-9	495,000	1,200,000
Analytics	Bachelors and Masters in Mathematics, Economics and Statistics	5-9	770,000	2,400,000
Risk Analytics/Credit Risk Analytics	Bachelors and Masters in Mathematics, Economics and Statistics	5-9	770,000	2,400,000
Marketing Analytics	Bachelors and Masters in Mathematics, Economics and Statistics	5-9	770,000	2,400,000
HR Analytics	Bachelors and Masters in Mathematics, Economics and Statistics	5-9	770,000	2,400,000
Qualitative Analytics	Bachelors and Masters in Mathematics, Economics and Statistics	5-9	770,000	2,400,000
Operations Research	Bachelors and Masters in Mathematics, Economics and Statistics	5-9	770,000	2,400,000
Data Analytics	Bachelors and Masters in Mathematics, Economics and Statistics	5-9	770,000	2,400,000

INFORMATION TECHNOLOGY ENABLED SERVICES

	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE (PER ANNUM)	
			MIN	MAX
Reporting Analytics	Bachelors and Masters in Mathematics, Economics and Statistics	5-9	770,000	1,800,000
Customer Service	Finance Graduate	5-9	385,000	960,000
Voice Process/Non Voice Process	Any Graduate	5-9	385,000	960,000
Operations	Any Graduate	5-9	385,000	960,000
Collections	Finance Graduate	5-9	385,000	960,000
Internal Audit	Chartered Accountants, Cost Accountants	5-9	1,100,000	1,800,000
Internal Control	Chartered Accountants, Cost Accountants	5-9	1,100,000	1,800,000
SOX Compliance	Chartered Accountants, Cost Accountants	5-9	1,100,000	1,800,000
Linguists	Language courses	5-9	660,000	1,200,000
French Language	French Language Course	5-9	660,000	1,200,000
German Language	German Language Course	5-9	660,000	1,200,000
Spanish Language	Spanish Language Course	5-9	660,000	1,200,000
Japanese Language	Japanese Language Course	5-9	660,000	1,200,000
Chinese Language	Chinese Language Course	5-9	660,000	1,200,000
Portuguese Language	Portuguese Language Course	5-9	660,000	1,200,000
Human Resources & Admin	MBA HR	5-9	495,000	840,000
HR Business Partner	MBA HR	5-9	495,000	960,000
HR Operations	Any HR Course	5-9	495,000	840,000
Recruitment/Talent Acquisition	Any HR Course	5-9	495,000	840,000
Learning & Development	Any HR Course	5-9	495,000	840,000
Compensation & Benefit	Any HR Course	5-9	495,000	840,000
Sales	Any Graduates, MBA	5-9	495,000	840,000
Marketing	Any Graduates, MBA	5-9	495,000	840,000
Key Account Management	Any Graduates, MBA	5-9	495,000	840,000
Business Development	Any Graduates, MBA	5-9	495,000	840,000
Presales	Any Graduates, MBA	5-9	495,000	840,000
Product Management	Any Graduates, MBA	5-9	495,000	840,000

INFORMATION TECHNOLOGY ENABLED SERVICES

	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE (PER ANNUM)	
			MIN	MAX
Procurement	Any Graduate	6-9	495,000	840,000
Supply Chain Management	Any Graduate	6-9	495,000	840,000
Sourcing/Global Sourcing	Any Graduate	6-9	495,000	840,000
Vendor Management	Any Graduate	6-9	495,000	840,000
Purchase	Any Graduate	6-9	495,000	840,000
Contract Management/Negotiations	Any Graduate	6-9	495,000	840,000
Insurance	Any Graduate, MBA	5-9	495,000	840,000
Re-Insurance	Any Graduate, MBA	5-9	495,000	840,000
Pension/Claims	Any Graduate, MBA	5-9	495,000	840,000
Actuaries	Any Graduate, MBA, Actuarial Science Education	5-9	495,000	1,200,000
Annuities	Any Graduate, MBA	5-9	495,000	840,000
Life Insurance/General Insurance	Any Graduate, MBA	5-9	495,000	840,000
Technical Support	Under Graduate, Any Graduate	5-9	385,000	840,000
ISP	Under Graduate, Any Graduate	5-9	385,000	840,000
Product Supports	Under Graduate, Any Graduate	5-9	385,000	840,000
Infrastructure/Service Desk/IT Help Desk	Under Graduate, Any Graduate	5-9	385,000	840,000
Incident Management/Problem Management/Change Management	Under Graduate, Any Graduate/ITIL Certification	5-9	385,000	840,000
Investment Banking Operations	Any Graduate, MBA	5-9	605,000	1,440,000
Core Finance	Bachelors and Masters in Finance, CA/ICWA	5-9	770,000	1,200,000
Corporate Finance	Bachelors and Masters in Finance, CA/ICWA	5-9	770,000	1,200,000
Business Finance	Bachelors and Masters in Finance, CA/ICWA	5-9	770,000	1,200,000
Healthcare	Graduates, MBA	5-9	605,000	840,000
Medical Transcription	Graduates, MBA	5-9	605,000	840,000
Medical Coding	Graduates, MBA	5-9	605,000	840,000
Medical Writing	Graduates, MBA	5-9	605,000	840,000
Healthcare Insurance	Graduates, MBA	5-9	605,000	840,000
Medical Billing	Graduates, MBA	5-9	605,000	840,000

INFORMATION TECHNOLOGY ENABLED SERVICES

	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE (PER ANNUM)	
			MIN	MAX
Clinical Database Management	Graduates, MBA	5-9	605,000	840,000
Pharmacovigilance	Graduates, MBA	5-9	605,000	840,000
Biostatistics	Graduates, MBA	5-9	605,000	840,000
Regulatory Affairs	Graduates, MBA	5-9	605,000	840,000
Process Reengineering	Any Grad, Black Belt, GB, YB Certification	6-9	1,100,000	2,400,000
Project Management	MBA from premier institutes, PMO Certification	5-9	1,100,000	2,400,000
Quality	Lean, Six Sigma Cert Six Sigma or lean certified	5-9	660,000	960,000
SENIOR				
Finance & Accounts	Commerce graduates, MBA finance, Semi qualified and qualified CA/ICWA	10-15	1,320,000	3,600,000
General Accounting	Commerce graduates, MBA finance, Semi qualified and qualified CA/ICWA	10-15	1,320,000	3,600,000
General Ledger	Commerce graduates, MBA finance, Semi qualified and qualified CA/ICWA	10-15	1,320,000	3,600,000
Accounts Payable	Commerce graduates, MBA finance, Semi qualified and qualified CA/ICWA	10-15	1,320,000	3,600,000
Accounts Receivable	Commerce graduates, MBA finance, Semi qualified and qualified CA/ICWA	10-15	1,320,000	3,600,000
Financial Planning & Analysis	Commerce graduates, MBA finance, Semi qualified and qualified CA/ICWA	10-15	1,320,000	3,600,000
Management Reporting	Commerce graduates, MBA finance, Semi qualified and qualified CA/ICWA	10-15	1,320,000	3,600,000
Business Finance/Corporate Finance	Commerce graduates, MBA finance, Semi qualified and qualified CA/ICWA	10-15	1,320,000	3,600,000
Audit	Commerce graduates, MBA finance, Semi qualified and qualified CA/ICWA	10-15	1,320,000	3,600,000
Taxation	Commerce graduates, MBA finance, Semi qualified and qualified CA/ICWA	10-15	1,320,000	3,600,000
Analytics	Bachelors and Masters in Mathematics and Statistics	10-15	1,980,000	6,000,000
Risk Analytics/Credit Risk Analytics	Bachelors and Masters in Mathematics, Economics and Statistics	10-15	1,980,000	6,000,000
Marketing Analytics	Bachelors and Masters in Mathematics, Economics and Statistics	10-15	1,980,000	6,000,000

INFORMATION TECHNOLOGY ENABLED SERVICES

	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE (PER ANNUM)	
			MIN	MAX
HR Analytics	Bachelors and Masters in Mathematics, Economics and Statistics	10-15	1,980,000	6,000,000
Qualitative Analytics	Bachelors and Masters in Mathematics, Economics and Statistics	10-15	1,980,000	6,000,000
Operations Research	Bachelors and Masters in Mathematics, Economics and Statistics	10-15	1,980,000	6,000,000
Data Analytics	Bachelors and Masters in Mathematics, Economics and Statistics	10-15	1,980,000	6,000,000
Reporting Analytics	Bachelors and Masters in Mathematics, Economics and Statistics	10-15	1,980,000	6,000,000
Customer Service	Finance Graduate	10-15	880,000	2,880,000
Voice Process/Non Voice Process	Any Graduate	10-15	880,000	2,880,000
Operations	Any Graduate	10-15	880,000	2,880,000
Collections	Finance Graduate	10-15	880,000	2,880,000
Internal Audit	Chartered Accountants, Cost Accountants	10-15	2,200,000	6,000,000
Internal Control	Chartered Accountants, Cost Accountants	10-15	2,200,000	3,600,000
SOX Compliance	Chartered Accountants, Cost Accountants	10-15	2,200,000	3,600,000
Linguists	Language courses	10-15	1,320,000	24,000,000
French Language	French Language Course	10-15	1,320,000	24,000,000
German Language	German Language Course	10-15	1,320,000	24,000,000
Spanish Language	Spanish Language Course	10-15	1,320,000	24,000,000
Japanese Language	Japanese Language Course	10-15	1,320,000	24,000,000
Chinese Language	Chinese Language Course	10-15	1,320,000	24,000,000
Portuguese Language	Portuguese Language Course	10-15	1,320,000	24,000,000
Human Resources & Admin	MBA HR	10-15	1,320,000	3,600,000
HR Business Partner	MBA HR	10-15	1,320,000	3,600,000
HR Operations	Any HR Course	10-15	1,320,000	3,600,000
Recruitment/Talent Acquisition	Any HR Course	10-15	1,320,000	3,600,000
Learning & Development	Any HR Course	10-15	1,320,000	3,600,000
Compensation & Benefit	Any HR Course	10-15	1,320,000	3,600,000

INFORMATION TECHNOLOGY ENABLED SERVICES

	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE (PER ANNUM)	
			MIN	MAX
Sales	Any Graduates, MBA	10-15	1,320,000	3,600,000
Marketing	Any Graduates, MBA	10-15	1,320,000	3,600,000
Key Account Management	Any Graduates, MBA	10-15	1,320,000	3,600,000
Business Development	Any Graduates, MBA	10-15	1,320,000	3,600,000
Presales	Any Graduates, MBA	10-15	1,320,000	3,600,000
Product Management	Any Graduates, MBA	10-15	1,320,000	3,600,000
Procurement	Any Graduate	11-15	1,320,000	3,600,000
Supply Chain Management	Any Graduate	11-15	1,320,000	3,600,000
Sourcing/Global Sourcing	Any Graduate	11-15	1,320,000	3,600,000
Vendor Management	Any Graduate	11-15	1,320,000	3,600,000
Purchase	Any Graduate	11-15	1,320,000	3,600,000
Contract Management/Negotiations	Any Graduate	11-15	1,320,000	3,600,000
Insurance	Any Graduate, MBA	10-15	1,320,000	3,600,000
Re-Insurance	Any Graduate, MBA	10-15	1,320,000	3,600,000
Pension/Claims	Any Graduate, MBA	10-15	1,320,000	3,600,000
Actuaries	Any Graduate, MBA	10-15	1,320,000	3,600,000
Annuities	Any Graduate, MBA	10-15	1,320,000	3,600,000
Life Insurance/General Insurance	Any Graduate, MBA	10-15	1,320,000	3,600,000
Technical Support	Under Graduate, Any Graduate	10-15	880,000	2,880,000
ISP	Under Graduate, Any Graduate	10-15	880,000	2,880,000
Product Supports	Under Graduate, Any Graduate	10-15	880,000	2,880,000
Infrastructure/Service Desk/IT Help Desk	Under Graduate, Any Graduate	10-15	880,000	2,880,000
Incident Management/Problem Management/ Change Management	Under Graduate, Any Graduate/ITIL Certification	10-15	880,000	2,880,000
Investment Banking Operations	Any Graduate, MBA	10-15	1,320,000	6,000,000
Core Finance	Bachelors and Masters in Finance, CA/ICWA	10-15	1,320,000	4,800,000
Corporate Finance	Bachelors and Masters in Finance, CA/ICWA	10-15	1,320,000	4,800,000
Business Finance	Bachelors and Masters in Finance, CA/ICWA	10-15	1,320,000	4,800,000

INFORMATION TECHNOLOGY ENABLED SERVICES

	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE (PER ANNUM)	
			MIN	MAX
Healthcare	Graduates, MBA	10-15	1,100,000	2,400,000
Medical Transcription	Graduates, MBA	10-15	1,100,000	2,400,000
Medical Coding	Graduates, MBA	10-15	1,100,000	2,400,000
Medical Writing	Graduates, MBA	10-15	1,100,000	2,400,000
Healthcare Insurance	Graduates, MBA	10-15	1,100,000	2,400,000
Medical Billing	Graduates, MBA	10-15	1,100,000	2,400,000
Clinical Database Management	Graduates, MBA	10-15	1,100,000	2,400,000
Pharmacovigilance	Graduates, MBA	10-15	1,100,000	2,400,000
Biostatistics	Graduates, MBA	10-15	1,100,000	2,400,000
Regulatory Affairs	Graduates, MBA	10-15	1,100,000	2,400,000
Process Reengineering	MBA from premier institutes	10-15	2,750,000	4,200,000
Project Management	MBA from premier institutes	10-15	2,750,000	4,200,000
Quality	Six Sigma or lean certified	10-15	1,320,000	3,000,000



PHARMACEUTICALS/ LIFE SCIENCES/HEALTHCARE

Companies focused on the US market will have a greater demand for specialised and qualified skill sets in manufacturing, quality, regulatory affairs and intellectual property. There is a demand for candidates with niche skills in new drug discovery, discovery biology, formulation R&D and active pharmaceutical ingredient R&D.

Companies in India are looking at hiring PhDs and Post Docs returning from the US, especially from universities specialising in organic chemistry, analytical chemistry, pharmaceutical technology and life sciences.

Job numbers are not expected to increase significantly. Hiring will be very specific, niche and specialised in nature. This is because of the sector moving towards optimising operations by hiring the best in industry and academia.

Companies are bracing themselves by building a strong talent pipeline. Succession planning initiatives are on-going at large firms to maximise and leverage on US opportunities. Increased scrutiny by the US Food and Drug Administration has made a lot of companies in the sector relook their talent development and acquisition programmes.

With the recent events unfolding in the domestic market with regards to pricing, pharmaceutical companies are increasingly challenged to match margins and profit expectations. This will impact the talent acquisition pipeline. Soft skills and scalability will be viewed with greater importance. Mobilising talent will be a focus area for large companies. We expect larger demand for candidates with project management skills.

PHARMA/LIFE SCIENCE/HEALTHCARE

PHARMA FORMULATIONS	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE (PER ANNUM)	
			MIN	MAX
JUNIOR				
Marketing/Brand Management	MBA Marketing/Pharmaceutical Management	2-4	500,000	700,000
Therapy/Strategy Management	MBA Marketing/Pharmaceutical Management	3-5	500,000	700,000
Medical Services	MD, MBBS	3-5	800,000	1,500,000
Regulatory Affairs	M Sc, M Pharm	4-8	800,000	1,500,000
Corporate Quality Assurance	M Sc, M Pharm	5-8	800,000	1,000,000
MIDDLE				
Marketing/Brand Management	MBA Marketing/Pharmaceutical Management	5-10	800,000	1,500,000
Therapy/Strategy Management	MBA Marketing/Pharmaceutical Management	6-10	800,000	1,500,000
Medical Services	MD, MBBS	5-7	1,500,000	2,000,000
Regulatory Affairs	M Sc, M Pharm	9-11	1,300,000	1,800,000
Corporate Quality Assurance	M Sc, M Pharm	9-14	1,000,000	1,800,000
SENIOR				
Marketing/Brand Management	MBA Marketing/Pharmaceutical Management	11-18	1,500,000	3,500,000
Therapy/Strategy Management	MBA Marketing/Pharmaceutical Management	10-18	1,500,000	3,500,000
Medical Services	MD, MBBS	8-12	2,000,000	3,000,000
Regulatory Affairs	M Sc, M Pharm	12-18	1,800,000	3,200,000
Corporate Quality Assurance	M Sc, M Pharm	15-25	1,800,000	3,500,000

PHARMA/LIFE SCIENCE/HEALTHCARE

PHARMA APIS	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE (PER ANNUM)	
			MIN	MAX
JUNIOR				
Quality Assurance	M Sc, M Pharm	5-9	500,000	900,000
Regulatory Affairs	M Sc, M Pharm, PG Diploma	4-7	500,000	900,000
Safety	M Sc, M Pharm, PG Diplom/MBA	3-5	400,000	700,000
Finance/Accounts	CA, ICWA	2-6	700,000	1,500,000
EHS-Plant	M.Sc./B.Pharm/M. Pharm/ Fire & Safety Engineer with Diploma in Industrial Safety	5-8	500,000	900,000
R&D	M.Sc.(Organic Chemistry)	5-8	500,000	900,000
MIDDLE				
Quality Assurance	M Sc, M Pharm	10-15	1,000,000	1,700,000
Regulatory Affairs	M Sc, M Pharm, PG Diploma	8-12	1,000,000	1,700,000
Safety	M Sc, M Pharm, PG Diplom/MBA	6-9	800,000	1,300,000
Finance/Accounts	CA, ICWA	7-12	1,500,000	2,500,000
EHS-Plant	M.Sc./B.Pharm/M. Pharm/ Fire & Safety Engineer with Diploma in Industrial Safety	9-13	900,000	1,500,000
R&D	M.Sc.(Organic Chemistry)	9-14	1,000,000	200,000
SENIOR				
Quality Assurance	M Sc, M Pharm	16-25	1,800,000	3,000,000
Regulatory Affairs	M Sc, M Pharm, PG Diploma	12-16	1,800,000	3,000,000
Safety	M Sc, M Pharm, PG Diplom/MBA	10-15	1,400,000	1,800,000
Finance/Accounts	CA, ICWA	12-19	2,500,000	4,000,000
EHS-Plant	M.Sc./B.Pharm/M. Pharm/ Fire & Safety Engineer with Diploma in Industrial Safety	14-20	1,500,000	2,500,000
R&D	M.Sc.(Organic Chemistry)	15-22	2,000,000	4,500,000

PHARMA/LIFE SCIENCE/HEALTHCARE

	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE (PER ANNUM)	
			MIN	MAX
MEDICAL DEVICES/SURGICALS				
JUNIOR				
Sales	Science Graduate/MBA	1-3	400,000	600,000
Marketing/Product Management	Biology/Electronic Engineering Graduate,MBA	2-7	500,000	1,000,000
Service	Biomedical Engineer	1-4	400,000	600,000
Clinical Application Specialist	Science Graduate/Engineer/MBA	2-5	500,000	800,000
Regulatory Affairs	B.Sc/BE/M.Sc	1-4	300,000	700,000
Supply Chain	Graduate, Dip in MM/SCM	3-8	600,000	1,200,000
Finance/Accounts	Bcom/Mcom/CA/MBA Finance	2-6	500,000	1,500,000
MIDDLE				
Sales	Science Graduate/MBA	4-10	700,000	1,800,000
Marketing/Product Management	Biology/Electronic Engineering Graduate,MBA	7-14	1,100,000	2,500,000
Service	Biomedical Engineer	5-10	700,000	1,400,000
Clinical Application Specialist	Science Graduate/Engineer/MBA	6-10	800,000	1,500,000
Regulatory Affairs	B.Sc/BE/M.Sc	5-10	800,000	1,500,000
Supply Chain	Graduate, Dip in MM/SCM	9-15	1,200,000	2,000,000
Finance/Accounts	Bcom/Mcom/CA/MBA Finance	7-14	1,600,000	3,000,000
SENIOR				
Sales	Science Graduate/MBA	10-18	1,800,000	4,000,000
Marketing/Product Management	Biology/Electronic Engineering Graduate,MBA	15-20	2,500,000	4,500,000
Service	Biomedical Engineer	11-18	1,500,000	2,800,000
Clinical Application Specialist	Science Graduate/Engineer/MBA	11-18	1,500,000	2,200,000
Regulatory Affairs	B.Sc/BE/M.Sc	11-16	1,600,000	2,500,000
Supply Chain	Graduate, Dip in MM/SCM	16-20	2,100,000	4,000,000
Finance/Accounts	Bcom/Mcom/CA/MBA Finance	16-24	300,000	5,000,000

PHARMA/LIFE SCIENCE/HEALTHCARE

HOSPITAL EQUIPMENTS	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE (PER ANNUM)	
			MIN	MAX
JUNIOR				
Sales	Science Graduate/MBA/Biomedical engg	2-5	350,000	600,000
Marketing	Biology/Electronic Engineering Graduate,MBA	2-5	500,000	1,100,000
Customer Service	Any Graduate/MBA	1-4	300,000	500,000
Supply Chain	Graduate, Dip in MM/SCM	3-7	600,000	1,200,000
Product R&D	BE- Mech/Instrumentation	3-8	500,000	1,300,000
Sales Support	Any Graduate/MBA	1-4	300,000	500,000
Application Specialist	BE/Bio Medical Engineering	3-7	500,000	800,000
MIDDLE				
Sales	Science Graduate/MBA	6-14	700,000	1,800,000
Marketing	Biology/Electronic Engineering Graduate,MBA	6-12	1,200,000	2,000,000
Supply Chain	Graduate, Dip in MM/SCM	8-14	1,200,000	2,000,000
Product R&D	BE- Mech/Instrumentation	9-15	1,300,000	2,500,000
Sales Support	Any Graduate/MBA	5-9	550,000	800,000
Application Specialist	BE/Bio Medical Engineering	8-11	800,000	1,400,000
SENIOR				
Sales	Science Graduate/MBA	14-20	2,000,000	4,000,000
Marketing	Biology/Electronic Engineering Graduate,MBA	13-18	2,000,000	3,500,000
Supply Chain	Graduate, Dip in MM/SCM	14-20	2,000,000	3,000,000
Product R&D	BE- Mech/Instrumentation	15-22	2,500,000	5,000,000
Sales Support	Any Graduate/MBA	10- 15	1,000,000	1,800,000
Application Specialist	BE/Bio Medical Engineering	12-17	1,450,000	1,800,000

PHARMA/LIFE SCIENCE/HEALTHCARE

DIAGNOSTIC INSTRUMENTS/CONSUMABLES	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE (PER ANNUM)	
			MIN	MAX
JUNIOR				
Sales	Science Graduate/MBA	3-6	600,000	800,000
Marketing/PMT	Graduate Lifescience/Electronic Engineering Graduate,MBA	3-6	800,000	1,000,000
Service/Application	Biomedical Engineer/Science Graduate	2-6	600,000	800,000
Supply Chain	Graduate, Dip in MM/SCM	3-7	500,000	900,000
MIDDLE				
Sales	Science Graduate/MBA	7-12	800,000	1,500,000
Marketing/PMT	Graduate Lifescience/Electronic Engineering Graduate,MBA	7-12	1,000,000	2,000,000
Service/Application	Biomedical Engineer/Science Graduate	7-12	800,000	1,200,000
Supply Chain	Graduate, Dip in MM/SCM	8-14	1,000,000	1,800,000
SENIOR				
Sales	Science Graduate/MBA	14-20	1,500,000	3,800,000
Marketing/PMT	Graduate Lifescience/Electronic Engineering Graduate,MBA	14-20	2,000,000	3,500,000
Service/Application	Biomedical Engineer/Science Graduate	13-20	1,200,000	2,600,000
Supply Chain	Graduate, Dip in MM/SCM	14-20	1,900,000	3,500,000

PHARMA/LIFE SCIENCE/HEALTHCARE

SPECIALTY CHEMICALS/ADVANCED MATERIALS	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE (PER ANNUM)	
			MIN	MAX
JUNIOR				
Supply Chain	B.E./B.Tech Chem.	4-9	700,000	1,000,000
Sales	B.E./B.Tech Chem.	4-9	600,000	1,000,000
Techno Commercial	B.E./B.Tech Chem.	6-9	750,000	1,300,000
R&D	BE/B.Tech(Chem)/M.Sc(Chem)	6-9	800,000	1,200,000
Plant Operations - Manufacturing	B.E./B.Tech Chem.	6-9	700,000	1,100,000
Regulatory Affairs	B.Sc. Chemistry	6-9	700,000	1,300,000
Maintenance/Engineering	B.E./B.Tech	6-9	600,000	1,000,000
Safety	B.E./B.Tech , Diploma in Industrial Safety	6-9	700,000	1,100,000
Finance/Accounts	CA	3-8	800,000	1,800,000
MIDDLE				
Supply Chain	B.E./B.Tech Chem.	10-15	1,300,000	2,000,000
Sales	B.E./B.Tech Chem.	10-15	1,000,000	2,000,000
Techno Commercial	B.E./B.Tech Chem.	10-15	1,500,000	2,000,000
R&D	BE/B.Tech(Chem)/M.Sc(Chem)	10-15	1,200,000	2,500,000
Plant Operations - Manufacturing	B.E./B.Tech Chem.	10-15	1,300,000	2,500,000
Regulatory Affairs	B.Sc. Chemistry	10-15	1,300,000	2,500,000
Maintenance/Engineering	B.E./B.Tech	10-15	1,200,000	1,800,000
Safety	B.E./B.Tech , Diploma in Industrial Safety	10-15	1,500,000	3,000,000
Finance/Accounts	CA	9-15	1,800,000	3,500,000
SENIOR				
Supply Chain	B.E./B.Tech Chem.	15-22	2,100,000	4,000,000
Sales	B.E./B.Tech Chem.	15-20	2,100,000	4,000,000
Techno Commercial	B.E./B.Tech Chem.	15-20	2,000,000	4,200,000
R&D	BE/B.Tech(Chem)/M.Sc(Chem)	15-20	2,200,000	4,500,000

PHARMA/LIFE SCIENCE/HEALTHCARE

	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE (PER ANNUM)	
			MIN	MAX
Plant Operations - Manufacturing	B.E./B.Tech Chem.	15-20	2,300,000	4,000,000
Regulatory Affairs	B.Sc. Chemistry	15-20	2,200,000	3,500,000
Maintenance/Engineering	B.E./B.Tech	15-20	2,000,000	3,000,000
Safety	B.E./B.Tech , Diploma in Industrial Safety	15-20	2,500,000	3,500,000
Finance/Accounts	CA	15-22	2,800,000	4,000,000
PHARMA OPERATIONS				
JUNIOR				
Production	M.Sc. Chem/B.Pharm/M. Pharm or Chemical Engineer	5-8	800,000	1,200,000
Quality Assurance/Quality Control - Plant	B.Sc/M.Sc./B.Pharm/M.Pharm	5-8	600,000	1,000,000
Projects	M.Sc. Chem/B.Pharm/M. Pharm or Chemical Engineer	5-9	800,000	1,200,000
MIDDLE				
Production	M.Sc. Chem/B.Pharm/M. Pharm or Chemical Engineer	9-12	1,200,000	2,000,000
Quality Assurance/Quality Control - Plant	B.Sc/M.Sc./B.Pharm/M.Pharm	9-12	1,200,000	2,500,000
Projects	M.Sc. Chem/B.Pharm/M. Pharm or Chemical Engineer	9-12	1,200,000	2,200,000
SENIOR				
Production	M.Sc. Chem/B.Pharm/M. Pharm or Chemical Engineer	12-20	1,500,000	3,500,000
Quality Assurance/Quality Control - Plant	B.Sc/M.Sc./B.Pharm/M.Pharm	12-20	2,000,000	4,000,000
Projects	M.Sc. Chem/B.Pharm/M. Pharm or Chemical Engineer	12-20	2,500,000	4,000,000

PHARMA/LIFE SCIENCE/HEALTHCARE

	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE (PER ANNUM)	
			MIN	MAX
RESEARCH & DEVELOPMENT				
JUNIOR				
Formulation Development	M.Sc.Chem/B.Pharm/M. Pharm/Ph.D	5-8	600,000	1,200,000
Analytical Development	B.SC./M.Sc./Ph.D Analytical	5-8	600,000	1,200,000
MIDDLE				
Formulation Development	M.Sc.Chem/B.Pharm/M. Pharm/Ph.D	9-13	1,200,000	2,500,000
Analytical Development	B.SC./M.Sc./Ph.D Analytical	9-12	1,200,000	2,500,000
SENIOR				
Formulation Development	M.Sc.Chem/B.Pharm/M. Pharm/Ph.D	12-20	2,500,000	4,000,000
Analytical Development	B.SC./M.Sc./Ph.D Analytical	12-20	2,000,000	3,500,000
CLINICAL RESEARCH				
JUNIOR				
Clinical Operations	B.Pharm/M.Pharm/MBBS/MD & MBA	2-5	500,000	800,000
MIDDLE				
Clinical Operations	B.Pharm/M.Pharm/MBBS/MD & MBA	6-10	800,000	1,800,000
SENIOR				
Clinical Operations	B.Pharm/M.Pharm/MBBS/MD & MBA	10-15	1,800,000	3,500,000



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