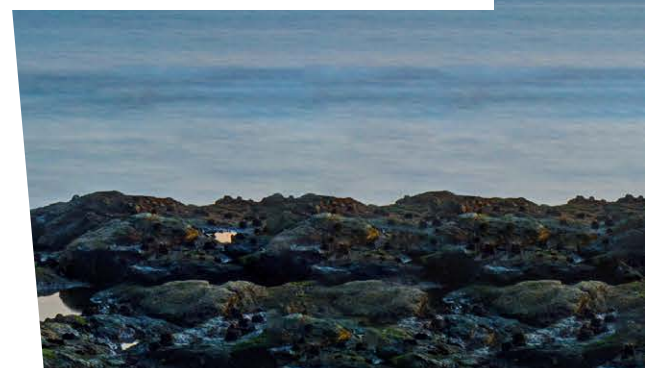




India

Salary Guide 2022





PERSOLKELLY is a joint venture established in 2016 between PERSOL HOLDINGS (previously Temp Holdings) and Kelly Services to cater to the rising workforce employment needs of the emerging Asia Pacific market. We are one of the largest workforce solutions providers in the region, spanning over 45 offices across 13 markets including Australia, China, Hong Kong, India, Indonesia, Malaysia, New Zealand, Philippines, Singapore, South Korea, Taiwan, Thailand and Vietnam.

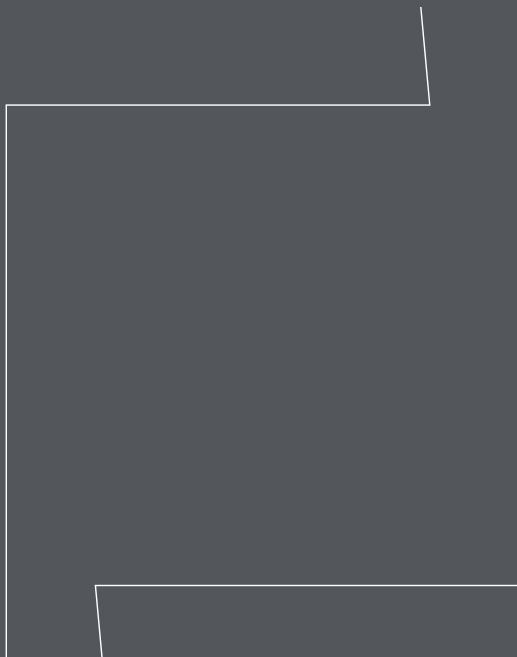
Our reach, scope, and scale of operations have set the industry standard for cross-border recruitment and holistic workforce solutions. Since inception, PERSOLKELLY has placed over 59,000 positions across the region and works together with 98% of Fortune 100™ companies for their workforce solution needs.

In Australia and New Zealand, the PERSOLKELLY brand is owned and operated by Programmed after they acquired Kelly Services in April 2020.

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SALARY GUIDE

Methodology: Salary figures included in the 2022 India Salary Guide are derived by combining the expert market knowledge of senior recruitment professionals within the PERSOLKELLY India network, as well as job placement data recorded on the PERSOLKELLY India database.

Hiring trend in India for 2022

The year 2021 was one that saw adoption, transformation, and revival for many industries. It also offered us a solid foundation to conduct new-age businesses that will define the next decade, or even the next century.

The push on digital way of doing everything continues to be the core of every business decision. Hiring, which is fundamentally dependent on business goals, has been evolving at many different levels. Tech jobs have gained serious focus and attention from across the sectors. Therefore, the demand for tech experts ranging from fresh grads to experienced professionals has seen a steep upward growth. After experiencing massive shifts in hiring trends during the COVID-19 pandemic, it is expected that the majority of hiring priorities will be settled in 2022.

The greatest gift we received during the pandemic was our staff's acceptance and readiness for change. With the rays of new opportunities shining brightly on the Indian job market, we can already see the positive developments on the horizon.

Let us delve into the hiring trends that will rule the Indian job market in 2022.



Hiring trend in India for 2022

GIG ECONOMY

Task-based work engagements are gaining popularity in the Indian job market. Even though people in India had always preferred secure employment with guaranteed income, COVID-19 exposed many talented professionals to the path of self-employment. The pandemic is the second massive event after The Great Financial Depression 2008 (in the last few decades) that shook the job stability.

Today, project-based work has garnered a significant place in the renewed growth road map for companies across the globe. The corporate world is more open to accept contract-based or project-based associations. Consultation and freelance services are filling the necessary gaps within the corporate setup.

This sustainable and flexible way of employment has emerged to help corporates in achieving two pressing requirements:



To fill the immediate need of skill gaps, especially in areas such as technical support, digital marketing, graphic designing and communication, supply chain, logistics, and



To achieve project goals in a cost-effective manner.

Eminent industry players predict bright future developments for the gig economy. The Boston Consulting Group (BCG) report highlights a significant contribution from the gig economy towards the country's GDP. The report states that the said economy could serve up to



A hybrid work culture offers a flexible work environment with foremost focus on business continuity and productivity.

90 million jobs and offer 1.25 % growth to GDP. The facts and numbers have validated our understanding with regards to the change in the wind for the gig economy, which was captured by [PERSOLKELLY's report back in 2018](#). The APAC focused report found that 47% of Indian respondents were open to embracing project-based work nature. Hong Kong and Vietnam job markets were the most accepting of the trend with 55% and 50% of participants responding positively to the change, respectively. Gig economy allows companies to work on a frugal model that has proven most profit-friendly throughout the history of the corporate world.

HYBRID WORKFORCE

Both employees and employers across the world agree with the hybrid work model as it allows elevated levels of flexibility and productivity. A hybrid work culture offers a flexible work environment with foremost focus on business continuity and productivity. It includes employees working on-site and off-site as per the demand of the work and other privileges such as flexible log-in-log-out times, and more. Since every business is unique, organisations are still laying a foundation for the hybrid work environment. A [PERSOLKELLY report](#) discovered that 75-100% of service firms continue to work remotely and 25-50% of the manufacturing units

Hiring trend in India for 2022

have embraced the hybrid work model. The report further suggests that the service sector is expected to adopt a hybrid work model and catch up with its counterpart soon.

CROSS BORDER HIRING & DIVERSE WORK CULTURE

Diversity and inclusion have been a priority for business leaders and organisations around the globe. However, the recent digital rush is expected to further accelerate the process with this specific goal. The virtual workplace naturally becomes accessible to everyone, and companies are leaning towards location-agnostic hiring. This simplifies the onboarding process for underrated groups as well as cross border talent. Here, technology outshines homo sapiens in inching closer to inclusivity, for humans.

As easy as it sounds, cross-border hiring comes with its own challenges. Hence, it is never recommended for a company to make a solo attempt expansion into virgin lands with non-familiar or even familiar cultures to the company. We at PERSOLKELLY have launched our [Regional Talent Solution \(RTS\)](#) to help companies have access to skilled talent by being location-agnostic. The RTS comprises of Borderless Hiring, Flexible Workforce Solutions (FWS), Global Professional Employer Organisation (GPEO) and HR Advisory services that will help clients to leverage on PERSOLKELLY capabilities as the regional specialist in end-to-end hr solutions.

BIG SALARY JUMPS FOR LEADERSHIP AND TECHNOLOGY ROLES

From start-ups to large companies, the major focus has shifted to hiring people for leadership



Regional Talent Solutions (RTS)

We design and deliver workforce end-to-end solutions in 13 markets across APAC, offering following services

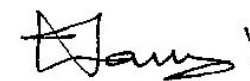
- 
Borderless Recruitment
- 
Flexible Workforce Solution (FWS)
- 
Global Professional Employer Organisation (GPEO)
- 
HR Advisory

roles. However, the motives of hiring such roles have transformed. Business continuity, talent retention, the ability to create an inclusive work environment, and more similar aspects have become central to leadership roles. Interestingly, a small section of the corporate world has also opened doors for gig CXO profiles. As the nature of the workplace is changing and shaping frequently, leadership roles have evolved to a great extent. Therefore, companies are warming up to the idea of investing more funds to attract desired leader profiles.

CONCLUSION

A notable growth is witnessed in tech-forward companies, hence, sectors such as e-commerce, EdTech, health-tech, fintech, app development and more have secured explosive growth. This growth momentum will

continue in 2022 and beyond. A new wave of growth will be witnessed soon, while more sectors integrate technology at a deeper level to become future-proof. Inevitably, the hiring trends will be led by the influence of technology on the firms. The future looks more promising as workplace is expected to become more flexible wherein offices are going to be hubs of innovation and social interaction.

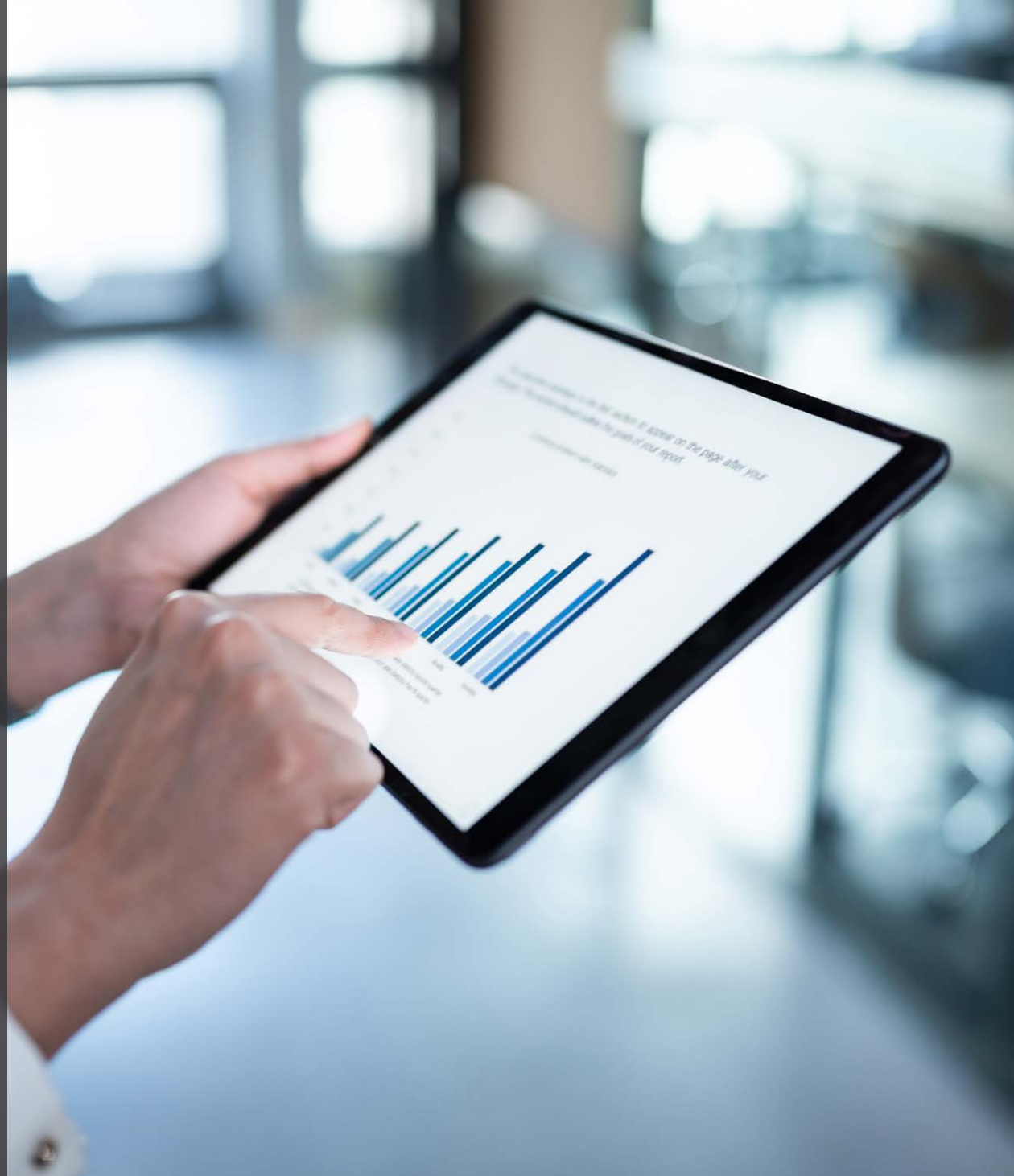


Thammaiah BN
Managing Director, PERSOLKELLY India

Banking, Financial Services and Insurance

The pandemic has pushed sectors within banking and financial industry to adopt and innovate. The Indian financial industry is expected to evolve rapidly in 2022, aided by the financial innovation and the talents required for this evolving industry with many sub sectors will be in demand.



A study conducted by the Boston Consulting Group (BCG) in association with the Federation of Indian Chambers of Commerce and Industry (FICCI) stated that India's fintech industry is estimated to reach \$150-160 billion by 2025. The Indian banking system has transformed from a physical to a digital banking model to cater to the customer demand, and build a wider customer base. Companies are looking at Artificial Intelligence (AI), Machine Learning and a lot other technological advancement to generate revenue.



Banking, Financial Services and Insurance

Salary Range (per annum) Unit: INR					
SKILL SET	EXPERIENCE (YEARS)	EDUCATION	MIN	MAX	
JUNIOR LEVEL					
Banking Operations	1 - 3	Any Graduate	2.4 Lacs	7 Lacs	
Corporate Banking	1 - 3	MBA	4.5 Lacs	11 Lacs	
HNI Banking	1 - 3	MBA	6.5 Lacs	13 Lacs	
Risk Advisory 	1 - 3	MBA / CA	14 Lacs	20 Lacs	
Compliance	1 - 3	Graduates / PG	3.5 Lacs	10 Lacs	
Mergers & Acquisitions	1 - 3	MBA / CA	13 Lacs	22 Lacs	
Fund Management 	1 - 3	MBA / CA	10 Lacs	15 Lacs	
Treasury Operations	1 - 3	MBA / CA (Inter)	4.5 Lacs	10 Lacs	
Relationship Management	1 - 3	MBA	13 Lacs	19 Lacs	
Human Resources	1 - 3	MBA	9 Lacs	12 Lacs	
Sales 	1 - 3	Any Graduate	3 Lacs	6.5 Lacs	
MIDDLE LEVEL					
Sales	5 - 12	MBA	14 Lacs	27 Lacs	
Banking Operations	5 - 12	MBA	10 Lacs	15 Lacs	
Corporate Banking	5 - 12	MBA	14 Lacs	27 Lacs	
HNI Banking	5 - 12	MBA	14 Lacs	27 Lacs	
Risk Advisory	5 - 12	MBA	15 Lacs	30 Lacs	
Compliance 	5 - 12	MBA	20 Lacs	32 Lacs	

Banking, Financial Services and Insurance

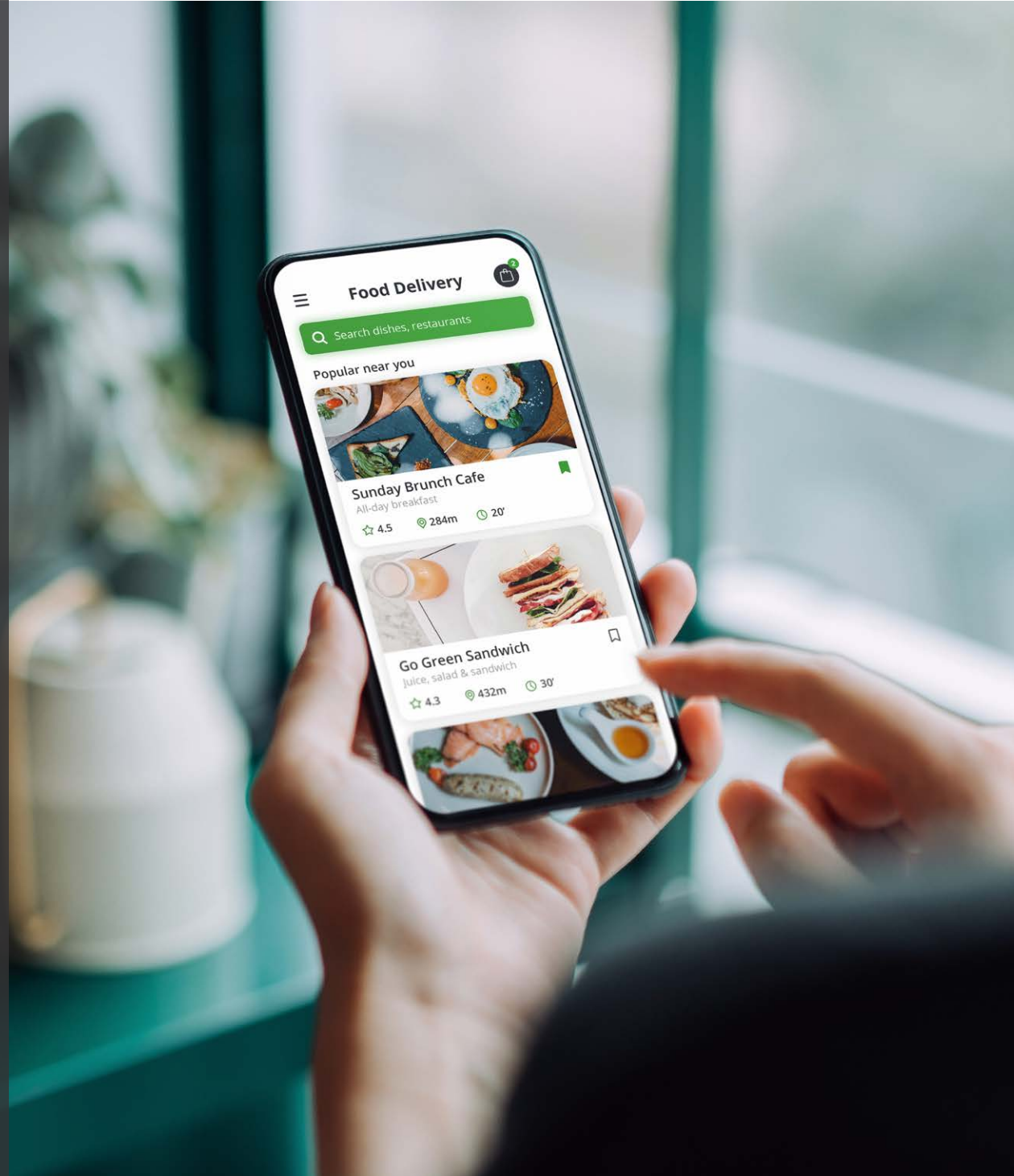
Salary Range (per annum) Unit: INR					
SKILL SET	EXPERIENCE (YEARS)	EDUCATION	MIN	MAX	
MIDDLE LEVEL					
Fund Management 	5 - 12	MBA	21 Lacs	40 Lacs	
Treasury Operations	5 - 12	MBA	17 Lacs	48 Lacs	
Relationship Management	5 - 12	MBA	17 Lacs	38 Lacs	
Training	5 - 12	MBA	20 Lacs	38 Lacs	
Human Resources	5 - 12	MBA	20 Lacs	40 Lacs	
SENIOR LEVEL					
Sales	12 - 25	MBA / PGDM	32 Lacs	2 Cr	
Banking Operations	12 - 25	MBA / PGDM / CFA / CA	23 Lacs	1.4 Cr	
Corporate Banking	12 - 25	MBA / PGDM / CFA / CA	28 Lacs	1.6 Cr	
HNI Banking	12 - 25	MBA / PGDM / CFA / CA	40 Lacs	1.4 Cr	
Risk Advisory 	12 - 25	MBA / PGDM / CFA / CA	35 Lacs	2 Cr	
Compliance 	12 - 25	MBA / PGDM / CFA / CA	35 Lacs	1 Cr	
Mergers & Acquisitions	12 - 25	MBA / CA	33 Lacs	90 Lacs	
Fund Management	12 - 25	MBA / PGDM / CFA / CA	40 Lacs	85 Lacs	
Treasury Operations	12 - 25	MBA / PGDM / CFA / CA	48 Lacs	1.2 Cr	
Relationship Management	12 - 25	MBA / PGDM / CFA / CA	37 Lacs	90 Lacs	
Training	12 - 25	MBA / PGDM / CFA / CA	40 Lacs	70 Lacs	
Human Resources	12 - 25	MBA / PGDM / CFA / CA	40 Lacs	1.2 Cr	

E-commerce















E-commerce sector has witnessed a surge over the last 2 years, penetrating even into the Tier II and Tier III cities with addition of millions of new users on board.

As per mentioned by the IBEF, Indian e-commerce industry is expected to surpass the US to become the second largest e-commerce market in the world by 2034, with grocery and fashion/apparel likely to be the key drivers of incremental growth. With the increased of e-commerce sales, there is expectation for 24/7 access to Customer Service.

Automation and bots require Customer Service, hence, the demand for Customer Service professionals will continue to gain momentum in 2022. The industry is bound to add many more job opportunities in 2022 and beyond while expanding aggressively.



					Salary Range (per annum) Unit: INR	
SKILL SET		EXPERIENCE (YEARS)	EDUCATION	MIN	MAX	
JUNIOR LEVEL						
Digital Marketing Executive		1 - 3	Any Graduate	6 Lacs	10 Lacs	
Content Writer		1 - 3	Any Graduate	6 Lacs	10 Lacs	
Copywriter		1 - 3	Any Graduate	5 Lacs	10 Lacs	
Social Media Marketing Executive		1 - 3	Any Graduate	6 Lacs	10 Lacs	
Graphic Designer		1 - 3	Any Graduate	5 Lacs	10 Lacs	
Data Analyst		1 - 3	B.Tech / MCA / BCA	6 Lacs	12 Lacs	
Backend Developer		1 - 3	B.Tech (Premium Institute)	15 Lacs	20 Lacs	
Front End Developer		1 - 3	B.Tech (Premium Institute)	12 Lacs	18 Lacs	
MIDDLE LEVEL						
Digital Marketing Executive		4 - 8	Any Graduate	8 Lacs	16 Lacs	
Content Writer		4 - 8	Any Graduate	8 Lacs	15 Lacs	
Copywriter		4 - 8	Any Graduate	7 Lacs	15 Lacs	
Social Media Manager		4 - 8	Any Graduate	10 Lacs	20 Lacs	
Graphic Designer		4 - 8	Any Graduate	7 Lacs	15 Lacs	
Category Manager		4 - 8	Any Graduate	18 Lacs	30 Lacs	
Analytics Manager		4 - 8	B.Tech (Premium Institute)	25 Lacs	45 Lacs	
Product Manager		4 - 8	MBA (Premium Institute)	25 Lacs	45 Lacs	




Salary Range (per annum) Unit: INR					
SKILL SET	EXPERIENCE (YEARS)	EDUCATION	MIN	MAX	
MIDDLE LEVEL					
UX Content Lead 	4 - 8	Any Graduate	15 Lacs	25 Lacs	
HR Business Partner 	4 - 8	MBA (Premium Institute)	15 Lacs	25 Lacs	
SEO Manager 	4 - 8	Any Graduate	12 Lacs	18 Lacs	
SEM Manager 	4 - 8	Any Graduate	12 Lacs	20 Lacs	
Key Account Manager 	4 - 8	MBA (Premium Institute)	18 Lacs	30 Lacs	
Backend Developer 	4 - 8	B.Tech (Premium Institute)	22 Lacs	40 Lacs	
Front End Developer 	4 - 8	B.Tech (Premium Institute)	22 Lacs	40 Lacs	
SENIOR LEVEL					
Head - Performance Marketing 	8 - 15	MBA (Premium Institute)	40 Lacs	60 Lacs	
Digital Marketing Head 	8 - 15	MBA (Premium Institute)	40 Lacs	80 Lacs	
Senior Category Manager 	8 - 15	MBA (Premium Institute)	30 Lacs	50 Lacs	
Sales Head 	8 - 15	MBA (Premium Institute)	50 Lacs	80 Lacs	
CMO 	8 - 15	MBA (Premium Institute)	70 Lacs	1 Cr	
Engineering Manager 	8 - 15	B.Tech (Premium Institute)	50 Lacs	80 Lacs	
Director of Product 	8 - 15	MBA (Premium Institute)	50 Lacs	1 Cr	




FMCG



Companies in FMCG will stand out if they are agile to adopt new technology and omnichannel distribution framework. While consumption revival is gaining traction in both urban and rural areas, most companies in this space would focus on capacity expansion and market penetration. Many companies have accelerated digitalisation to cater to evolving buying habits.

As per CRISIL Ratings, the revenue in the FMCG sector will double from 5-6% in FY2021 to 10-12% in FY2022. FMCG saw an uptick in hiring towards the end of 2021 and new emerging models in FMCG retail such as direct-to-consumer and e-commerce platforms are leading the demand for tech talent in FMCG.



Salary Range (per annum) Unit: INR				
SKILL SET	EXPERIENCE (YEARS)	EDUCATION	MIN	MAX
JUNIOR LEVEL				
Sales Executive / Territory / Area Manager Sales - General Trade / Modern Trade / Institutional	1 - 6	Graduate / MBA	5 Lacs	23 Lacs
Trade Marketing 	2 - 7	Graduate / MBA	5 Lacs	22 Lacs
ATL / BTL / Campaign 	1 - 5	Graduate / MBA	5 Lacs	20 Lacs
Marketing Research & Analytics 	1 - 5	Graduate / MBA	4 Lacs	17 Lacs
Logistic transportation & distribution	1 - 5	Graduate / MBA	4 Lacs	22 Lacs
Warehouse	1 - 5	Graduate / MBA	5 Lacs	15 Lacs
MIS reporting	1 - 5	Graduate / MBA	5 Lacs	19 Lacs
Talent Acquisition	1 - 6	Graduate / MBA	4 Lacs	15 Lacs
Executive Assistant	1 - 7	Graduate	5 Lacs	20 Lacs
Payroll	1 - 7	Graduate	4 Lacs	13 Lacs
Production	2 - 7	Engineering Graduate	5 Lacs	19 Lacs
Supply Chain / Logistics	1 - 5	Graduate / MBA	5 Lacs	19 Lacs
Maintenance & Utility	2 - 7	Engineering Graduate	5 Lacs	18 Lacs
MIDDLE LEVEL				
Regional Sales Manager - General Trade / Modern Trade / Institutional	5 - 15	Graduate / MBA	17 Lacs	50 Lacs
Key Accounts Manager 	5 - 12	Graduate / MBA	10 Lacs	50 Lacs
Brand Management	5 - 12	MBA	10 Lacs	40 Lacs
Digital / Online Management 	5 - 12	MBA	12 Lacs	40 Lacs
Customer Marketing 	5 - 12	MBA	10 Lacs	30 Lacs
Category Management 	5 - 12	MBA	10 Lacs	35 Lacs
Logistics Planning	5 - 12	MBA	12 Lacs	35 Lacs

					Salary Range (per annum) Unit: INR	
SKILL SET		EXPERIENCE (YEARS)	EDUCATION	MIN	MAX	
MIDDLE LEVEL						
	Direct Procurement	5 - 12	MBA	12 Lacs	37 Lacs	
	Indirect Procurement	5 - 12	MBA	12 Lacs	37 Lacs	
	Customer Services	5 - 10	Graduate / MBA	10 Lacs	35 Lacs	
	Direct Taxation	5 - 12	CA	15 Lacs	40 Lacs	
	Indirect Taxation	5 - 12	CA	15 Lacs	40 Lacs	
	Financial Planning & Analysis 	5 - 12	CA / MBA	15 Lacs	40 Lacs	
	Sales Finance	5 - 12	CA / MBA	15 Lacs	40 Lacs	
	Supply Chain Finance	5 - 12	CA / MBA	15 Lacs	40 Lacs	
	Litigation Legal	5 - 12	Law Graduate	12 Lacs	35 Lacs	
	Non-litigation Legal	5 - 12	Law Graduate	12 Lacs	35 Lacs	
	Admin	4 - 10	Graduate / MBA	10 Lacs	30 Lacs	
	Organisation Development	5 - 12	Graduate / MBA	12 Lacs	40 Lacs	
	L&D	5 - 12	Graduate / MBA	12 Lacs	40 Lacs	
	Performance Management 	5 - 12	Graduate / MBA	12 Lacs	35 Lacs	
	Capability Management	5 - 12	Graduate / MBA	12 Lacs	35 Lacs	
	Training	5 - 12	Graduate / MBA	12 Lacs	35 Lacs	
	Compensation & Benefit	5 - 12	Graduate / MBA	12 Lacs	35 Lacs	
	Quality & Safety	7 - 13	Engineering Graduate / MBA	15 Lacs	35 Lacs	
	Process Engineering	7 - 13	Engineering Graduate / MBA	15 Lacs	36 Lacs	
	Digital Transformation 	5 - 12	Engineering Graduate / MBA	20 Lacs	55 Lacs	

Salary Range (per annum) Unit: INR					
SKILL SET	EXPERIENCE (YEARS)	EDUCATION	MIN	MAX	
SENIOR LEVEL					
Corporate Communication (Internal / External)	10 - 18	MBA	35 Lacs	80 Lacs	
Project Management	12 - 20	Engineering Graduate / MBA	37 Lacs	75 Lacs	
Site / Factory / Unit / Manufacturing	12 - 20	Engineering Graduate / MBA	40 Lacs	70 Lacs	
E-commerce Head 	12 - 15	MBA	40 Lacs	80 Lacs	
CSR / Government Affairs 	12 - 20	Graduate / MBA	30 Lacs	75 Lacs	





IT

With rapid tech adoption across industries, hiring demand in tech enabled sectors is bound to grow in 2022. While talent demand in this sector spiked in 2021, there seems to be no doubt that 2022 will also see growth in hiring for Technology Talent especially in AI, Machine Learning, Cloud Computing, Cybersecurity, Blockchain Development and Data Analytics.

Companies are open to hiring more and more people remotely, focusing on diversity and inclusivity. As demand for tech solutions rises, demand for talent will also see a sharp increase. So while borderless hiring will facilitate access to a broader talent pool, the surge in demand means there will be competition to hire the most skilled from the available pool.



				Salary Range (per annum) Unit: INR	
SKILL SET		EXPERIENCE (YEARS)	EDUCATION	MIN	MAX
JUNIOR LEVEL					
RPA Developer		2 - 5	B.E / B.Tech / M.Tech	9 Lacs	12.5 Lacs
DevOps Engineer 		2 - 5	B.E / B.Tech / M.Tech	8 Lacs	11 Lacs
Test Automation Engineer		2 - 5	B.E / B.Tech / M.Tech	7 Lacs	10 Lacs
Cyber Security Analyst 		2 - 5	B.E / B.Tech / M.Tech	6.5 Lacs	10 Lacs
Bigdata Engineer		3 - 6	B.E / B.Tech / M.Tech	8 Lacs	14 Lacs
Data Scientist		3 - 6	B.E / B.Tech / M.Tech	10 Lacs	16 Lacs
Web Developer		3 - 6	B.E / B.Tech / M.Tech	6 Lacs	12 Lacs
MIDDLE LEVEL					
Java Architect		8 - 11	B.Tech / M.Tech	24 Lacs	35 Lacs
Java Tech Lead		8 - 11	B.Tech / M.Tech	20 Lacs	30 Lacs
Product Owner		8 - 11	B.Tech / M.Tech	24 Lacs	30 Lacs
QA Tech Lead		8 - 11	B.Tech / M.Tech	17 Lacs	28 Lacs
Scrum Master		8 - 11	B.Tech / M.Tech	23 Lacs	30 Lacs
Technical Architect-dotnet		8 - 11	B.Tech / M.Tech	22 Lacs	37 Lacs
UI Architect 		8 - 11	B.Tech / M.Tech	25 Lacs	37 Lacs
UI Tech Lead		8 - 11	B.Tech / M.Tech	21 Lacs	32 Lacs

Salary Range (per annum) Unit: INR					
SKILL SET	EXPERIENCE (YEARS)	EDUCATION	MIN	MAX	
MIDDLE LEVEL					
AWS Architect 	8 - 11	B.Tech / M.Tech	25 Lacs	35 Lacs	
Data Architect	8 - 11	B.Tech / M.Tech	28 Lacs	35 Lacs	
Product Manager	8 - 11	B.Tech / M.Tech	25 Lacs	35 Lacs	
Project Manager 	8 - 11	B.Tech / M.Tech	20 Lacs	28 Lacs	
Senior Data Scientist	6 - 10	B.Tech / M.Tech	17 Lacs	25 Lacs	
Senior DeVops Engineer 	6 - 10	B.Tech / M.Tech	15 Lacs	22 Lacs	
SENIOR LEVEL					
Technology Director 	15 - 20	B.Tech / M.Tech	50 Lacs	70 Lacs	
Senior Engineering Manager	12 - 18	B.Tech / M.Tech	40 Lacs	60 Lacs	

ITES






Information Technology Enabled Services (ITES) is one of the industries that will continue to drive hiring well into 2022. As a tech enabled industry, ITES is bound to witness a demand for skilled Talent. Roles in big data and analytics will see an upsurge. Automation will make way for more highly skilled talent in a highly location-agnostic future of hiring.


				Salary Range (per annum) Unit: INR	
SKILL SET	EXPERIENCE (YEARS)	EDUCATION	MIN	MAX	
JUNIOR LEVEL					
Accounts Payable	1 - 5	B.Com, CA, CPA, CFA, M.Com, MBA	2.5 Lacs	6.5 Lacs	
Accounts Receivable	1 - 5	B.Com, CA, CPA, CFA, M.Com, MBA	2.5 Lacs	6.5 Lacs	
Actuaries	1 - 5	Any Graduate	3.5 Lacs	8.5 Lacs	
Analytics 	1 - 5	BE, B.Tech, B.Sc (Stats)	4 Lacs	9 Lacs	
Annuities	1 - 5	Any Graduate	2.5 Lacs	6.5 Lacs	
Audit	1 - 5	CA, CPA, CFA, MBA	4.5 Lacs	11 Lacs	
Business Development	1 - 5	Any Graduate, PG	4 Lacs	8.5 Lacs	
Business Finance / Corporate Finance	1 - 5	B.Com, CA, CPA, CFA, M.Com, MBA	5 Lacs	12 Lacs	
Collections	1 - 5	Any Graduate, PG	2.5 Lacs	6.5 Lacs	
Compensation & Benefit	1 - 5	B.Com, B.Sc, BA, MBA	2 Lacs	4 Lacs	
Contract Management / Negotiations	1 - 5	Any Graduate, PG	2.2 Lacs	5 Lacs	
Core Finance	1 - 5	B.Com, CA, CPA, CFA, M.Com, MBA	2.5 Lacs	6 Lacs	
Customer Service	1 - 5	Any Graduate	1.8 Lacs	6 Lacs	
Data Analytics	1 - 5	BE, B.Tech, B.Sc (Stats)	3 Lacs	14 Lacs	
Financial Planning & Analysis	1 - 5	B.Com, CA, CPA, CFA, M.Com, MBA	3 Lacs	9 Lacs	
General Accounting / Ledger	1 - 5	B.Com, CA, CPA, CFA, M.Com, MBA	3 Lacs	7 Lacs	
HR Analytics	1 - 5	MBA	7 Lacs	15 Lacs	

Salary Range (per annum) Unit: INR					
SKILL SET	EXPERIENCE (YEARS)	EDUCATION	MIN	MAX	
JUNIOR LEVEL					
HR Business Partner 	1 - 5	B.Com, B.Sc, BA, MBA	2.5 Lacs	11 Lacs	
HR Operations	1 - 5	B.Com, B.Sc, BA, MBA	2 Lacs	7 Lacs	
Human Resources & Admin	1 - 5	B.Com, B.Sc, BA, MBA	2.8 Lacs	7 Lacs	
Incident Management / Problem Management / Change Management / ITIL Certification	1 - 5	BE, B.Sc (IT/Comp), BCA	4.5 Lacs	9 Lacs	
Infrastructure / Service Desk / IT Help Desk 	1 - 5	BE, B.Sc (IT/Comp), BCA	2.5 Lacs	4.5 Lacs	
Insurance	1 - 5	Any Graduate	2 Lacs	5 Lacs	
Internal Audit	1 - 5	CA, MBA	3 Lacs	10 Lacs	
Internal Control	1 - 5	CA, MBA	3 Lacs	9 Lacs	
Investment Banking Operations	1 - 5	B.Com, M.Com, MBA, B.Sc, BFT	2.5 Lacs	6.5 Lacs	
ISP	1 - 5	BE, B.Sc (IT/Comp), BCA	2.2 Lacs	5 Lacs	
Learning & Development	1 - 5	B.Com, B.Sc, BA, MBA	3 Lacs	9 Lacs	
Life Insurance / General Insurance	1 - 5	B.Com	2 Lacs	5 Lacs	
Management Reporting	1 - 5	B.Com, CA, CPA, CFA, M.Com, MBA	3 Lacs	7 Lacs	
Operations Research	1 - 5	Any Graduate	4 Lacs	6.5 Lacs	
Pension / Claims	1 - 5	Any Graduate	2 Lacs	5 Lacs	
Presales	1 - 5	Any Graduate, PG	2.5 Lacs	4.7 Lacs	
Procurement	1 - 5	Any Graduate, PG	2.5 Lacs	7.5 Lacs	
Purchase	1 - 5	Any Graduate, PG	2.5 Lacs	7.5 Lacs	




Salary Range (per annum) Unit: INR				
SKILL SET	EXPERIENCE (YEARS)	EDUCATION	MIN	MAX
JUNIOR LEVEL				
Qualitative Analytics	1 - 5	BE, B.Tech, B.Sc (Stats)	3 Lacs	9 Lacs
Recruitment / Talent Acquisition 	1 - 5	B.Com, B.Sc, BA, MBA	2.5 Lacs	8.5 Lacs
Re-Insurance	1 - 5	Any Graduate	2 Lacs	4.5 Lacs
Risk Analytics / Credit Risk Analytics	1 - 5	CA, CPA, CFA, MBA	6 Lacs	16 Lacs
Sales / Key Account Management	1 - 5	Any Graduate, PG	3 Lacs	6 Lacs
Sourcing / Global Sourcing	1 - 5	Any Graduate, PG	2.5 Lacs	4.7 Lacs
SOX Compliance	1 - 5	CA, MBA	3 Lacs	9 Lacs
Supply Chain Management	1 - 5	Any Graduate, PG	2.5 Lacs	7.5 Lacs
Taxation	1 - 5	B.Com, CA, CPA, CFA, M.Com, MBA	2.5 Lacs	10 Lacs
Technical Support	1 - 5	BE, B.Sc (IT / Comp), BCA	3.2 Lacs	7.5 Lacs
Vendor Management	1 - 5	Any Graduate, PG	2.2 Lacs	4 Lacs
Voice Process / Non Voice Process	1 - 5	Any Graduate	1.8 Lacs	4.5 Lacs

Salary Range (per annum) Unit: INR				
SKILL SET	EXPERIENCE (YEARS)	EDUCATION	MIN	MAX
MIDDLE LEVEL				
Voice Process / Non Voice Process	6 - 10	Any Graduate	6 Lacs	13 Lacs
Collections	6 - 10	Any Graduate	6 Lacs	14 Lacs
Annuities	6 - 10	Any Graduate	8 Lacs	18 Lacs
Technical Support	6 - 10	BE, B.Tech	8 Lacs	14 Lacs
Life Insurance / General Insurance	6 - 10	Any Graduate	8 Lacs	18 Lacs
ISP	6 - 10	BE, B.Tech	7.5 Lacs	13.5 Lacs
Internal Audit 	6 - 10	CA, MBA	10 Lacs	20 Lacs
Infrastructure / Service Desk / IT Help Desk	6 - 10	BE, B.Tech	7.5 Lacs	17 Lacs
Internal Control	6 - 10	CA, MBA	10 Lacs	22 Lacs
Incident Management / Problem Management / Change Management	6 - 10	BE, B.Tech	9 Lacs	20 Lacs
SOX Compliance	6 - 10	CA, MBA	10 Lacs	22 Lacs
Investment Banking Operations	6 - 10	Any Graduate	7.5 Lacs	19 Lacs
Core Finance	6 - 10	CA, MBA	15 Lacs	30 Lacs
Corporate Finance	6 - 10	CA, MBA	12 Lacs	25 Lacs
Business Finance	6 - 10	CA, MBA	12 Lacs	25 Lacs
Human Resources & Admin	6 - 10	MBA	7 Lacs	15 Lacs
HR Business Partner 	6 - 10	MBA	9 Lacs	22 Lacs
HR Operations	6 - 10	MBA	7 Lacs	15 Lacs
Recruitment / Talent Acquisition	6 - 10	MBA	8 Lacs	20 Lacs

Salary Range (per annum) Unit: INR					
SKILL SET	EXPERIENCE (YEARS)	EDUCATION	MIN	MAX	
MIDDLE LEVEL					
Learning & Development 	6 - 10	MBA	8 Lacs	19 Lacs	
Compensation & Benefit	6 - 10	MBA	7 Lacs	15 Lacs	
Process Reengineering	6 - 10	Any Graduate	12 Lacs	20 Lacs	
Project Management	6 - 10	Any Graduate	10 Lacs	18 Lacs	
Presales	6 - 10	Any Graduate	9 Lacs	16 Lacs	
Quality	6 - 10	Any Graduate	7 Lacs	16 Lacs	
Supply Chain Management	6 - 10	Any Graduate	8 Lacs	15 Lacs	
Sourcing / Global Sourcing	6 - 10	Any Graduate	8 Lacs	15 Lacs	
Vendor Management	6 - 10	Any Graduate	7 Lacs	15 Lacs	
Purchase	6 - 10	Any Graduate	8 Lacs	15 Lacs	
Contract Management / Negotiations	6 - 10	Any Graduate	7.5 Lacs	12 Lacs	
Insurance	6 - 10	Any Graduate	8 Lacs	18 Lacs	
Re-Insurance	6 - 10	Any Graduate	6.5 Lacs	15 Lacs	
Pension / Claims	6 - 10	Any Graduate	8 Lacs	18 Lacs	
Actuaries	6 - 10	Any Graduate	12 Lacs	25 Lacs	

				Salary Range (per annum) Unit: INR	
SKILL SET	EXPERIENCE (YEARS)	EDUCATION	MIN	MAX	
SENIOR LEVEL					
Finance & Accounts	11 - 20	B.Com, M.Com, MBA, CA, CPA	22 Lacs	60 Lacs	
HR Business Partner	11 - 20	MBA (HR)	23 Lacs	45 Lacs	
Recruitment / Talent Acquisition	11 - 20	MBA (HR)	20 Lacs	40 Lacs	
General Accounting	11 - 20	B.Com, M.Com, MBA, CA, CPA	22 Lacs	60 Lacs	
General Ledger	11 - 20	B.Com, M.Com, MBA, CA, CPA	22 Lacs	60 Lacs	
Human Resources & Admin	11 - 20	MBA (HR)	20 Lacs	35 Lacs	
Accounts Payable	11 - 20	B.Com, M.Com, MBA, CA, CPA	18 Lacs	45 Lacs	
HR Operations	11 - 20	MBA (HR)	18 Lacs	45 Lacs	
Accounts Receivable	11 - 20	B.Com, M.Com, MBA, CA, CPA	18 Lacs	40 Lacs	
Financial Planning & Analysis 	11 - 20	B.Com, M.Com, MBA, CA, CPA	25 Lacs	60 Lacs	
Management Reporting	11 - 20	B.Com, M.Com, MBA, CA, CPA	25 Lacs	55 Lacs	
Business Finance / Corporate Finance	11 - 20	B.Com, M.Com, MBA, CA, CPA	20 Lacs	60 Lacs	
Taxation	11 - 20	B.Com, M.Com, MBA, CA, CPA	25 Lacs	65 Lacs	
Customer Service	11 - 20	Any Graduate	18 Lacs	40 Lacs	
Voice Process / Non Voice Process	11 - 20	Any Graduate	18 Lacs	45 Lacs	
Collections	11 - 20	Any Graduate	18 Lacs	40 Lacs	
Internal Audit	11 - 20	MBA, CA	25 Lacs	60 Lacs	
Analytics	11 - 20	BE, B.Tech, B.Sc (Stats), PG (Stats)	25 Lacs	55 Lacs	
Risk Analytics / Credit Risk Analytics	11 - 20	BE, B.Tech, B.Sc (Stats), PG (Stats)	25 Lacs	70 Lacs	

				Salary Range (per annum) Unit: INR	
SKILL SET	EXPERIENCE (YEARS)	EDUCATION	MIN	MAX	
SENIOR LEVEL					
HR Analytics	11 - 20	MBA (HR)	20 Lacs	55 Lacs	
Qualitative Analytics	11 - 20	BE, B.Tech, B.Sc (Stats), PG (Stats)	25 Lacs	55 Lacs	
Operations Research	11 - 20	Any Graduate	20 Lacs	50 Lacs	
Data Analytics	11 - 20	BE, B.Tech, B.Sc (Stats), PG (Stats)	25 Lacs	55 Lacs	
Reporting Analytics	11 - 20	BE, B.Tech, B.Sc (Stats), PG (Stats)	25 Lacs	55 Lacs	
Internal Control	11 - 20	MBA, CA	25 Lacs	60 Lacs	
SOX Compliance	11 - 20	MBA, CA	25 Lacs	60 Lacs	
Learning & Development	11 - 20	MBA (HR)	20 Lacs	50 Lacs	
Compensation & Benefit	11 - 20	MBA (HR)	20 Lacs	45 Lacs	
Presales	11 - 20	Any Graduate	20 Lacs	50 Lacs	
Procurement	11 - 20	Any Graduate	18 Lacs	55 Lacs	
Supply Chain Management	11 - 20	Any Graduate	25 Lacs	55 Lacs	
Sourcing / Global Sourcing	11 - 20	Any Graduate	16 Lacs	50 Lacs	
Vendor Management	11 - 20	Any Graduate	18 Lacs	55 Lacs	
Purchase	11 - 20	Any Graduate	18 Lacs	55 Lacs	


				Salary Range (per annum) Unit: INR	
SKILL SET	EXPERIENCE (YEARS)	EDUCATION	MIN	MAX	
SENIOR LEVEL					
Contract Management / Negotiations	11 - 20	Any Graduate	15 Lacs	45 Lacs	
Insurance	11 - 20	Any Graduate	20 Lacs	50 Lacs	
Re-Insurance	11 - 20	Any Graduate	20 Lacs	45 Lacs	
Pension / Claims 	11 - 20	Any Graduate	20 Lacs	45 Lacs	
Actuaries	11 - 20	Any Graduate	25 Lacs	55 Lacs	
Annuities	11 - 20	Any Graduate	20 Lacs	50 Lacs	
Life Insurance / General Insurance	11 - 20	Any Graduate	20 Lacs	50 Lacs	
Technical Support	11 - 20	BE, B.Tech, B.Sc (Comp/IT), BCA	20 Lacs	45 Lacs	
ISP	11 - 20	BE, B.Tech, B.Sc (Comp/IT), BCA	20 Lacs	45 Lacs	
Infrastructure / Service Desk / IT Help Desk	11 - 20	BE, B.Tech, B.Sc (Comp/IT), BCA	20 Lacs	45 Lacs	
Incident Management / Problem Management / Change Management	11 - 20	BE, B.Tech, B.Sc (Comp/IT), BCA	20 Lacs	55 Lacs	
Investment Banking Operations 	11 - 20	Any Graduate	22 Lacs	60 Lacs	
Core Finance	11 - 20	B.Com, M.Com, MBA, CA, CPA	20 Lacs	50 Lacs	
Corporate Finance	11 - 20	B.Com, M.Com, MBA, CA, CPA	20 Lacs	50 Lacs	
Business Finance	11 - 20	B.Com, M.Com, MBA, CA, CPA	20 Lacs	45 Lacs	
Process Reengineering	11 - 20	Any Graduate	18 Lacs	45 Lacs	
Project Management 	11 - 20	Any Graduate	22 Lacs	60 Lacs	
Quality	11 - 20	Any Graduate	15 Lacs	55 Lacs	

Oil & Gas

The oil and gas industry continues to confront multiple problems that influence how many firms strive to maintain operations and manage their employees. The pandemic has considerably affected this sector wherein according to the fifth annual Global Energy Talent Index (GETI), 78% of oil and gas workers are less confident in their employment than they were a year ago.

Despite significant pay reductions last year, employees and recruiting managers are optimistic that salaries will not fall further. The GETI report also reveals 50% of oil and gas employees who are hired become permanent employees. COVID-19 has taken a toll over almost all sectors and oil and gas is no stranger to the disruptive economic cycle.







					Salary Range (per annum) Unit: INR	
SKILL SET		EXPERIENCE (YEARS)	EDUCATION	MIN	MAX	
JUNIOR LEVEL						
Drillers		1 - 3	B.Tech / Diploma	5 Lacs	12 Lacs	
Tool Pushers		1 - 3	B.Tech / Diploma	4 Lacs	10 Lacs	
Mud Loggers		1 - 3	B.Tech / Diploma	4 Lacs	10 Lacs	
Wire Line Logging		1 - 3	B.Tech / M.Tech / M.Sc.	4 Lacs	10 Lacs	
MWD / LWD		1 - 3	B.Tech / Diploma	4 Lacs	10 Lacs	
Coil Tubing		1 - 3	B.Tech / Diploma	4 Lacs	10 Lacs	
Sales & Application		1 - 3	B.Tech / M.Tech / M.Sc.	5 Lacs	10 Lacs	
Tech Support Real Time Operation		1 - 3	B.Tech / M.Tech / M.Sc.	4 Lacs	10 Lacs	
Testing & Subsea (Drill Stem Test)		1 - 3	B.Tech / M.Tech / M.Sc.	4 Lacs	11 Lacs	
Well Completion		1 - 3	B.Tech / Diploma	6 Lacs	10 Lacs	
Geophysicist		1 - 3	M.Tech / M.Sc.- Petrophysics / Physics	10 Lacs	20 Lacs	
Geologists		1 - 3	M.Tech / M.Sc. - Geology / Petroleum Tech	10 Lacs	20 Lacs	
Petro Physicist		1 - 3	M.Tech / M.Sc.- Petrophysics / Physics	10 Lacs	20 Lacs	
Drilling Engineer		1 - 3	B.Tech / M.Tech- Petroleum / Mechanical / Bachelors / Masters - Geology	10 Lacs	20 Lacs	
Reservoir Engineer 		1 - 3	M.SC - M.Tech	10 Lacs	20 Lacs	
Surveyors		1 - 3	B.Tech / Diploma	7 Lacs	14 Lacs	
Production Engineers		1 - 3	B.Tech / Diploma	8 Lacs	12 Lacs	
Mechanical / Electrical / Instrumentation / Civil 		1 - 3	B.Tech / Diploma	4 Lacs	10 Lacs	
HSE		1 - 3	B.Tech / Diploma	4 Lacs	10 Lacs	
Fire & Safety		1 - 3	B.Tech / Diploma	4 Lacs	10 Lacs	

					Salary Range (per annum) Unit: INR	
SKILL SET		EXPERIENCE (YEARS)	EDUCATION	MIN	MAX	
JUNIOR LEVEL						
Terminal Operations		1 - 3	B.Tech / Diploma	4 Lacs	10 Lacs	
Quality Assurance		1 - 3	B.Tech / Diploma	4 Lacs	10 Lacs	
Process Engineers		1 - 3	BE / B.Tech (Chemical)	4 Lacs	10 Lacs	
Civil & Structural Engineers		1 - 3	BE / B.Tech (Civil / Structure)	4 Lacs	10 Lacs	
Instrumentation		1 - 3	BE / B.Tech (Instrumentation / Electronics)	4 Lacs	10 Lacs	
Piping		1 - 3	BE / B.Tech (Mechanical / Chemical)	4 Lacs	10 Lacs	
Pipe Stress		1 - 3	BE / B.Tech (Mechanical)	4 Lacs	10 Lacs	
Rotating / Static Equipment		1 - 3	BE / B.Tech (Mechanical)	4 Lacs	10 Lacs	
Projects		1 - 3	BE / B.Tech (Mechanical / Civil / Chemical)	4 Lacs	10 Lacs	
MIDDLE LEVEL						
Drillers		4 - 10	B.Tech / Diploma	10 Lacs	22 Lacs	
Tool Pushers		4 - 10	B.Tech / Diploma	10 Lacs	22 Lacs	
Mud Loggers		4 - 10	B.Tech / Diploma	10 Lacs	22 Lacs	
Wire Line Logging Engineer		4 - 10	B.Tech / M.Tech / M.Sc.	10 Lacs	22 Lacs	
MWD / LWD Engineer		4 - 10	B.Tech / Diploma	10 Lacs	22 Lacs	
Mud Engineer		4 - 10	B.Tech / Diploma	12 Lacs	25 Lacs	
Offshore Installation		4 - 10	B.Tech / Diploma	13 Lacs	25 Lacs	
Coil Tubing		4 - 10	B.Tech / Diploma	10 Lacs	22 Lacs	
Sales & Application Engineer		4 - 10	B.Tech / M.Tech / M.Sc.	10 Lacs	22 Lacs	
Tech Support Real Time Operation		4 - 10	B.Tech / M.Tech / M.Sc.	10 Lacs	22 Lacs	
Testing & Subsea Engineer (Drill Stem Test)		4 - 10	B.Tech / M.Tech / M.Sc.	10 Lacs	25 Lacs	

Salary Range (per annum) Unit: INR				
SKILL SET	EXPERIENCE (YEARS)	EDUCATION	MIN	MAX
MIDDLE LEVEL				
Well Completion Engineer	4 - 10	B.Tech / Diploma	10 Lacs	25 Lacs
Geophysicist	4 - 10	M.Tech / M.Sc. - Petrophysics / Physics	20 Lacs	50 Lacs
Geologists	4 - 10	M.Tech / M.Sc.- Geology / Petroleum Tech	20 Lacs	50 Lacs
Petro Physicist	4 - 10	M.Tech / M.Sc. - Petrophysics / Physics	20 Lacs	50 Lacs
Drilling Engineer	4 - 10	B.Tech / M.Tech- Petroleum / Mechanical Bachelors / Masters - Geology	20 Lacs	50 Lacs
Reservoir Engineer	4 - 10	M.SC-M.Tech	20 Lacs	50 Lacs
Surveyors	4 - 10	B.Tech / Diploma	15 Lacs	30 Lacs
Mechanical / Electrical / Instrumentation / Civil	4 - 10	B.Tech / Diploma	10 Lacs	30 Lacs
Production Engineers	4 - 10	B.Tech / Diploma	10 Lacs	30 Lacs
HSE	4 - 10	B.Tech / Diploma	10 Lacs	30 Lacs
Fire & Safety	4 - 10	B.Tech / Diploma	10 Lacs	30 Lacs
Terminal Operations	4 - 10	BE / B.Tech (Chemical)	10 Lacs	28 Lacs
Quality Assurance	4 - 10	BE / B.Tech (Civil)	10 Lacs	30 Lacs
Process Engineers	4 - 10	BE / B.Tech (Instrumentation)	10 Lacs	30 Lacs
Civil & Structural Engineers	4 - 10	BE / B.Tech (Mechanical)	10 Lacs	30 Lacs
Instrumentation Engineers	4 - 10	BE / B.Tech (Mechanical)	10 Lacs	30 Lacs
Piping Engineers	4 - 10	BE / B.Tech (Mechanical)	10 Lacs	30 Lacs
Pipe Stress / Piping Layout / Piping Material	4 - 10	BE / B.Tech (Mechanical)	10 Lacs	30 Lacs
Rotating / Static Equipment Engineers	4 - 10	BE / B. ech (Mechanical)	10 Lacs	30 Lacs
Projects	4 - 10	BE / B.Tech (Mechanical / Instrumentation / Civil / Chemical)	10 Lacs	30 Lacs

					Salary Range (per annum) Unit: INR
SKILL SET	EXPERIENCE (YEARS)	EDUCATION	MIN	MAX	
SENIOR LEVEL					
Drillers	10 - 25	B.Tech / Diploma	21 Lacs	45 Lacs	
Tool Pushers	10 - 25	B.Tech / Diploma	21 Lacs	45 Lacs	
Mud Loggers	10 - 25	B.Tech / Diploma	21 Lacs	45 Lacs	
Wire Line Logging Engineer	10 - 25	B.Tech / M.Tech / M.Sc.	18 Lacs	40 Lacs	
MWD / LWD Engineer	10 - 25	B.Tech / Diploma	18 Lacs	40 Lacs	
Mud Engineer	10 - 25	B.Tech / Diploma	18 Lacs	40 Lacs	
Offshore Installation	10 - 25	B.Tech / Diploma	26 Lacs	60 Lacs	
Coil Tubing	10 - 25	B.Tech / Diploma	22 Lacs	45 Lacs	
Sales & Application Engineer	10 - 25	B.Tech / M.Tech / M.Sc.	20 Lacs	50 Lacs	
Tech Support Real Time Operation	10 - 25	B.Tech / M.Tech / M.Sc.	18 Lacs	40 Lacs	
Testing & Subsea Engineer (Drill Stem Test)	10 - 25	B.Tech / M.Tech / M.Sc.	22 Lacs	48 Lacs	
Well Completion Engineer	10 - 25	B.Tech / Diploma	22 Lacs	60 Lacs	
Geophysicist	10 - 25	M.Tech / M.Sc.- Petrophysics /Physics	35 Lacs	99 Lacs+	
Geologists	10 - 25	M.Tech / M.Sc.- Geology / Petroleum Tech	35 Lacs	99 Lacs+	
Petro Physicist	10 - 25	M.Tech / M.Sc.- Petrophysics /Physics	35 Lacs	99 Lacs+	
Drilling Engineer	10 - 25	B.Tech / M.Tech - Petroleum / Mechanical / Bachelors / Masters - Geology	35 Lacs	99 Lacs+	
Reservoir Engineer	10 - 25	B.Tech / M.Tech - Petroleum / Gas	35 Lacs	99 Lacs+	
Surveyors	10 - 25	B.Tech / Diploma	22 Lacs	48 Lacs	
HSE	10 - 25	B.Tech / Diploma	20 Lacs	45 Lacs	
Fire & Safety	10 - 25	B.Tech / Diploma	22 Lacs	50 Lacs	

Salary Range (per annum) Unit: INR				
SKILL SET	EXPERIENCE (YEARS)	EDUCATION	MIN	MAX
SENIOR LEVEL				
Terminal Operations	10 - 25	B.Tech / Diploma	22 Lacs	50 Lacs
Quality Assurance 	10 - 25	B.Tech / Diploma	22 Lacs	50 Lacs
Process Engineers 	10 - 25	BE / B.Tech (Chemical)	22 Lacs	60 Lacs
Civil & Structural Engineers	10 - 25	BE / B.Tech (Civil / Structure)	22 Lacs	50 Lacs
Instrumentation	10 - 25	BE / B.Tech (Instrumentation / Electronics)	22 Lacs	50 Lacs
Piping	10 - 25	BE / B.Tech (Mechanical / Chemical)	22 Lacs	50 Lacs
Pipe Stress	10 - 25	BE / B.Tech (Mechanical)	22 Lacs	55 Lacs
Rotating / Static Equipment 	10 - 25	BE / B.Tech (Mechanical)	22 Lacs	55 Lacs
Projects 	10 - 25	BE / B.Tech (Civil)	22 Lacs	60 Lacs

Power & Engineering

The power and engineering sector has been recognised for its stability for a long time. However, as corporations face increasing pressure to move from fossil fuels to electric power and renewable energy sources in response to global climate change, the sector's stability is expected to evolve.

Salary levels for power experts are expected to be similar in 2021 as they were in the previous year, according to the Global Energy Talent Index (GETI) report. Increased power usage in underdeveloped nations will also drive the change. As a result, the power business is expected to experience more competition for talents, as well as higher demands for compensation.



Power & Engineering

				Salary Range (per annum) Unit: INR	
SKILL SET	EXPERIENCE (YEARS)	EDUCATION	MIN	MAX	
JUNIOR LEVEL					
Manufacturing	1 - 3	BE / Diploma Mechanical	2.5 Lacs	6 Lacs	
Production	1 - 3	BE / Diploma Production / Mechanical	2.5 Lacs	6 Lacs	
Maintenance	1 - 3	BE / Diploma Mechanical / Electrical	2.5 Lacs	6 Lacs	
Quality	1 - 3	BE / Diploma Mechanical / Electrical	2.5 Lacs	6 Lacs	
Process	1 - 3	BE / Diploma Mechanical / Chemical	2.5 Lacs	6 Lacs	
Automation	1 - 3	BE / Diploma Mechanical / Automation	2.5 Lacs	6 Lacs	
Design	1 - 3	BE / Diploma Mechanical / Electrical	2.5 Lacs	6 Lacs	
Project	1 - 3	BE / Diploma Mechanical / Electrical / Chemical	2.5 Lacs	6 Lacs	
Materials	1 - 3	BE / Diploma Mechanical	2.5 Lacs	6 Lacs	
Purchase	1 - 3	BE / Diploma Mechanical	2.5 Lacs	6 Lacs	
Validation	1 - 3	BE / Diploma Chemical / Mechanical	2 Lacs	5 Lacs	
Instrumentation Engineer	1 - 3	BE / Diploma Instrumentation	3.5 Lacs	7 Lacs	
Electrical Engineer	1 - 3	BE / Diploma Electrical	3 Lacs	7 Lacs	
HSE	1 - 3	BE / Tech / Mechanical	3.5 Lacs	6 Lacs	
BOP	1 - 3	BE / Tech / Electrical / Mechanical	4 Lacs	7 Lacs	
Civil	1 - 3	BE / Tech / Civil	3 Lacs	7 Lacs	
Transmission Engineer	1 - 3	BE / Tech / Electrical	5 Lacs	8 Lacs	
Product Development 	1 - 3	BE / Tech / Electronics	5 Lacs	8 Lacs	
System Engineering	1 - 3	BE / Tech / Mechanical	4 Lacs	9 Lacs	
Design Engineer 	1 - 3	BE / Tech / Mechanical	4 Lacs	8 Lacs	
Instrumentation Control	1 - 3	BE / Tech / Instrumentation	3.5 Lacs	8.5 Lacs	
Plant Operations	1 - 3	BE / Tech / Mechanical	3.5 Lacs	7.4 Lacs	


Power & Engineering

Salary Range (per annum) Unit: INR					
SKILL SET		EXPERIENCE (YEARS)	EDUCATION	MIN	MAX
JUNIOR LEVEL					
Installation		1 - 3	BE / Tech / Electrical / Mechanical	2 Lacs	6 Lacs
Procurement		1 - 3	BE / Tech / Electrical / Mechanical	2.5 Lacs	7 Lacs
Supply Chain / Logistics		1 - 3	BE / Tech / Electrical / Mechanical	2.5 Lacs	7.5 Lacs
Quality		1 - 3	BE / Tech / Electrical / Mechanical	2 Lacs	7 Lacs
STG		1 - 3	BE / Tech / Mechanical	3 Lacs	6 Lacs
Systems Designer		1 - 3	BE / Tech / Diploma	2.5 Lacs	5 Lacs
Project		1 - 3	BE / Tech / Mechanical	3 Lacs	6 Lacs
MIDDLE LEVEL					
Maintenance		4 - 10	BE Mechanical / Electrical	7 Lacs	15 Lacs
Automation		4 - 10	BE Mechanical / Automation	7 Lacs	15 Lacs
Project		4 - 10	BE Mechanical / Electrical / Chemical	7 Lacs	15 Lacs
Materials		4 - 10	BE Mechanical	7 Lacs	15 Lacs
Purchase		4 - 10	BE Mechanical	5.5 Lacs	14.5 Lacs
Instrumentation Engineer		4 - 10	BE Instrumentation	5.5 Lacs	14.5 Lacs
Electrical Engineer		4 - 10	BE Electrical	5.5 Lacs	14.5 Lacs
Mechanical Engineer 		4 - 10	BE Mechanical	5.5 Lacs	14.5 Lacs
Civil Engineer		4 - 10	BE Civil	5.5 Lacs	14.5 Lacs
Welding		4 - 10	BE Mechanical / Electrical	5.5 Lacs	11 Lacs
Plant Inspection		4 - 10	BE Mechanical	5.5 Lacs	11 Lacs
Paint Shop		4 - 10	BE Mechanical	5.5 Lacs	11 Lacs
Fire & Safety		4 - 10	BE Environmental	5.5 Lacs	11 Lacs
Shift Supervisor Plant Engineering		4 - 10	BE Mechanical	5.5 Lacs	11 Lacs

Power & Engineering

				Salary Range (per annum) Unit: INR	
SKILL SET	EXPERIENCE (YEARS)	EDUCATION	MIN	MAX	
SENIOR LEVEL					
Design	10 - 25	BE / Tech Electrical / Mechanical	20 Lacs	60 Lacs	
Instrumentation & Control	10 - 25	BE / Tech Instrumentation	14 Lacs	44 Lacs	
HSE	10 - 25	BE / Tech Electrical / Mechanical	12 Lacs	45 Lacs	
BOP	10 - 25	BE / Tech Mechanical	12 Lacs	50 Lacs	
Principle Engineer Civil	10 - 25	BE / Tech Civil	15 Lacs	38.5 Lacs	
Transmission	10 - 25	BE / Tech Electrical	18 Lacs	80 Lacs	
R&D Director - New Product Development (Project Lead)	10 - 25	BE / Tech Electronics	18 Lacs	38.5 Lacs	
DGM / GM - System Engineering	10 - 25	BE / Tech Mechanical	15 Lacs	38.5 Lacs	
DGM / GM - Plant Operations	10 - 25	BE / Tech Mechanical	14 Lacs	50 Lacs	
Procurement	10 - 25	BE / Tech Electrical / Mechanical	15.5 Lacs	50 Lacs	
VP Projects	10 - 25	BE / Tech Mechanical	22.5 Lacs	55 Lacs	
Quality	10 - 25	BE / Tech Electrical / Mechanical	15 Lacs	66 Lacs	
Principle Engineer STG	10 - 25	BE / Tech Mechanical	18 Lacs	38.5 Lacs	
Manufacturing	10 - 25	BE Mechanical	9 Lacs	14.5 Lacs	
Production	10 - 25	BE / ME Production / Mechanical	12.5 Lacs	22 Lacs	
Quality	10 - 25	BE Mechanical / Electrical	8 Lacs	16 Lacs	
Process	10 - 25	BE Mechanical / Chemical	8 Lacs	16 Lacs	
Automation	10 - 25	BE / ME Mechanical / Automation	14.5 Lacs	22 Lacs	
Design	10 - 25	BE Mechanical / Electrical	9 Lacs	22 Lacs	
Project	10 - 25	BE / ME Mechanical / Electrical / Chemical	14.5 Lacs	30 Lacs	

Power & Engineering

					Salary Range (per annum) Unit: INR
SKILL SET	EXPERIENCE (YEARS)	EDUCATION	MIN	MAX	
SENIOR LEVEL					
Purchase	10 - 25	BE / ME Mechanical	8 Lacs	17 Lacs	
Validation	10 - 25	BE Chemical / Mechanical	8 Lacs	14 Lacs	
Instrumentation	10 - 25	BE / ME Instrumentation	10 Lacs	18.5 Lacs	
Electrical Engineer	10 - 25	BE / ME Electrical	9 Lacs	18.5 Lacs	
Manufacturing	10 - 25	BE / ME Mechanical	12 Lacs	30 Lacs	
Mechanical Engineer 	10 - 25	BE / ME Mechanical	9 Lacs	22 Lacs	
Civil Engineer	10 - 25	BE / ME Civil	9 Lacs	22 Lacs	
Plant Engineering	10 - 25	BE Mechanical / Electrical	8 Lacs	18 Lacs	
Logistics	10 - 25	BE Mechanical	9 Lacs	14 Lacs	
SCM	10 - 25	BE Mechanical	8 Lacs	14 Lacs	
Business Development	10 - 25	BE Mechanical	8 Lacs	18 Lacs	
Sales	10 - 25	BE Mechanical	8 Lacs	18 Lacs	
Design & Engineering 	10 - 25	BE Mechanical / Electrical	9 Lacs	13 Lacs	
New Product Introduction	10 - 25	BE Mechanical	10 Lacs	20 Lacs	
Paint Shop	10 - 25	BE / ME Mechanical	10 Lacs	14 Lacs	
Piping	10 - 25	BE / ME Mechanical	12 Lacs	25 Lacs	
Supplier Quality	10 - 25	BE / ME Mechanical	12 Lacs	22 Lacs	
HSE	10 - 25	BE / ME Environmental	12 Lacs	25 Lacs	
Fire & Safety	10 - 25	BE / ME Environmental	10 Lacs	22 Lacs	
Plant Inspection	10 - 25	BE / ME Mechanical	12 Lacs	25 Lacs	

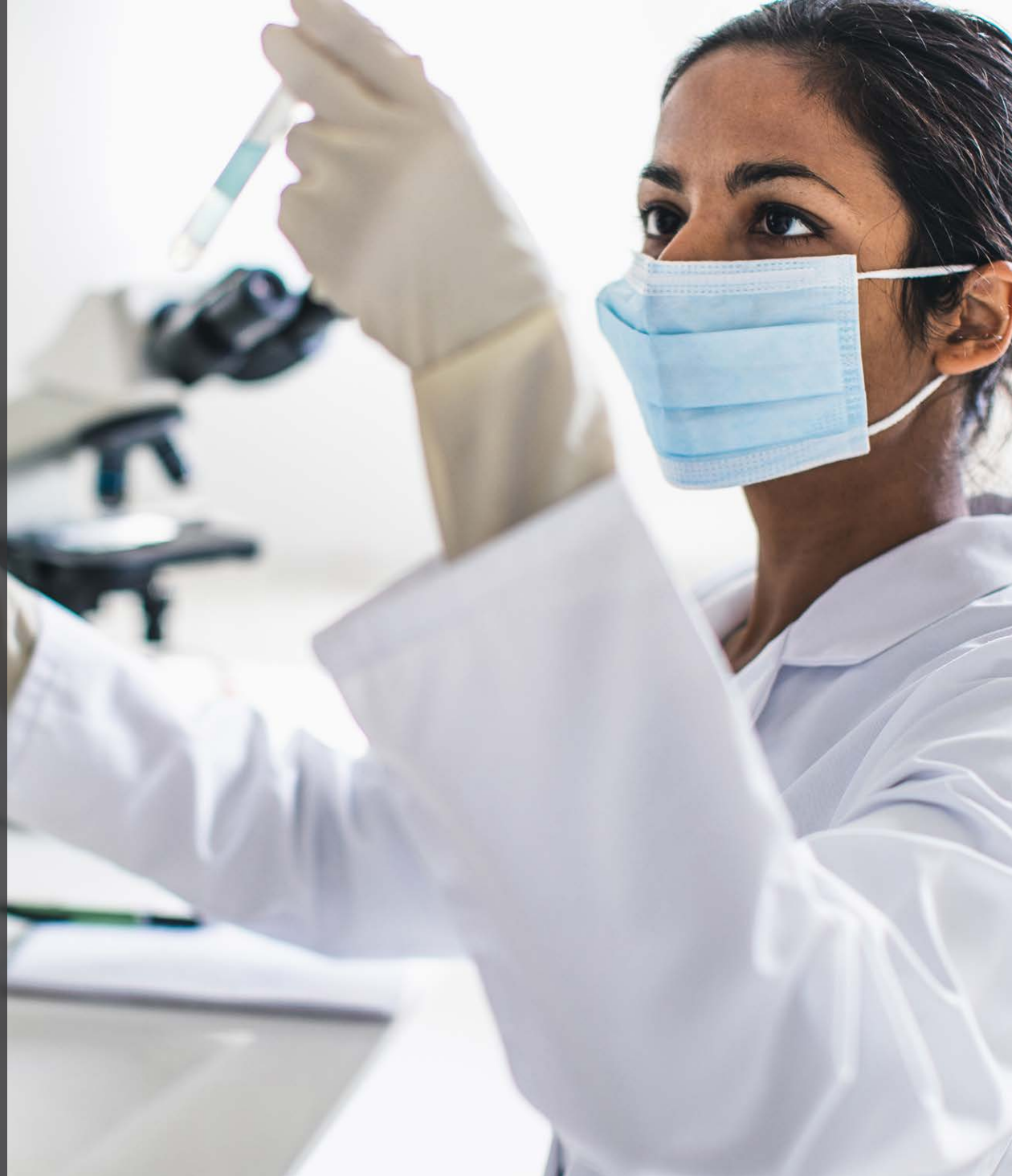
Power & Engineering

				Salary Range (per annum) Unit: INR	
SKILL SET		EXPERIENCE (YEARS)	EDUCATION	MIN	MAX
SENIOR LEVEL					
	Technical	10 - 25	BE / ME Mechanical	10 Lacs	19 Lacs
	Marketing	10 - 25	BE / ME Mechanical	10 Lacs	40 Lacs
	PPC	10 - 25	BE / ME Mechanical	18 Lacs	26 Lacs
	Design	10 - 25	BE / ME Mechanical / Electrical	12.5 Lacs	30 Lacs
	Process	10 - 25	BE / ME Mechanical / Chemical	10 Lacs	22 Lacs
	Validation	10 - 25	BE / ME Chemical / Mechanical	11 Lacs	17 Lacs
	Maintenance	10 - 25	BE / ME Mechanical / Electrical	16.5 Lacs	22 Lacs
	Materials	10 - 25	BE / ME Mechanical	11 Lacs	15 Lacs
	New Product Introduction	10 - 25	BE / ME Mechanical	11 Lacs	15 Lacs
	Piping	10 - 25	BE Mechanical	8 Lacs	30 Lacs
	Welding	10 - 25	BE / ME Mechanical / Electrical	9 Lacs	22 Lacs
	Supplier Quality	10 - 25	BE Mechanical	7.5 Lacs	10 Lacs
	Plant Engineering	10 - 25	BE Mechanical / Electrical	14 Lacs	30 Lacs
	Logistics	10 - 25	BE / ME Mechanical	8 Lacs	20 Lacs
	SCM	10 - 25	BE / ME Mechanical	11 Lacs	20 Lacs
	Planning	10 - 25	BE / ME Mechanical / Electrical	10 Lacs	18 Lacs
	Sales	10 - 25	BE / ME Mechanical	10 Lacs	40 Lacs
	Technical	10 - 25	BE Mechanical	9 Lacs	18 Lacs
	Design & Engineering	10 - 25	BE / ME Mechanical / Electrical	14 Lacs	40 Lacs
	Marketing	10 - 25	BE Mechanical	8 Lacs	25 Lacs

Pharma / Lifescience / Healthcare

The life sciences business is a consistent economic growth driver, strengthening the state, regional, and national economies even during tough times. As the pandemic emerges, healthcare has seen increasing remote job opportunities.


By 2021, hiring within the pharma industry rose around 30%. The sector is demanding more talent recourses, especially in the coming year. According to a survey, Drugs & Pharmaceuticals has been one of the most demanding subsectors with job openings around 35%, while other sectors in the list are Medical Devices & Equipment, Research, Testing & Medical Labs, Bioscience-Related Distribution and Agricultural Feedstock & Industrial Biosciences.



					Salary Range (per annum) Unit: INR	
SKILL SET		EXPERIENCE (YEARS)	EDUCATION	MIN	MAX	
PHARMA FORMULATIONS						
JUNIOR LEVEL						
Marketing / Brand Management		1 - 5	MBA Marketing / Pharmaceutical Management	4 Lacs	15 Lacs	
Therapy / Strategy Management		1 - 5	MBA Marketing / Pharmaceutical Management	7 Lacs	30 Lacs	
Medical Services		1 - 5	MD, MBBS, DNB, BDS, MDS, PharmD	12 Lacs	30 Lacs	
Regulatory Affairs		1 - 5	B.Sc, M.Sc, M. Pharm, B. Pharm	3 Lacs	15 Lacs	
Corporate Quality Assurance		1 - 5	B.Sc, M.Sc, M. Pharm, B. Pharm	3 Lacs	12 Lacs	
MIDDLE LEVEL						
Marketing / Brand Management		5 - 15	MBA Marketing / Pharmaceutical Management	15 Lacs	50 Lacs	
Therapy / Strategy Management		5 - 15	MBA Marketing / Pharmaceutical Management	20 Lacs	45 Lacs	
Corporate Quality Assurance		5 - 15	MD, MBBS, DNB, BDS, MDS, PharmD	20 Lacs	45 Lacs	
Medical Services		5 - 15	B.Sc, M.Sc, M. Pharm, B. Pharm	15 Lacs	40 Lacs	
Regulatory Affairs		5 - 15	B.Sc, M.Sc, M. Pharm, B. Pharm + MBA	10 Lacs	40 Lacs	
SENIOR LEVEL						
Therapy / Strategy Management		15 - 25	MBA	50 Lacs	1 Cr+	
Medical Services		15 - 25	Medical Degree + MD	40 Lacs	1 Cr+	
Regulatory Affairs		15 - 25	M.Sc	40 Lacs	80 Lacs	

					Salary Range (per annum) Unit: INR	
SKILL SET		EXPERIENCE (YEARS)	EDUCATION	MIN	MAX	
PHARMA APIS						
JUNIOR LEVEL						
Quality Assurance	1 - 5	M.Sc, M. Pharm	5 Lacs	12 Lacs		
Regulatory Affairs	1 - 5	M.Sc, M. Pharm, PG Diploma	4 Lacs	12 Lacs		
Safety	1 - 5	M.Sc, M. Pharm, PG Diploma / MBA	3 Lacs	10 Lacs		
Finance / Accounts	1 - 5	CA, ICWA	5 Lacs	25 Lacs		
EHS - Plant	1 - 5	M.Sc / B. Pharm / M. Pharm / Fire & Safety Engineer with Diploma in Industrial Safety	3 Lacs	12 Lacs		
R&D	1 - 5	B.Sc, M.Sc, PhD	5 Lacs	20 Lacs		
MIDDLE LEVEL						
Quality Assurance	5 - 15	M.Sc, M. Pharm, PG Quality Systems	10 Lacs	25 Lacs		
Regulatory Affairs	5 - 15	M.Sc, M. Pharm, PhD / PG Diploma	8 Lacs	45 Lacs		
Safety	5 - 15	M.Sc, M. Pharm, PG Diploma / MBA	8 Lacs	35 Lacs		
EHS-Plant	5 - 15	M.Sc. / B. Pharm / M. Pharm / Fire & Safety Engineer with Diploma in Industrial Safety	9 Lacs	35 Lacs		
Finance / Accounts	5 - 15	CA, ICWA	8 Lacs	40 Lacs		
R&D	5 - 15	B.Sc, M.Sc , PhD	10 Lacs	60 Lacs		
SENIOR LEVEL						
Quality Assurance 	15 - 25	M.Sc, M. Pharm	8 Lacs	25 Lacs		
Regulatory Affairs	15 - 25	M.Sc, M. Pharm, PhD / PG Diploma	14 Lacs	50 Lacs		
Safety	15 - 25	M.Sc, M. Pharm, PG Diploma / MBA	10 Lacs	45 Lacs		
EHS - Plant 	15 - 25	M.Sc. / B.Pharm / M. Pharm / Fire & Safety Engineer with Diploma in Industrial Safety	10 Lacs	90 Lacs		
Finance / Accounts	15 - 25	CA, ICWA	10 Lacs	1.2 Cr		
R&D	15 - 25	B.Sc, M.Sc , PhD	20 Lacs	1 Cr		

				Salary Range (per annum) Unit: INR	
SKILL SET	EXPERIENCE (YEARS)	EDUCATION	MIN	MAX	
DIAGNOSTIC INSTRUMENTS /CONSUMABLES /PHARMA OPERATIONS					
JUNIOR LEVEL					
Production	1 - 5	B.Sc or Diploma	2 Lacs	10 Lacs	
Quality Assurance / Quality Control - Plant	1 - 5	B.Sc or M.Sc	3 Lacs	10 Lacs	
Projects	1 - 5	B.Sc or M.Sc + MBA	3 Lacs	15 Lacs	
Sales	3 - 6	Science Graduate / MBA / BE	5 Lacs	20 Lacs	
Marketing / PMT	3 - 6	Graduate Life Science / Electronic Engineering Graduate, MBA	6 Lacs	25 Lacs	
Service / Application	2 - 6	BE / Science Graduate	4 Lacs	12 Lacs	
Supply Chain	3 - 7	Graduate, Dip in MM / ScM, BE, B.Sc	5 Lacs	12 Lacs	
MIDDLE LEVEL					
Production	5 - 15	B.Sc or Diploma	4 Lacs	20 Lacs	
Quality Assurance / Quality Control - Plant	5 - 15	B.Sc or M.Sc	7 Lacs	15 Lacs	
Projects	5 - 15	B.Sc or M.Sc + MBA	8 Lacs	60 Lacs	
Sales	7 - 12	Science Graduate / MBA	9 Lacs	25 Lacs	
Marketing	7 - 12	Graduate Life Science / Electronic Engineering Graduate, MBA	10 Lacs	40 Lacs	
Service / Application	7 - 12	Biomedical Engineer / Science Graduate	6 Lacs	25 Lacs	
Supply Chain	8 - 14	Graduate, Dip in MM / ScM and MBA	7 Lacs	40 Lacs	

					Salary Range (per annum) Unit: INR	
SKILL SET		EXPERIENCE (YEARS)	EDUCATION	MIN	MAX	
DIAGNOSTIC INSTRUMENTS /CONSUMABLES /PHARMA OPERATIONS						
SENIOR LEVEL						
Production		15 - 25	B.Sc, Master / Diploma	10 Lacs	80 Lacs	
Quality Assurance / Quality Control - Plant		15 - 25	B.Sc / M.Sc	10 Lacs	80 Lacs	
Projects		15 - 25	B.Sc or M.Sc + MBA	15 Lacs	80 Lacs	
Sales		13 - 20	Science Graduate / B. Pharm / MBA	10 Lacs	40 Lacs	
Marketing		13 - 20	Graduate Life Science / Electronic Engineering Graduate, MBA	15 Lacs	80 Lacs	
Service / Application		13 - 20	Biomedical Engineer / Science Graduate	20 Lacs	60 Lacs	
Supply Chain		15 - 20	Graduate, MBA	20 Lacs	45 Lacs	
RESEARCH & DEVELOPMENT						
JUNIOR LEVEL						
Formulation Development		3 - 5	B.Sc , M.Sc, PhD	4 Lacs	20 Lacs	
MIDDLE LEVEL						
Formulation Development 		5 - 15	M.Sc, PhD	8 Lacs	50 Lacs	
SENIOR LEVEL						
Formulation Development		15 - 25	M.Sc PhD	20 Lacs	1.2 Cr	

				Salary Range (per annum) Unit: INR	
SKILL SET	EXPERIENCE (YEARS)	EDUCATION	MIN	MAX	
SPECIALTY CHEMICALS / ADVANCED MATERIALS					
JUNIOR LEVEL					
Supply Chain	1 - 5	MBA	4 Lacs	18 Lacs	
Sales	1 - 5	Graduate or MBA	4 Lacs	15 Lacs	
Techno Commercial	1 - 5	B.E. / B.Tech Chem.	4 Lacs	15 Lacs	
R&D	1 - 5	B.E. / B.Tech Chem. / MSc (Chem)	3 Lacs	15 Lacs	
Plant Operations - Manufacturing	1 - 5	B.E. / B.Tech Chem.	3 Lacs	15 Lacs	
Regulatory Affairs	1 - 5	B.Sc or M.Sc	4 Lacs	15 Lacs	
Maintenance / Engineering	1 - 5	B.E. / B.Tech	3 Lacs	15 Lacs	
Safety	1 - 5	B.E. / B.Tech, Diploma in Industrial Safety	5 Lacs	15 Lacs	
Finance / Accounts	1 - 5	B.Com, M.Com, MBA, ICWA, CA	3 Lacs	15 Lacs	
MIDDLE LEVEL					
Supply Chain	5 - 15	MBA	15 Lacs	40 Lacs	
Sales	5 - 15	Any Graduate or MBA	15 Lacs	50 Lacs	
Techno Commercial	5 - 15	B.E. / B.Tech Chem	15 Lacs	45 Lacs	
R&D	5 - 15	B.E / B.Tech Chem. / M.Sc (Chem)	15 Lacs	50 Lacs	
Plant Operations - Manufacturing	5 - 15	B.E. / B.Tech Chem.	15 Lacs	45 Lacs	
Regulatory Affairs	5 - 15	B.Sc or M.Sc	15 Lacs	35 Lacs	
Maintenance / Engineering	5 - 15	B.E. / B.Tech	15 Lacs	40 Lacs	
Safety	5 - 15	B.E. / B.Tech, Diploma in Industrial Safety	8 Lacs	20 Lacs	
Finance / Accounts	5 - 15	B.Com, M.Com, MBA, ICWA, CA	10 Lacs	40 Lacs	

Salary Range (per annum)
Unit: INR

SKILL SET

EXPERIENCE (YEARS)



EDUCATION

MIN

MAX

SPECIALTY CHEMICALS / ADVANCED MATERIALS

SENIOR LEVEL

Supply Chain	15 - 25	MBA	18 Lacs	55 Lacs
Sales	15 - 25	B.E. / B.Tech Chem / MBA	22 Lacs	60 Lacs
Techno Commercial	15 - 25	B.E. / B.Tech Chem / MBA	25 Lacs	70 Lacs
R&D 	15 - 25	B.E. / B.Tech Chem / M.Sc (Chem) / PhD	25 Lacs	80 Lacs
Plant Operations - Manufacturing	15 - 25	B.E. / B.Tech Chem.	35 Lacs	95 Lacs
Regulatory Affairs	15 - 25	B.Sc or M.Sc	32 Lacs	70 Lacs
Maintenance / Engineering	15 - 25	B.E. / B.Tech	14 Lacs	50 Lacs
Safety 	15 - 25	B.E. / B.Tech, Diploma in Industrial Safety	18 Lacs	40 Lacs
Finance / Accounts	15 - 25	B.Com, M.Com, MBA, ICWA, CA	38 Lacs	90 Lacs

Salary Range (per annum)

Unit: INR

SKILL SET

EXPERIENCE (YEARS)

EDUCATION

MIN

MAX

CLINICAL RESEARCH

JUNIOR LEVEL

Clinical Research Associate

🔥

1 - 5

B.Sc, M.Sc

2 Lacs

5 Lacs

Data Maintenance - Clinical Data Management

1 - 5

B.Sc, M.Sc

2 Lacs

5 Lacs

Clinical Statistical Analyst

1 - 5

B.Sc, M.Sc

2 Lacs

6 Lacs

Medical Writer

1 - 5

B.Sc, M.Sc

3 Lacs

12 Lacs

MIDDLE LEVEL

Senior Medical Writer

5 - 15

B.Sc, M.Sc

5 Lacs

25 Lacs

Senior Clinical Data Manager

5 - 15

B.Sc, M.Sc

3 Lacs

21 Lacs

Senior Clinical Statistical Analyst

5 - 15

B.Sc, M.Sc

6 Lacs

22 Lacs

Senior Clinical Research Associate

5 - 15

B.Sc, M.Sc

5 Lacs

14 Lacs

SENIOR LEVEL

AD - Senior Dir Medical Writer

🔥

15 - 25

M.Sc + MBA

12 Lacs

70 Lacs

AD - Senior Dir Data Manager

15 - 25

M.Sc + MBA

14 Lacs

75 Lacs

AD – Senior Dir Senior Clinical Statistical

15 - 25

M.Sc + MBA

12 Lacs

78 Lacs

AD – Senior Dir Clinical Research / Trails



🔥

15 - 25

M.Sc + MBA

10 Lacs

60 Lacs

				Salary Range (per annum) Unit: INR	
SKILL SET	EXPERIENCE (YEARS)	EDUCATION	MIN	MAX	
MEDICAL DEVICES / SURGICALS / HOSPITAL EQUIPMENTS					
JUNIOR LEVEL					
Marketing / Sales / Product Management	1 - 5	B.Sc, M.Sc	5 Lacs	15 Lacs	
Service	1 - 5	B.Tech	5 Lacs	15 Lacs	
Application Specialist	1 - 5	B.Sc, M.Sc, PhD	4 Lacs	15 Lacs	
Regulatory Affairs	1 - 5	M.Sc	5 Lacs	15 Lacs	
Product R&D	1 - 5	M.Sc, PhD	5 Lacs	20 Lacs	
Supply Chain	1 - 5	Graduate + MBA	8 Lacs	20 Lacs	
Finance / Accounts	1 - 5	B.Com, MBA, CA	4 Lacs	15 Lacs	
MIDDLE LEVEL					
Marketing / Sales / Product Management 	5 - 15	B.Sc, M.Sc	10 Lacs	30 Lacs	
Service	5 - 15	B.Tech	15 Lacs	30 Lacs	
Application Specialist	5 - 15	B.Sc, M.Sc, PhD	15 Lacs	30 Lacs	
Regulatory Affairs	5 - 15	M.Sc	15 Lacs	30 Lacs	
Product R&D	5 - 15	M.Sc, PhD	15 Lacs	30 Lacs	
Supply Chain	5 - 15	Graduate + MBA	15 Lacs	30 Lacs	
Finance / Accounts	5 - 15	B.Com, MBA, CA	15 Lacs	30 Lacs	
SENIOR LEVEL					
Marketing / Sales / Product Management	15 - 25	B.Sc, M.Sc	30 Lacs	1 Cr	
Service	15 - 25	B.Tech Diploma	30 Lacs	70 Lacs	
Application Specialist	15 - 25	B.Sc, M.Sc, PhD	30 Lacs	50 Lacs	
Regulatory Affairs 	15 - 25	M.Sc	30 Lacs	60 Lacs	
Product R&D	15 - 25	M.Sc, PhD	30 Lacs	80 Lacs	
Supply Chain	15 - 25	Graduate + MBA	30 Lacs	80 Lacs	
Finance / Accounts	15 - 25	B.Com, MBA, CA	30 Lacs	1 Cr	

Retail

The Indian retail industry has undergone major shifts followed by uncertainties imposed by the pandemic. Frequent lockdowns and qualms around future course gave rise to a drastic and sudden change in consumer/purchase behaviour. More number of customers are now accustomed to bulk and online purchases. In this light, a greater push was seen in redesigning supply chain, logistics and digitisation. Despite challenges, the retail sector was quick to embrace the shifts. As per various industry reports, hiring in the Indian retail industry showcased massive growth. Observing the tech-focused industry growth, NASSCOM highlights that, the industry will further create 25 million new jobs by 2030.



					Salary Range (per annum) Unit: INR	
SKILL SET		EXPERIENCE (YEARS)	EDUCATION	MIN	MAX	
JUNIOR LEVEL						
	Store level	1 - 5	Graduate / MBA	3 Lacs	10 Lacs	
	Accounts	2 - 8	Graduate	3 Lacs	8 Lacs	
	Finance	1 - 5	Graduate / MBA / CA	4 Lacs	20 Lacs	
	HR	1 - 5	Graduate / MBA	4 Lacs	12 Lacs	
	Training	3 - 7	Graduate / MBA	5 Lacs	12 Lacs	
	Payroll	2 - 5	Graduate / MBA	4 Lacs	10 Lacs	
	Admin	2 - 5	Graduate	3 Lacs	8 Lacs	
	Compliance	2 - 6	Graduate / LLB	4 Lacs	10 Lacs	
	Inventory Management 	2 - 5	Graduate	3 Lacs	8 Lacs	
	Merchandiser	1 - 3	Graduate	3 Lacs	8 Lacs	
MIDDLE LEVEL						
	E-commerce 	5 - 8	Graduate and MBA	10 Lacs	30 Lacs	
	Category / Product 	5 - 8	Graduate and MBA	10 Lacs	25 Lacs	
	Key Account Manager	4 - 8	Graduate and MBA	10 Lacs	25 Lacs	
	Digital Marketing 	4 - 8	Graduate and MBA	10 Lacs	25 Lacs	
	Brand Management	4 - 8	Graduate and MBA	10 Lacs	25 Lacs	
	CRM 	4 - 8	Graduate and MBA	8 Lacs	25 Lacs	
	Market Research	3 - 7	B.Tech / M.Sc / PG in Statistics / Economics	12 Lacs	25 Lacs	
	Market Analytics 	3 - 7	B.Tech	12 Lacs	25 Lacs	
	Visual Merchandiser	3 - 7	Graduate / B.Tech and MBA	12 Lacs	25 Lacs	
	Franchise Development	3 - 7	Graduate / MBA	10 Lacs	20 Lacs	

Salary Range (per annum) Unit: INR				
SKILL SET	EXPERIENCE (YEARS)	EDUCATION	MIN	MAX
MIDDLE LEVEL				
FP & A	3 - 7	MBA / CA	10 Lacs	25 Lacs
Compensation & Benefit	5 - 10	Graduate and MBA	10 Lacs	20 Lacs
Talent Management	5 - 10	Graduate and MBA	8 Lacs	20 Lacs
Reward & Recognition	5 - 10	Graduate and MBA	8 Lacs	15 Lacs
Warehouse Operations	5 - 10	B.Tech / MBA	9 Lacs	20 Lacs
Supply Chain	5 - 10	B.Tech / MBA	9 Lacs	20 Lacs
Indirect Procurement	4 - 7	B.Tech / MBA	9 Lacs	20 Lacs
Direct Procurement	4 - 7	B.Tech / MBA	9 Lacs	20 Lacs
Electrical Engineer	4 - 7	B.Tech	10 Lacs	22 Lacs
Civil Construction	5 - 7	B.Tech	10 Lacs	22 Lacs
Mechanical Engineer	5 - 7	B.Tech	10 Lacs	22 Lacs
Pricing Analyst	5 - 7	B.Tech / MBA	10 Lacs	25 Lacs
Logistics / Supply Chain	5 - 7	Graduate and MBA	10 Lacs	20 Lacs
SENIOR LEVEL				
Fulfillment Center 	8 - 15	Graduate and MBA	20 Lacs	50 Lacs
Project Head / Architect / Construction Head	10 - 20	B.Tech	25 Lacs	45 Lacs
Land Acquisition	10 - 20	MBA	25 Lacs	45 Lacs
Social & Environment Affairs	10 - 20	MBA - IR / LLB	20 Lacs	45 Lacs
Operations Head	10 - 20	B.Tech / MBA	30 Lacs	70 Lacs

Start-Ups - IT











The start-up landscape plays a vital role in job creation in the domestic market. However, start-ups, too, traversed the jagged path after COVID-19 became ubiquitous in India. Technology adoption became inevitable for business continuity. Therefore, the hiring skewed towards technology and digital roles. A whopping 127% salary hikes were witnessed in IT roles in the start-up segment, making digital roles more lucrative. Start-ups are also popular for introducing unique frugal work arrangements and it becomes more visible with hiring of gig workers across positions.



Start-Ups - IT

					Salary Range (per annum) Unit: INR	
SKILL SET		EXPERIENCE (YEARS)		EDUCATION	MIN	MAX
JUNIOR LEVEL						
Backend Developer			1 - 3	B.Tech / M.Tech (Premium)	10 Lacs	25 Lacs
Frontend Developer			1 - 3	B.Tech / M.Tech (Premium)	10 Lacs	25 Lacs
Asp.net Developer			1 - 3	B.Tech / BCA / MCA	8 Lacs	14 Lacs
SDET			1 - 3	B.Tech / BCA / MCA	9 Lacs	18 Lacs
DeVops Engineer			1 - 3	B.Tech / BCA / MCA	9 Lacs	15 Lacs
Android Developer			1 - 3	B.Tech / M.Tech (Premium)	10 Lacs	20 Lacs
iOS Developer			1 - 3	B.Tech / M.Tech (Premium)	10 Lacs	20 Lacs
Data Scientist			1 - 3	B.Tech / M.Tech (Premium)	10 Lacs	20 Lacs
Fullstack Developer			1 - 3	B.Tech / M.Tech (Premium)	12 Lacs	20 Lacs
MIDDLE LEVEL						
Automation Tester			4 - 7	B.Tech / BCA / MCA	8 Lacs	16 Lacs
Backend Developer			4 - 7	B.Tech / M.Tech (Premium)	20 Lacs	50 Lacs
Lead Engineer - QA & Automation			4 - 7	B.Tech / M.Tech (Premium)	15 Lacs	25 Lacs
Frontend Developer			4 - 7	B.Tech / M.Tech (Premium)	20 Lacs	40 Lacs
Asp.net Developer			4 - 7	B.Tech / BCA / MCA	15 Lacs	30 Lacs
Python Developer			4 - 7	B.Tech / BCA / MCA	15 Lacs	35 Lacs
Machine Learning			4 - 7	B.Tech / BCA / MCA	20 Lacs	40 Lacs
SDET			4 - 7	B.Tech / BCA / MCA	18 Lacs	25 Lacs

Start-Ups - IT

Salary Range (per annum) Unit: INR					
SKILL SET	EXPERIENCE (YEARS)	EDUCATION	MIN	MAX	
MIDDLE LEVEL					
DeVops Engineer 	4 - 7	B.Tech / BCA / MCA	18 Lacs	30 Lacs	
Android Developer 	4 - 7	B.Tech / M.Tech (Premium)	22 Lacs	30 Lacs	
iOS Developer	4 - 7	B.Tech / M.Tech (Premium)	22 Lacs	30 Lacs	
Lead Business Analyst 	6 - 12	B.Tech / M.Tech (Premium)	22 Lacs	40 Lacs	
Data Scientist 	4 - 7	B.Tech / M.Tech (Premium)	22 Lacs	40 Lacs	
Fullstack Developer 	4 - 7	B.Tech / M.Tech (Premium)	22 Lacs	40 Lacs	
SENIOR LEVEL					
Solution Architect	8 - 12	B.Tech / M.Tech (Premium)	35 Lacs	60 Lacs	
Engineering Manager 	8 - 12	B.Tech / M.Tech (Premium)	45 Lacs	70 Lacs	
VP - Engineering 	10 -15	B.Tech / M.Tech (Premium)	70 Lacs	1.5 Cr	
CTO 	15 - 20	B.Tech / M.Tech (Premium)	70 Lacs	2 Cr	
Head of Engineering 	12 -20	B.Tech / M.Tech (Premium)	70 Lacs	2 Cr	
Technical Architect 	12 - 18	B.Tech / M.Tech (Premium)	50 Lacs	75 Lacs	
Head of Product (Tech)	15 -20	B.Tech / M.Tech (Premium)	60 Lacs	80 Lacs	






Start-Ups - Non IT



Start-Ups - Non IT

Salary Range (per annum) Unit: INR					
SKILL SET	EXPERIENCE (YEARS)	EDUCATION	MIN	MAX	
JUNIOR LEVEL					
Business Development Manager / Sales Manager 	1 - 3	Graduate / MBA	6 Lac	9 Lac	
Inside Sales Manager 	1 - 3	Graduate / MBA	6 Lac	9 Lac	
Key Account Manager 	1 - 3	Graduate / MBA	8 Lac	12 Lac	
Digital Marketing Manager 	1 - 3	Any Graduate	8 Lac	12 Lac	
SEO Manager 	1 - 3	Any Graduate	8 Lac	12 Lac	
Content Writer	1 - 3	Any Graduate	6 Lac	10 Lac	
Copywriter	1 - 3	Any Graduate	6 Lac	10 Lac	
Graphic Designer	1 - 3	Any Graduate	6 Lac	10 Lac	
UX Designer	1 - 3	Any Graduate	8 Lac	12 Lac	
Talent Acquisition Specialist 	1 - 3	Graduate / MBA	6 Lac	9 Lac	
MIDDLE LEVEL					
Zonal / Regional Sales Head 	6 - 12	MBA (Premium)	15 Lacs	40 Lacs	
Social Media Manager 	5-10	MBA	12 Lacs	30 Lacs	
Executive Assistant to the CEO 	6 - 12	MBA	12 Lacs	20 Lacs	
Process Excellence Manager 	6 - 12	MBA	15 Lacs	30 Lacs	
Mobile Marketing Manager 	5-10	MBA	12 Lacs	25 Lacs	
Lead Financial Analyst	6 - 12	MBA	20 Lacs	40 Lacs	
Brand Manager 	6 - 12	MBA (Premium)	18 Lacs	40 Lacs	
HR Manager	6 - 12	MBA (Premium)	18 Lacs	30 Lacs	

Start-Ups - Non IT

Salary Range (per annum) Unit: INR					
SKILL SET	EXPERIENCE (YEARS)	EDUCATION	MIN	MAX	
MIDDLE LEVEL					
Finance Controller 	6 - 12	MBA (Premium)	18 Lacs	40 Lacs	
Trainer	6 - 12	MBA (Premium)	15 Lacs	25 Lacs	
Admin Manager / Facility Manager	6 - 12	MBA (Premium)	15 Lacs	25 Lacs	
PR Manager	6 - 12	MBA (Premium)	15 Lacs	25 Lacs	
Corp Communication	6 - 12	MBA (Premium)	18 Lacs	25 Lacs	
Supply Chain Manager 	6 - 12	MBA (Premium)	18 Lacs	30 Lacs	
Operations Head 	6 - 12	MBA (Premium)	18 Lacs	30 Lacs	
SENIOR LEVEL					
National Sales Head 	12 - 18	MBA (Premium)	40 Lacs	80 Lacs	
HR Head	12 - 18	MBA (Premium)	35 Lacs	65 Lacs	
Head - Corporate Development & Investments	12 - 18	MBA (Premium)	40 Lacs	80 Lacs	
CMO 	12 - 18	MBA (Premium)	40 Lacs	80 Lacs	
Deputy CEO	12 - 18	MBA (Premium)	60 Lacs	1 Cr	
CFO	12 - 18	MBA (Premium)	60 Lacs	1 Cr	
CHRO	12 - 18	MBA (Premium)	40 Lacs	80 Lacs	



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