

India

SALARY GUIDE

2023

Permanent Hiring



Work, and Smile



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.

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Work, and Smile

Working life is a journey of growth and creation.

We all have big dreams, and there are many different paths to success.

Thus, we need to make our own choices
from a range of diversified work opportunities.

Our vision is to enrich society so that all work leads to lives of happiness.



SALARY GUIDE

Methodology: Salary figures included in the 2023 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.

Is India Normalising the Permanent Jobs Market in 2023?

Hiring in India in 2023 is constantly evolving with technological advances, changing employee expectations, and a dynamic job market. Companies are now looking for new ways to attract, retain and engage talent. With the rise of remote work and virtual recruiting, employers must take a more innovative approach to sourcing and onboarding new employees.

The year 2022 was characterised by a mix of different work cultures. From permanent remote opportunities to in-house jobs and contract gigs, companies are offering their candidates many options. Amidst all this, a new trend emerged - hybrid work culture. Will the hybrid work trend remain in place in 2023, or will the situation fundamentally change? Here's what PERSOLKELLY India is observing about hiring trends in permanent jobs.

The Hybrid Work Model for Permanent Hirings

Since the pandemic began, nothing has been the same. As the pandemic has become the

new normal, even in 2023, many companies are finding it difficult to implement the return-to-work model on a permanent basis. This is where the hybrid model comes in. Many large companies are now offering permanent hires under the hybrid model.

A survey by [Accenture](#) of 9,000 workers from around the world, it was found that nearly 83% of candidates found this commonality to be optimal. Typically, the hybrid model allows candidates to work remotely on certain days. On the other days, they have to show up at their workplace. The whole thing is considered successful if employee productivity stays the same or improves while they (the employees) enjoy the job flexibility.



Is India Normalising the Permanent Jobs Market in 2023?

Various industry reports indicate that some Information Technology (IT) employees also consider this fixed-job model a healthy middle ground. This way, they do not have to work overtime as they do with telecommuting, nor do they have to commute to work on all days. This gives them enough time to themselves without compromising their work to achieve maximum productivity, efficiency, and performance.

Changes in 2023

Various industry surveys indicate that companies are now redesigning their hiring processes to include the hybrid model for permanent hires. Today, most high-growth companies in India have such flexible models in place compared to other companies with negative or steady growth.

There are companies for whom organising flexible working days is a challenge, while others want to introduce this model now, in 2023. In general, it all depends on the type of roles and technology a company uses. If they can be adapted to work remotely, hybrid working can certainly provide a company with a much-needed solution to improve productivity and be ready for the future. Many companies advertise “flexible work” as an Employer Value Proposition (EVP) in their hiring plans and advertisements to attract talent. On the other hand, there are

Many companies advertise “flexible work” as an Employer Value Proposition (EVP) in their hiring plans and advertisements to attract talent.

also companies that view telecommuting only as a contingency plan. In such companies, permanent office positions are still offered.

Hiring for the Hybrid Model

Employees today have discovered the benefits of flexible work hours. And since many companies still offer this option, employees are using it more than the traditional work culture. Therefore, setting such a model is not a major challenge. Unlike complete work-from-home opportunities, this model makes it easy to track employees’ progress. Still, many job seekers prefer a telecommuting-only model to a blended one.

In-Demand Permanent Job Roles in India

With the current upward trend of the metaverse and Web3 industries, there is an increasing demand for certain permanent jobs that can be made flexible. That is, IT is one such sector that continues to provide digital transformation jobs. From data engineers, DevOps engineers, and UI /UX designers to programmers, Android/iOS app developers, code developers, and AR and VR technicians, a variety of hirings will continue to increase in 2023. In addition to these skills, 3D developers, cybersecurity engineers, digital marketers, and blockchain developers are also in-demand positions.



Is India Normalising the Permanent Jobs Market in 2023?

Mix and Match Hiring Strategies for 2023

As the work culture evolves into a mix of remote and traditional work, hiring strategies will change as well. Many top industries now prefer to work with online hiring platforms to find the candidates they want. In addition to permanent employment, companies are now considering a mix of contract and freelance work.

Many companies are using contract hiring solutions to undertake temporary projects and save costs. Current hiring also sees companies focus on hiring talent that is right for their work culture and then offering them training to develop them to meet the needs of their role. The demand for soft skills has increased significantly in India's job market. All this has made India a candidate-driven market when it comes to permanent hiring.

Permanent Hiring vs. Contract Hiring Trends in India

While permanent hiring is still prevalent in the country because people believe such jobs are secure, there is also a shift toward remote jobs. There is a high demand for contract work and freelance jobs, especially in the [north and east India regions](#). The demand for these is also present in the western and southern regions. However, it is comparatively low. This trend can be observed not only in the IT market, but also in other work sectors such as manufacturing, pharmaceuticals, financial technology, and e-commerce. However, the situation may vary by industry. For example, the service industry is predicted

Key Takeaways



The hybrid work model was the highlight of India's work culture in 2022, and it is expected to increase in 2023.



Both employers and employees see this model as a perfect and healthy middle ground between telecommuting and traditional office work.



Not only are companies offering permanent jobs, but they are also mixing up their hiring trends. Most top companies now have a mix of permanent hires, contractual employees, and freelancers.

to require 76% of contract workers, while the Banking, Financial Services, and Insurance (BFSI) sector is predicted to require only 56%. Detailed information on the various sectors can be found in this study by [IBEF](#).

In addition to the fact that many people prefer remote work and freelance jobs, another change can be observed. The candidates, even for permanent jobs, are now divided into two categories. The first category includes those who are looking for jobs based on their skills or that match their vision. This category prefers their interests over salary and other benefits.

The second category of candidates is more salary-driven, followed by other job security reasons. Among candidates who prefer contract or freelance jobs, some even prefer short contracts. However, most prefer a minimum contract term of six months.

With many candidates earning well even with contracts, this trend is expected to continue to prevail in 2023. This allows applicants to work freely and in their own time. Since several foreign companies also offer remote jobs, India's applicants naturally strive to get these jobs first.

Conclusion - A Merging of Contract-based Hiring and The Hybrid Model

By 2023, the hybrid employment model is expected to become a permanent fixture in permanent hiring. From IT to finance, this can be seen in a variety of sectors. They are all expected to cast a wider net to find the best talent. In addition, companies could also expand their geographic footprint in terms of hiring contract workers and freelancers. Smaller cities could also see an increase in hiring this year. This mix of hybrid work culture and diversity-first is expected to be especially beneficial for the IT industry.

At PERSOLKELLY, we have also developed salary guides specifically for temporary/contract positions, both Tech contract roles and non-tech contract roles.

Thammaiah BN
Managing Director, PERSOLKELLY India



Banking, Financial Services, and Insurance

The Banking, Financial Services, and Insurance (BFSI) sector in India is one of the fastest growing and dynamic sectors of the economy. The sector has experienced rapid growth in recent years, driven by the growing economy and increasing demand for financial services. As a result, the number of new hires in the BFSI sector in India has increased significantly.

Last year, the BFSI sector recorded a 25% growth in hiring, and overall, the number of positions in the finance and accounting department grew by a whopping 30%.

In 2023, the BFSI sector is poised to experience a 20% growth in hiring. Let us explore some factors contributing to this growth:

Fintech Leads the Way

One of the key hiring trends in the BFSI sector in India is the growth of the fintech industry. The fintech industry has experienced rapid growth in India due to a combination of factors including increased access to technology, rising consumer demand for digital financial services, and a favourable regulatory environment. As a result, the number of fintech companies in India has increased significantly, leading to more employment opportunities in the sector.

Banking, Financial Services, and Insurance

Risk Management Gains in Importance

Another hiring trend in the BFSI sector in India is the increasing demand for risk management professionals. India's economy has grown rapidly in recent years, and the need for risk management professionals has also increased. Banks and other financial institutions are looking for risk management professionals to help them navigate the complex financial landscape. This has led to an increase in demand for professionals with risk management qualifications, such as Certified Risk Management Professionals (CRMPs) and Certified Financial Risk Managers (CFRMs).

Technology Innovations in BFSI

The BFSI sector is becoming more data-driven, and the need for professionals with expertise in data analytics and data science is increasing to make informed business decisions. This has led to an increase in demand for professionals with data science and analytics qualifications, such as Certified Data Scientists (CDS) and Certified Analysts Professionals (CAPs). Demand for other digital technology roles such as coding, data analytics, and digital marketing is also at an all-time high. This has led to an increase in demand for professionals with digital technology credentials, such as Certified Digital Marketers (CDMs) and Certified Digital Technologists (CDTs).

Customer Experience

With a focus on improving the customer experience, the BFSI sector is looking for professionals with experience in customer service, sales, and marketing.



In 2022, the BFSI sector recorded a 25% growth in hiring.



Professionals with data science and analytics qualifications, as well as risk management skills are in demand.



Many companies are looking for talent that can work remotely and work effectively in a virtual environment.

Other Key Factors

The insurance sector in India has also grown rapidly in recent years, driven by rising incomes, increasing awareness of the importance of insurance, and a growing population. This has led to more employment opportunities in the insurance sector, especially for professionals with qualifications in insurance, such as Certified Insurance Professionals (CIPs) and Certified Insurance Brokers (CIBs).

The COVID-19 pandemic has also had a significant impact on the BFSI sector in India, as many companies have switched to remote/hybrid work to comply with social distancing guidelines. As a result, many companies are looking for talent that can work remotely and have the necessary skills and experience to work effectively in a virtual environment.

In summary, the BFSI sector in India is a fast-growing and dynamic sector that offers a wide range of employment opportunities for professionals with the right skills and capabilities. The sector is becoming more data-driven and there is an increasing need for professionals with skills in data analytics and data science, risk management, and digital technology. The COVID-19 pandemic has also led to an increase in demand for professionals who can work remotely. Therefore, the BFSI sector in India is a great career option for professionals looking for a challenging and rewarding career in the financial services industry.

Banking, Financial Services and Insurance

► Salary Range (per annum)

EXPERIENCE (YEARS)

EDUCATION

MIN

MAX

JUNIOR LEVEL

	EXPERIENCE (YEARS)	EDUCATION	MIN	MAX
Banking Operations	1-3	Any Graduate	3 Lacs	7 Lacs
Corporate Banking	1-3	MBA	4.5 Lacs	10 Lacs
HNI Banking	1-3	MBA	4.5 Lacs	13 Lacs
Risk Advisory	1-3	MBA / CA	12 Lacs	22 Lacs
Compliance	1-3	Graduates / PG	3.5 Lacs	9 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	9 Lacs	19 Lacs
Human Resources - Ops	1-3	MBA - Top College	8 Lacs	14 Lacs
AP, AR, GL	1-3	MBA	6 Lacs	13 Lacs
FP & A	1-3	MBA / CA	8 Lacs	18 Lacs
Sales	1-3	Any Graduate	3 Lacs	6.5 Lacs

► Salary Range (per annum)

EXPERIENCE (YEARS)

EDUCATION

MIN

MAX

MIDDLE LEVEL

	EXPERIENCE (YEARS)	EDUCATION	MIN	MAX
Sales	5-12	MBA	14 Lacs	27 Lacs
Banking Operations	5-12	MBA	10 Lacs	30 Lacs
Corporate Banking	5-12	MBA	14 Lacs	27 Lacs
HNI Banking	5-12	MBA	14 Lacs	32 Lacs
Risk Advisory	5-12	MBA	15 Lacs	35 Lacs
Compliance	5-12	MBA	20 Lacs	32 Lacs
Fund Management	5-12	MBA	21 Lacs	40 Lacs
Treasury Operations	5-12	MBA	17 Lacs	45 Lacs
Relationship Management	5-12	MBA	17 Lacs	38 Lacs
AP, AR, GL	5-12	MBA / CA	10 Lacs	38 Lacs
FP & A	5-12	MBA / CA	14 Lacs	45 Lacs
Training	5-12	MBA	20 Lacs	38 Lacs
Human Resources - Ops	5-12	MBA	20 Lacs	40 Lacs

Banking, Financial Services and Insurance

► Salary Range (per annum)

EXPERIENCE
(YEARS)

EDUCATION

MIN

MAX

SENIOR LEVEL

	EXPERIENCE (YEARS)	EDUCATION	MIN	MAX
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 / PGDM / CFA / 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
AP,AR, GL	12-25	MBA / PGDM / CFA / CA	30 Lacs	1 Cr
FP&A	12-25	MBA / PGDM / CFA / CA	40 Lacs	1.2 Cr
Finance Controller	12-25	MBA / PGDM / CFA / CA	40 Lacs	1.4 Cr
Training	12-25	MBA / PGDM / CFA / CA	40 Lacs	70 Lacs
Human Resources - Ops	12-25	MBA / PGDM / CFA / CA	40 Lacs	1.2 Cr



Information Technology

As a result, hiring in the technology sector has become a complex process that requires careful consideration of multiple factors. This has led to increased competition for top talent, making the hiring process even more challenging.

Here are some of the key trends emerging in the hiring landscape in India:

Remote Hiring

With the increase in remote work due to the pandemic, many technology companies are now open to hiring remote workers. This has expanded the pool of talent available to companies, as they can now hire from anywhere in the country or even from other countries.

Focus on Soft Skills

In addition to technical skills, companies are now placing more emphasis on soft skills such as communication, teamwork, and problem-solving. These skills are considered critical to success in the technology industry and are now evaluated during the hiring process.

Information Technology

Emphasis on Diversity and Inclusion

Companies are now placing more emphasis on diversity and inclusion in their hiring practices. This includes actively seeking out underrepresented groups, such as women and people with disabilities, and ensuring a fair and unbiased hiring process.

Demand for Tech Talent

The technology sector in India is growing rapidly and there is a high demand for skilled professionals in the technology sector. Companies are now competing for the best talent and offering competitive salaries and benefits to attract the best candidates.

- **Cloud Computing:** Cloud computing continues to be a high-demand field, and companies are looking for technology professionals who have expertise in cloud technologies such as AWS, Azure, and Google Cloud.
- **Artificial Intelligence and Machine Learning:** Artificial intelligence (AI) and machine learning (ML) are becoming increasingly important in the technology sector, and companies are looking for technology professionals who have expertise in these areas.
- **Cybersecurity:** As the use of technology increases, cybersecurity is becoming a critical issue, and companies are looking for technology experts who have expertise in this area.



Many technology companies open to hiring remote workers.



Companies are offering competitive salaries and benefits to attract the best candidates.



Companies place more emphasis on diversity and inclusion in their hiring practices.



Soft skills such as communication, teamwork, and problem-solving are considered critical to success in the technology industry.

- **Internet of Things:** The Internet of Things (IoT) is a rapidly growing area, and companies are looking for technology experts who are knowledgeable in IoT technologies and can help them implement IoT solutions.

- **Full-stack development:** Full-stack development is becoming more popular as companies look for technology experts who can develop and manage the entire software development lifecycle.

In summary, the technology sector in India is a fast-growing industry with high demand for skilled technology professionals. In 2023, companies are looking for technology professionals who have expertise in areas such as digital transformation, cloud computing, artificial intelligence and machine learning, cybersecurity, Internet of Things, and full-stack development.

These trends reflect the growing need for technology experts who can help organisations improve competitiveness, efficiency, and security. Considering these trends, technology professionals in India can expect many opportunities for growth and advancement in the coming year.

Information Technology

► Salary Range (per annum)

EXPERIENCE (YEARS)
EDUCATION
MIN
MAX

JUNIOR LEVEL

Role	EXPERIENCE (YEARS)	EDUCATION	MIN	MAX
RPA Developer	2-5	B.E / B.Tech / M.Tech	10 Lacs	16 Lacs
DevOps Engineer	2-5	B.E / B.Tech / M.Tech	14 Lacs	30 Lacs
Test Automation Engineer	2-5	B.E / B.Tech / M.Tech	7 Lacs	12 Lacs
Cyber Security Analyst	2-5	B.E / B.Tech / M.Tech	8 Lacs	13 Lacs
Bigdata Engineer	3-6	B.E / B.Tech / M.Tech	12 Lacs	20 Lacs
Data Scientist	3-6	B.E / B.Tech / M.Tech	15 Lacs	25 Lacs
Web Developer	3-6	B.E / B.Tech / M.Tech	15 Lacs	30 Lacs
Database Developer	3-5	B.E / B.Tech / M.Tech	9 Lacs	18 Lacs
SQL Developer	3-5	B.E / B.Tech / M.Tech	9 Lacs	20 Lacs
ETL Developer	3-5	B.E / B.Tech / M.Tech	9 Lacs	22 Lacs
SDET	3-5	B.E / B.Tech / M.Tech	6.5 Lacs	18 Lacs

► Salary Range (per annum)

EXPERIENCE (YEARS)
EDUCATION
MIN
MAX

JUNIOR LEVEL

Role	EXPERIENCE (YEARS)	EDUCATION	MIN	MAX
Java Developer	3-6	B.E / B.Tech / M.Tech	10 Lacs	26 Lacs
Python Developer	3-6	B.E / B.Tech / M.Tech	10 Lacs	26 Lacs
QA Engineer	3-6	B.E / B.Tech / M.Tech	10 Lacs	26 Lacs
Automation Engineer	3-6	B.E / B.Tech / M.Tech	12 Lacs	22 Lacs
Integration Engineer	3-6	B.E / B.Tech / M.Tech	12 Lacs	20 Lacs
Associate SRE	2-5	B.E / B.Tech / M.Tech	6 Lacs	18 Lacs
Oracle techno functional	3-5	B.E / B.Tech / M.Tech	12 Lacs	20 Lacs
React Developer	3-5	B.E / B.Tech / M.Tech	12 Lacs	24 Lacs
Salesforce Developer	3-6	B.E / B.Tech / M.Tech	12 Lacs	25 Lacs

Information Technology

► Salary Range (per annum)

EXPERIENCE (YEARS)
EDUCATION
MIN
MAX

MIDDLE LEVEL

	EXPERIENCE (YEARS)	EDUCATION	MIN	MAX
Java Architect	8-11	B.Tech / M.Tech	30 Lacs	45 Lacs
Java Tech Lead	8-11	B.Tech / M.Tech	30 Lacs	45 Lacs
Product Owner	8-11	B.Tech / M.Tech	25 Lacs	30 Lacs
QA Tech Lead	8-11	B.Tech / M.Tech	20 Lacs	30 Lacs
Scrum Master	8-11	B.Tech / M.Tech	25 Lacs	35 Lacs
Technical Architect-dotnet	8-11	B.Tech / M.Tech	30 Lacs	45 Lacs
UI Architect	8-11	B.Tech / M.Tech	30 Lacs	40 Lacs
UI Tech Lead	8-11	B.Tech / M.Tech	30 Lacs	40 Lacs
AWS Architect	8-11	B.Tech / M.Tech	30 Lacs	45 Lacs
Data Architect	8-11	B.Tech / M.Tech	35 Lacs	45 Lacs
Product Manager	8-11	B.Tech / M.Tech	35 Lacs	50 Lacs
Project Manager	8-11	B.Tech / M.Tech	25 Lacs	40 Lacs
Sr. Data Scientist	6-10	B.Tech / M.Tech	30 Lacs	50 Lacs
Sr. DeVops Engineer	6-10	B.Tech / M.Tech	25 Lacs	40 Lacs

► Salary Range (per annum)

EXPERIENCE (YEARS)
EDUCATION
MIN
MAX

MIDDLE LEVEL

	EXPERIENCE (YEARS)	EDUCATION	MIN	MAX
Lead Ruby	8-11	B.Tech / M.Tech	24 Lacs	40 Lacs
Manager Ruby	11-15	B.Tech / M.Tech	30 Lacs	55 Lacs
Devops Engineer	6-10	B.Tech / M.Tech	20 Lacs	35 Lacs
Lead Data Engineer	8-12	B.Tech / M.Tech	25 Lacs	35 Lacs
Sr. DBA	6-11	B.Tech / M.Tech	25 Lacs	35 Lacs
Enterprise sales admin	5-10	B.Tech / M.Tech	14 Lacs	22 Lacs
Salesforce Marketing Cloud - Senior Developer*	6-10	B.Tech / M.Tech	20 Lacs	35 Lacs
Mobile Development Engineer	5-8	B.Tech / M.Tech	15 Lacs	30 Lacs
Product Management	10-15	B.Tech / M.Tech	30 Lacs	45 Lacs
Senior Engineer C#.net	6-10	B.Tech / M.Tech	20 Lacs	32 Lacs
Technical Writer	6-10	B.Tech / M.Tech	25 Lacs	40 Lacs
System Engineer	5-9	B.Tech / M.Tech	12 Lacs	20 Lacs
SR. Network Engineer	8-12	B.Tech / M.Tech	18 Lacs	28 Lacs
Application Technical Lead	6-10	B.Tech / M.Tech	15 Lacs	35 Lacs

Information Technology

► Salary Range (per annum)

EXPERIENCE
(YEARS)

EDUCATION

MIN

MAX

SENIOR LEVEL

Director Technology	15-20	B.Tech / M.Tech	70 Lacs	1.2 Cr
Senior Engineering Manager	12-18	B.Tech / M.Tech	60 Lacs	90 Lacs
Engineering Manager - Mobile app development	15-20	B.Tech / M.Tech	45 Lacs	60 Lacs
Manager Software Development	15-20	B.Tech / M.Tech	40 Lacs	70 Lacs
Quality Director	16-22	B.Tech / M.Tech	50 Lacs	80 Lacs



Oil & Gas

The oil and gas sector in India is one of the country's core industries. Any development or fluctuation in this industry will affect other industries as well.

India's oil and gas sector is expected to witness significant growth in the coming years, driven by factors such as increasing demand for energy, increasing use of technology in the sector, and government efforts to increase domestic production.

In recent years, the industry has undergone significant changes, including an increased focus on renewable energy, digitisation, and cost optimisation. These developments have influenced hiring trends in the oil and gas sector in India.

India's Demand for Energy

One of the key drivers of the oil and gas sector in India is the growing demand for energy. As India's population and economy continue to grow, so does the demand for energy. This is particularly true for oil and gas, which are important sources of energy for transportation, industry, and power generation.

Oil & Gas

It is anticipated that the demand for diesel in India will double to 163 MT by 2029-30, with diesel and gasoline accounting for 58% of India's oil demand. However, the rising price is one of the biggest challenges, and to address this, India's government plans to build additional storage tanks to offset the high oil prices. In addition, to raise funds, the government plans to market 50% of its SPR (strategic petroleum reserves).

Renewable Energy

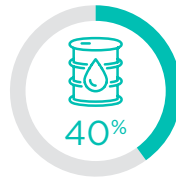
As the government focuses on reducing the country's carbon footprint, demand has increased for professionals with knowledge of renewable energy sources such as wind and solar power. This has led to increased hiring of engineers, technicians, and project managers with experience in these areas.

Technology Intervention

As the complexity of oil and gas exploration and production increases, so does the need for professionals with knowledge in areas such as drilling, reservoir engineering, and petrotechnical analysis. The use of technology enables companies to conduct greener activities and transform them into more sustainable businesses. Therefore, all of these tasks are greatly influenced by technological knowledge such as automation, Big Data, and artificial intelligence (AI) in this sector. This sector has seen a steep rise in technology-oriented occupations such as IT (information technology), engineering, and data science. The oil and



One of the key drivers of the oil and gas sector in India is the **growing demand for energy**.



In 2022, the number of **new hires** in the oil and gas sector will be **MoM growth of (approx.) 40%** and a similar growth rate is expected in 2023.



As the government focuses on reducing the country's carbon footprint, demand has increased for professionals with knowledge of **renewable energy sources**.

gas industry is also rapidly adopting digital technologies to streamline operations and improve efficiency. This has created a demand for professionals with skills in data analytics, artificial intelligence (AI), and the Internet of Things (IoT).

Focus on Increasing Domestic Production

India's government is also working to increase domestic oil and gas production. This includes initiatives such as the Hydrocarbon Exploration and Licensing Policy (HELP) and the Open Acreage Licensing Policy (OALP), which aim to increase investment and exploration in the sector. In addition, the landmark decision to allow 100% foreign direct investment has resulted in many activities being fast-tracked, which in turn has led to an increase in vacancies to fulfill the activities. Professionals such as geologists, geophysicists, drilling engineers, production engineers, mechanical engineers, data analysts, project managers, etc. are in demand.

The oil and gas sector in India is a major industry that is expected to grow significantly in the coming years. In 2022, the number of new hires in this sector will be MoM growth of (approx.) 40% and a similar growth rate is expected in 2023. Technology-driven job profiles are expected to gain importance.

Oil & Gas

► Salary Range (per annum)

EXPERIENCE (YEARS)	EDUCATION	MIN	MAX
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JUNIOR LEVEL

Role	Experience (Years)	Education	Min Salary (Lacs)	Max Salary (Lacs)
Drillers	1-3	B.Tech / Diploma	5 Lacs	13 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	12 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	12 Lacs
Geophysicist	1-3	M.Tech / M.Sc.- Petrophysics / Physics	12 Lacs	22 Lacs
Geologists	1-3	M.Tech / M.Sc.- Geology / Petroleum Tech	10 Lacs	22 Lacs
Petro physicist	1-3	M.Tech / M.Sc.- Petrophysics / Physics	10 Lacs	24 Lacs
Drilling Engineer	1-3	B.Tech / M.Tech- Petroleum / Mechanical / (Bachelors / Masters- Geology)	10 Lacs	22 Lacs

► Salary Range (per annum)

EXPERIENCE (YEARS)	EDUCATION	MIN	MAX
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JUNIOR LEVEL

Role	Experience (Years)	Education	Min Salary (Lacs)	Max Salary (Lacs)
Reservoir Engineer	1-3	M.Sc-M.Tech	10 Lacs	22 Lacs
Surveyors	1-3	B.Tech / Diploma	7 Lacs	15 Lacs
Production Engineers	1-3	B.Tech / Diploma	8 Lacs	15 Lacs
Mechanical / Electrical / Instrumentation / Civil	1-3	B.Tech / Diploma	4 Lacs	12 Lacs
HSE	1-3	B.Tech / Diploma	4 Lacs	10 Lacs
Fire & Safety	1-3	B.Tech / Diploma	4 Lacs	12 Lacs
Terminal Operations	1-3	B.Tech / Diploma	4 Lacs	10 Lacs
Quality Assurance	1-3	B.Tech / Diploma	4 Lacs	12 Lacs
Process Engineers	1-3	BE / B.Tech (Chemical)	4 Lacs	12 Lacs
Civil & Structural Engineers	1-3	BE / B.Tech (Civil / Structure)	4 Lacs	12 Lacs
Instrumentation	1-3	BE / B.Tech (Instrumentation / Electronics)	4 Lacs	12 Lacs
Piping	1-3	BE / B.Tech (Mechanical / Chemical)	4 Lacs	12 Lacs
Pipe Stress	1-3	BE / B.Tech (Mechanical)	4 Lacs	12 Lacs
Rotating/ Static Equipment	1-3	BE / B.Tech (Mechanical)	4 Lacs	12 Lacs
Projects	1-3	BE / B.Tech (Mechanical / Civil / Chemical)	4 Lacs	12 Lacs

Oil & Gas

► Salary Range (per annum)

EXPERIENCE (YEARS)
EDUCATION
MIN
MAX

MIDDLE LEVEL

	EXPERIENCE (YEARS)	EDUCATION	MIN	MAX
Drillers	4-10	B.Tech / Diploma	10 Lacs	24 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	24 Lacs
Mud Engineer	4-10	B.Tech / Diploma	12 Lacs	25 Lacs
Offshore Installation	4-10	B.Tech / Diploma	15 Lacs	28 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	25 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
Well Completion Engineer	4-10	B.Tech / Diploma	12 Lacs	28 Lacs
Geophysicist	4-10	M.Tech / M.Sc.- Petrophysics / Physics	22 Lacs	52 Lacs
Geologists	4-10	M.Tech / M.Sc.- Geology / Petroleum Tech	22 Lacs	52 Lacs
Petro physicist	4-10	M.Tech / M.Sc.- Petrophysics / Physics	22 Lacs	52 Lacs

► Salary Range (per annum)

EXPERIENCE (YEARS)
EDUCATION
MIN
MAX

MIDDLE LEVEL

	EXPERIENCE (YEARS)	EDUCATION	MIN	MAX
Drilling Engineer	4-10	B.Tech / M.Tech- Petroleum/ Mechanical / (Bachelors / Masters- Geology)	22 Lacs	52 Lacs
Reservoir Engineer	4-10	M.SC-M.Tech	22 Lacs	52 Lacs
Surveyors	4-10	B.Tech / Diploma	15 Lacs	32 Lacs
Mechanical / Electrical / Instrumentation / Civil	4-10	B.Tech / Diploma	12 Lacs	32 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	32 Lacs
Terminal Operations	4-10	B.Tech / Diploma	10 Lacs	28 Lacs
Quality Assurance	4-10	B.Tech / Diploma	10 Lacs	32 Lacs
Process Engineers	4-10	BE / B. Tech (Chemical)	10 Lacs	32 Lacs
Civil & Structural Engineers	4-10	BE / B. Tech (Civil / Structure)	10 Lacs	32 Lacs
Instrumentation Engineers	4-10	BE / B.Tech (Instrumentation / Electronics)	10 Lacs	32 Lacs
Piping Engineers	4-10	BE / B.Tech (Mechanical / Chemical)	10 Lacs	32 Lacs
Pipe Stress / Piping Layout / Piping Material	4-10	BE / B.Tech (Mechanical)	10 Lacs	32 Lacs
Rotating / Static Equipment Engineers	4-10	BE / B.Tech (Mechanical)	10 Lacs	32 Lacs
Projects	4-10	BE / B.Tech (Mechanical/ Civil/Chemical)	10 Lacs	32 Lacs

Oil & Gas

► Salary Range (per annum)

EXPERIENCE (YEARS)
EDUCATION
MIN
MAX

SENIOR LEVEL

	EXPERIENCE (YEARS)	EDUCATION	MIN	MAX
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	25 Lacs	70 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+

► Salary Range (per annum)

EXPERIENCE (YEARS)
EDUCATION
MIN
MAX

SENIOR LEVEL

	EXPERIENCE (YEARS)	EDUCATION	MIN	MAX
Drilling Engineer	10-25	B.Tech / M.Tech- Petroleum/ Mechanical / (Bachelors / Masters- Geology)	35 Lacs	99 Lacs+
Reservoir Engineer	10-25	M.SC-M.Tech	35 Lacs	99 Lacs+
Surveyors	10-25	B.Tech / Diploma	22 Lacs	50 Lacs
HSE	10-25	B.Tech / Diploma	12 Lacs	50 Lacs
Fire & Safety	10-25	B.Tech / Diploma	24 Lacs	65 Lacs
Terminal Operations	10-25	B.Tech / Diploma	22 Lacs	50 Lacs
Quality Assurance	10-25	B.Tech / Diploma	24 Lacs	65 Lacs
Process Engineers	10-25	BE / B.Tech (Chemical)	24 Lacs	65 Lacs
Civil & Structural Engineers	10-25	BE / B.Tech (Civil / Structure)	24 Lacs	65 Lacs
Instrumentation	10-25	BE / B.Tech (Instrumentation / Electronics)	24 Lacs	65 Lacs
Piping	10-25	BE / B.Tech (Mechanical / Chemical)	24 Lacs	65 Lacs
Pipe Stress	10-25	BE / B.Tech (Mechanical)	24 Lacs	65 Lacs
Rotating/ Static Equipment	10-25	BE / B.Tech (Mechanical)	24 Lacs	65 Lacs
Projects	10-25	BE / B.Tech (Mechanical / Civil / Chemical)	24 Lacs	65 Lacs



Power & Engineering



The power & engineering sector in India is one of the most diversified sectors. In the last few years, the government has taken many landmark decisions in favour of this sector, which have contributed significantly to the country's growth.



As a country, we have come a long way in becoming a power surplus nation by establishing a unified national power grid, strengthening the distribution network, and achieving electrification of all households.

In the budget session of 2022-23, the government allocated Rs. 19,500 crores for a PLI scheme to boost manufacturing of high-efficiency solar modules. The sector has experienced growth at various levels, and with this growth has come an increased demand for talented and skilled professionals. Currently, hiring trends in the sector are influenced by numerous factors such as technological advances, government policies, and industry demand. Let us take a closer look at some of these factors:

Technical Skills

One of the most important skills required in the Power & Engineering sector is technical expertise. Companies are looking for professionals who are well-versed in the latest technologies such as artificial intelligence (AI),

Power & Engineering

machine learning (ML), data analytics, and others. These professionals can bring innovative solutions to the table. As a result, engineers with specialised skills in areas such as renewable energy, digital transformation, and smart grid technology are in high demand.

Project Management


As the sector continues to grow, project management skills are becoming increasingly important for professionals in the Power & Engineering sector. Companies are looking for individuals who can effectively manage projects, budgets, and schedules, and ensure projects are completed on time and within budget.

Soft Skills


In addition to technical and project management skills, companies are also looking for candidates who have effective communication and interpersonal skills. As the sector grows, engineers' roles are no longer limited to technical tasks; they must interact with customers, stakeholders, and team members.

Digital Transformation

The Power & Engineering sector is undergoing a digital transformation, and companies are looking for professionals who are able to help organisations address these critical trends. They can also help organisations integrate these technologies into their operations. Digital skills such as data analytics, cloud computing, and artificial intelligence are in high demand.



In the budget session of 2022-23, the government allocated **Rs.19,500** crores for a PLI scheme to boost manufacturing of high-efficiency solar modules.



One of the most important skills required in the Power & Engineering sector is **technical expertise**.



Project management skills are becoming increasingly important for professionals in the power & engineering sector.



Digital skills such as **data analytics, cloud computing, and AI** are in high demand.

Sustainability

With growing concerns about environmental issues, companies are looking for professionals who have a strong understanding of sustainability and can help companies reduce their carbon footprint and adopt green practices. Engineers with knowledge of renewable energy and energy efficiency are in high demand.

Industry Certifications

Industry certifications have become a critical factor in the hiring process, and companies are looking for professionals who have relevant certifications in areas such as project management, renewable energy, and energy efficiency.

Power Plant Operations

As the number of power plants continues to grow, there is a high demand for professionals with experience in power plant operations, maintenance, and safety.

In summary, the Power & Engineering sector in India is a dynamic and fast-growing industry that offers numerous career opportunities for skilled professionals. The increasing focus on renewable energy, the growth of smart grid technology, and the need for experienced electrical and mechanical engineers, project managers, and power plant operators are just a few examples of the diverse hiring trends in this sector. With the right training, experience, and qualifications, there are many opportunities for professionals to make a meaningful contribution to this exciting and rapidly evolving industry.

Power & Engineering

► Salary Range (per annum)

EXPERIENCE (YEARS)	EDUCATION	MIN	MAX
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JUNIOR LEVEL

Role	Experience (Years)	Education	Min Salary (Lacs)	Max Salary (Lacs)
Manufacturing	1-3	BE / Diploma Mechanical	2.75 Lacs	8 Lacs
Production	1-3	BE / Diploma Production / Mechanical	2.75 Lacs	8 Lacs
Maintenance	1-3	BE / Diploma Mechanical / Electrical	2.75 Lacs	6.5 Lacs
Quality	1-3	BE / Diploma Mechanical / Electrical	2.5 Lacs	6 Lacs
Process	1-3	BE / Diploma / Chemical	3 Lacs	8 Lacs
Automation	1-3	BE / Diploma Mechanical / Automation	3.5 Lacs	8.5 Lacs
Design	1-3	BE / Diploma Mechanical / Electrical	2.5 Lacs	8 Lacs
Project	1-3	BE / Diploma Mechanical / Electrical / Chemical	2.5 Lacs	7 Lacs
Materials	1-3	BE / Diploma Mechanical	2.5 Lacs	7 Lacs
Purchase	1-3	BE / Diploma Mechanical	2.5 Lacs	6 Lacs
Validation	1-3	BE / Diploma Chemical / Mechanical	2 Lacs	6 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

► Salary Range (per annum)

EXPERIENCE (YEARS)	EDUCATION	MIN	MAX
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JUNIOR LEVEL

Role	Experience (Years)	Education	Min Salary (Lacs)	Max Salary (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	7.5 Lacs
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	6 Lacs
Project	1-3	BE / Tech / Mechanical	3 Lacs	6 Lacs

Power & Engineering

► Salary Range (per annum)

EXPERIENCE (YEARS)	EDUCATION	MIN	MAX
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MIDDLE LEVEL

Job Title	Experience (Years)	Education	Min Salary (Lacs)	Max Salary (Lacs)
Maintenance	4-10	BE Mechanical / Electrical	7 Lacs	15 Lacs
Automation	4-10	BE Mechanical / Automation	7 Lacs	18 Lacs
Project	4-10	BE Mechanical / Electrical / Chemical	7 Lacs	18 Lacs
Materials	4-10	BE Mechanical	7 Lacs	16 Lacs
Purchase	4-10	BE Mechanical	5.5 Lacs	14.5 Lacs
Instrumentation Engineer	4-10	BE Instrumentation	5.5 Lacs	16 Lacs
Electrical Engineer	4-10	BE Electrical	5.5 Lacs	16 Lacs
Mechanical Engineer	4-10	BE Mechanical	5.5 Lacs	18 Lacs
Civil Engineer	4-10	BE Civil	5.5 Lacs	15 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

► Salary Range (per annum)

EXPERIENCE (YEARS)	EDUCATION	MIN	MAX
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SENIOR LEVEL

Job Title	Experience (Years)	Education	Min Salary (Lacs)	Max Salary (Lacs)
Design	10-25	BE / Tech Electrical / Mechanical	20 Lacs	60 Lacs
Instrumentation & Control	10-25	BE / Tech Instrumentation	14 Lacs	50 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	45 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	45 Lacs
DGM / GM - System Engineering	10-25	BE / Tech Mechanical	15 Lacs	45 Lacs
DGM / GM - Plant Operations	10-25	BE / Tech Mechanical	14 Lacs	50 Lacs
Procurement	10-25	BE / Tech Electrical / Mechanical	15.5 Lacs	55 Lacs
VP Projects	10-25	BE / Tech Mechanical	22.5 Lacs	60 Lacs
Quality	10-25	BE / Tech Electrical / Mechanical	15 Lacs	66 Lacs
Principle Engineer STG	10-25	BE / Tech Mechanical	18 Lacs	40 Lacs
Manufacturing	10-25	BE Mechanical	9 Lacs	50 Lacs
Production	10-25	BE / ME Production / Mechanical	12.5 Lacs	50 Lacs

Power & Engineering

► Salary Range (per annum)

EXPERIENCE (YEARS)
EDUCATION
MIN
MAX

SENIOR LEVEL

	EXPERIENCE (YEARS)	EDUCATION	MIN	MAX
Quality	10-25	BE Mechanical / Electrical	8 Lacs	38 Lacs
Process	10-25	BE Mechanical / Chemical	8 Lacs	35 Lacs
Automation	10-25	BE / ME Mechanical / Automation	14.5 Lacs	60 Lacs
Design	10-25	BE Mechanical / Electrical	9 Lacs	55 Lacs
Project	10-25	BE / ME Mechanical / Electrical / Chemical	14.5 Lacs	60 Lacs
Purchase	10-25	BE / ME Mechanical	8 Lacs	45 Lacs
Validation	10-25	BE Chemical / Mechanical	8 Lacs	35 Lacs
Instrumentation	10-25	BE / ME Instrumentation	10 Lacs	50 Lacs
Electrical Engineer	10-25	BE / ME Electrical	9 Lacs	50 Lacs
Manufacturing	10-25	BE / ME Mechanical	12 Lacs	45 Lacs
Mechanical Engineer	10-25	BE / ME Mechanical	9 Lacs	30 Lacs
Civil Engineer	10-25	BE / ME Civil	9 Lacs	30 Lacs
Plant Engineering	10-25	BE Mechanical / Electrical	9 Lacs	30 Lacs
Logistics	10-25	BE Mechanical	9 Lacs	30 Lacs
SCM	10-25	BE Mechanical	9 Lacs	30 Lacs
Business Development	10-25	BE Mechanical	8 Lacs	50 Lacs
Sales	10-25	BE Mechanical	8 Lacs	50 Lacs

► Salary Range (per annum)

EXPERIENCE (YEARS)
EDUCATION
MIN
MAX

SENIOR LEVEL

	EXPERIENCE (YEARS)	EDUCATION	MIN	MAX
Design & Engineering	10-25	BE Mechanical / Electrical	9 Lacs	45 Lacs
New Product Introduction	10-25	BE Mechanical	10 Lacs	35 Lacs
Paint Shop	10-25	BE / ME Mechanical	10 Lacs	25 Lacs
Piping	10-25	BE / ME Mechanical	12 Lacs	40 Lacs
Supplier Quality	10-25	BE / ME Mechanical	12 Lacs	35 Lacs
HSE	10-25	BE / ME Environmental	12 Lacs	30 Lacs
Fire & Safety	10-25	BE / ME Environmental	10 Lacs	30 Lacs
Plant Inspection	10-25	BE / ME Mechanical	12 Lacs	25 Lacs
Technical	10-25	BE / ME Mechanical	10 Lacs	40 Lacs
Marketing	10-25	BE / ME Mechanical	10 Lacs	40 Lacs
PPC	10-25	BE / ME Mechanical	18 Lacs	40 Lacs
Design	10-25	BE / ME Mechanical / Electrical	12.5 Lacs	35 Lacs
Process	10-25	BE / ME Mechanical / Chemical	10 Lacs	35 Lacs
Validation	10-25	BE / ME Chemical / Mechanical	8 Lacs	35 Lacs
Maintenance	10-25	BE / ME Mechanical / Electrical	10 Lacs	30 Lacs
Materials	10-25	BE / ME Mechanical	11 Lacs	15 Lacs

Power & Engineering

► Salary Range (per annum)

EXPERIENCE
(YEARS)

EDUCATION

MIN

MAX

SENIOR LEVEL

	EXPERIENCE (YEARS)	EDUCATION	MIN	MAX
New Product Introduction	10-25	BE / ME Mechanical	11 Lacs	35 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	12 Lacs	35 Lacs
Plant Engineering	10-25	BE Mechanical / Electrical	12 Lacs	30 Lacs
Logistics	10-25	BE / ME Mechanical	8 Lacs	35 Lacs
SCM	10-25	BE / ME Mechanical	11 Lacs	35 Lacs
Planning	10-25	BE / ME Mechanical / Electrical	10 Lacs	35 Lacs
Sales	10-25	BE / ME Mechanical	10 Lacs	45 Lacs
Technical	10-25	BE Mechanical	9 Lacs	30 Lacs
Design & Engineering	10-25	BE / ME Mechanical / Electrical	14 Lacs	42 Lacs
Marketing	10-25	BE Mechanical	11 Lacs	45 Lacs



Pharma / Lifescience / Healthcare

India's economy is experiencing a boost in healthcare, pharmaceutical, and life sciences disciplines. Collectively, the industries have received massive opportunities and push from both indigenous and global market factors. Let us peek into various trends that are significantly shaping these industries.

The healthcare sector in India is expected to grow at a significant rate in the coming years. According to a recent report, Indian healthcare industry is estimated to touch \$50 bn by 2025. The growth in the healthcare sector is driven by factors such as an increasing population, a rise in willingness among people to spend money on health and a growing awareness of healthcare.

One trend that will continue to rule the healthcare sector in India is the growing demand for skilled healthcare professionals. With the increasing population and the emergence of new types of diseases, the demand for doctors, nurses, and other healthcare professionals is expected to increase significantly. In addition, with the focus on preventive healthcare and non-communicable diseases, the need for healthcare professionals with specialised skills and training will increase too.

A Dramatic Upswing in Life Sciences Sector

The Life Sciences sector, in particular, has taken the center stage in the global market. During and after COVID-19 outbreak, the demand for groundbreaking research and development (R&D), innovation and quick communication has emerged. An increased number of talent demand with niche skills can be witnessed even at present. Niche skills refer to profiles such as lab technician, med-tech writers, microbiologists, bio medical engineer, and more. There are also specific job roles related to marketing and communication in the sector, but with background of science-related fields. The Pharmaceutical and Life Sciences sectors are investing heavily in research and development, leading to a demand for skilled professionals with experience in drug discovery, drug development, and clinical trials.

Pharma's Fantastic Performance

The India's pharmaceuticals industry, which is home to more than 3,000 pharma companies, is not just supporting national market but contributes significantly at the global level. India is the world's 3rd largest medicine producer and has significant global market share in production of general medicines as well as preventive vaccines. The hiring in this sector, across job roles medical and non-medical are rising.



Indian healthcare industry is estimated to touch **\$50 bn** by 2025.



With the **increasing population** and the emergence of new types of diseases, the demand for healthcare professionals is expected to increase significantly



India is the world's **3rd largest medicine producer.**



India's healthcare, pharma, med-tech, and life sciences sectors have been recognized as **recession-proof industries.**

Government's Big Bet

India's Healthcare, Pharma, Med-tech, and Life Sciences sectors have been recognised as recession-proof industries. While the other sectors are grappling to keep up with their employment digits, firms in these sectors are figuring out means to meet the huge talent demand. The sectors have become a crucial growth factor for India and the government recognises this. In a recent round table discussion at the World Economic Forum, Mansukh Mandaviya, India's Union Health Minister declared India's intentional and well-coordinated efforts to develop indigenous product and technologies for these sectors to gain a global competitive edge. While India was and is strong in the volume game at a global level, the government and the firms have narrowed their focus to engage in the production of medicines/vaccines that are innovative, high-value, and cost-effective.

In conclusion, the India's Healthcare, Pharma, Med-tech, and Life Sciences sectors are thriving, driven by factors such as increasing investment and a growing population. As a result, there is a growing demand for skilled professionals in areas such as research and development, data science and analytics, healthcare IT (Information Technology), clinical research, and medical and healthcare management. The future looks bright for these industries, with continued growth expected and new job opportunities emerging.

Pharma / Lifescience / Healthcare

► Salary Range (per annum)

EXPERIENCE (YEARS)
EDUCATION
MIN
MAX

PHARMA FORMULATIONS

JUNIOR LEVEL

Role	Experience (Years)	Education	Min Salary (Lacs)	Max Salary (Lacs)
Marketing / Brand Management	1-5	MBA Marketing / Pharmaceutical Management	4 Lacs	15 Lacs
Therapy / Strategy Management	1-5	MBA Marketing / Pharmaceutical Management	8 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	5 Lacs	15 Lacs
Corporate Quality Assurance	1-5	B.Sc, M.Sc, M Pharm, B Pharm	4 Lacs	15 Lacs

► Salary Range (per annum)

EXPERIENCE (YEARS)
EDUCATION
MIN
MAX

PHARMA FORMULATIONS

MIDDLE LEVEL

Role	Experience (Years)	Education	Min Salary (Lacs)	Max Salary (Lacs)
Marketing / Brand Management	5-15	MBA Marketing / Pharmaceutical Management	15 Lacs	50 Lacs
Therapy / Strategy Management	5-15	MBA Marketing / Pharmaceutical Management	20 Lacs	50 Lacs
Corporate Quality Assurance	5-15	MD, MBBS, DNB, BDS, MDS, PharmD	25 Lacs	75 Lacs
Medical Services	5-15	B.Sc, M.Sc, M Pharm, B Pharm	15 Lacs	50 Lacs

SENIOR LEVEL

Role	Experience (Years)	Education	Min Salary (Lacs)	Max Salary (Lacs)
Therapy / Strategy Management	15-25	MBA	50 Lacs	1 Cr+
Medical Services	15-25	Medical Degree + MD	50 Lacs	1 Cr+
Regulatory Affairs	15-25	M.Sc	50 Lacs	80 Lacs

Pharma / Lifescience / Healthcare

► Salary Range (per annum)

EXPERIENCE (YEARS)
EDUCATION
MIN
MAX

PHARMA APIS

JUNIOR LEVEL

Quality Assurance	1-5	M.Sc, M Pharm	5 Lacs	15 Lacs
Regulatory Affairs	1-5	M.Sc, M Pharm, PG Diploma	4 Lacs	15 Lacs
Safety	1-5	M.Sc, M Pharm, PG Diploma / MBA	5Lacs	15 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	4 Lacs	15 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	30 Lacs
Regulatory Affairs	5-15	M.Sc, M Pharm, PhD / PG Diploma	10 Lacs	30 Lacs
Safety	5-15	M.Sc, M Pharm, PG Diploma / MBA	20 Lacs	60 Lacs
EHS-Plant	5-15	M.Sc. / B. Pharm / M. Pharm / Fire & Safety Engineer with Diploma in Industrial Safety	15 Lacs	40 Lacs
Finance / Accounts	5-15	CA, ICWA	8 Lacs	40 Lacs
R&D	5-15	B.Sc, M.Sc , PhD	12 Lacs	50 Lacs

► Salary Range (per annum)

EXPERIENCE (YEARS)
EDUCATION
MIN
MAX

PHARMA APIS

SENIOR LEVEL

Quality Assurance	15-25	M.Sc, M Pharm	30 Lacs	50 Lacs
Regulatory Affairs	15-25	M.Sc, M Pharm, Ph D / PG Diploma	30 Lacs	50 Lacs
Safety	15-25	M.Sc, M Pharm, PG Diploma / MBA	30 Lacs	50 Lacs
EHS-Plant	15-25	M.Sc. / B. Pharm / M. Pharm / Fire & Safety Engineer with Diploma in Industrial Safety	30 Lacs	50 Lacs
Finance / Accounts	15-25	CA, ICWA	40 Lacs	1.2 cr
R&D	15-25	B.Sc, M.Sc, PhD	50 Lacs	1 cr

Pharma / Lifescience / Healthcare

► Salary Range (per annum)

EXPERIENCE (YEARS)
EDUCATION
MIN
MAX

DIAGNOSTIC INSTRUMENTS / CONSUMABLES / PHARMA OPERATIONS

JUNIOR LEVEL

Role	Experience (Years)	Education	Min Salary (Lacs)	Max Salary (Lacs)
Production	1-5	B.Sc / Diploma	4 Lacs	15 Lacs
Quality Assurance / Quality Control - Plant	1-5	B.Sc / M.Sc	4 Lacs	15 Lacs
Projects	1-5	B.Sc / M.Sc + MBA	4 Lacs	15 Lacs
Sales	3-6	Science Graduate / MBA / BE	5 Lacs	15Lacs
Marketing / PMT / Digital	3-6	Graduate Life science / Electronic Engineering Graduate, MBA	10 Lacs	25 Lacs
Service / Application	2-6	BE / Science Graduate	5 Lacs	15 Lacs
Supply Chain	3-7	Graduate, Diploma in MM / SCM, BE, B.Sc	15 Lacs	30 Lacs

► Salary Range (per annum)

EXPERIENCE (YEARS)
EDUCATION
MIN
MAX

DIAGNOSTIC INSTRUMENTS / CONSUMABLES / PHARMA OPERATIONS

MIDDLE LEVEL

Role	Experience (Years)	Education	Min Salary (Lacs)	Max Salary (Lacs)
Production	5-15	B.Sc / Diploma	8 Lac	20 Lacs
Quality Assurance / Quality Control - Plant	5-15	B.Sc / M.Sc	8 Lacs	20 Lacs
Projects	5-15	B.Sc / M.Sc + MBA	10 Lacs	35 Lacs
Sales	7-12	Science Graduate / MBA	15 Lacs	25 Lacs
Marketing	7-12	Graduate Life science / Electronic Engineering Graduate, MBA	15 Lacs	40 Lacs
Service / Application	7-12	Biomedical Engineer / Science Graduate	10 Lacs	25 Lacs
Supply Chain	8-14	Graduate, Diploma in MM / SCM, MBA	30 Lacs	60 Lacs

Pharma / Lifescience / Healthcare

► Salary Range (per annum)

EXPERIENCE (YEARS)
EDUCATION
MIN
MAX

DIAGNOSTIC INSTRUMENTS / CONSUMABLES / PHARMA OPERATIONS

SENIOR LEVEL

Role	Experience (Years)	Education	Min Salary (Lacs)	Max Salary (Lacs)
Production	15-25	B.Sc, Master / Diploma	25 Lacs	60 Lacs
Quality Assurance / Quality Control - Plant	15-25	B.Sc / M.Sc	25 Lacs	80 Lacs
Projects	15-25	B.Sc / M.Sc + MBA	15 Lacs	80 Lacs
Sales	13-20	Science Graduate / B. Pharm / MBA	25 Lacs	50 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	60 Lacs	1.2 Cr

► Salary Range (per annum)

EXPERIENCE (YEARS)
EDUCATION
MIN
MAX

RESEARCH & DEVELOPMENT

JUNIOR LEVEL

Formulation Development	3-5	B.Sc, M.Sc, PhD	4 Lacs	20 Lacs
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MIDDLE LEVEL

Formulation Development	5-15	M.Sc, PhD	10 Lacs	50 Lacs
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SENIOR LEVEL

Formulation Development	15-25	M.Sc, PhD	50 Lacs	1.2 Cr
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Pharma / Lifescience / Healthcare

► Salary Range (per annum)

EXPERIENCE (YEARS)
EDUCATION
MIN
MAX

SPECIALTY CHEMICALS / ADVANCED MATERIALS

JUNIOR LEVEL

	EXPERIENCE (YEARS)	EDUCATION	MIN	MAX
Supply Chain	1-5	MBA	4 Lacs	18 Lacs
Sales	1-5	Graduate / MBA	4 Lacs	15 Lacs
Techno Commercial	1-5	B.E. / B.Tech Chem.	4 Lacs	15 Lacs
R&D	1-5	BE / B. Tech(Chem) / M.Sc(Chem)	3 Lacs	15 Lacs
Plant Operations - Mfg.	1-5	B.E. / B.Tech Chem.	3 Lacs	15 Lacs
Regulatory Affairs	1-5	B.Sc / 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	5 Lacs	15 Lacs

► Salary Range (per annum)

EXPERIENCE (YEARS)
EDUCATION
MIN
MAX

SPECIALTY CHEMICALS / ADVANCED MATERIALS

MIDDLE LEVEL

	EXPERIENCE (YEARS)	EDUCATION	MIN	MAX
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 - Mfg.	5-15	B.E. / B.Tech Chem.	15 Lacs	45 Lacs
Regulatory Affairs	5-15	B.Sc / 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	15 Lacs	25 Lacs
Finance / Accounts	5-15	B.com, M.com, MBA, ICWA, CA	15 Lacs	40 Lacs

Pharma / Lifescience / Healthcare

► Salary Range (per annum)

EXPERIENCE (YEARS)
EDUCATION
MIN
MAX

SPECIALTY CHEMICALS / ADVANCED MATERIALS					
SENIOR LEVEL					
Supply Chain	15-25	MBA	40 Lacs	1 Cr	
Sales	15-25	B.E. / B.Tech Chem. / MBA	50 Lacs	1 Cr	
Techno Commercial	15-25	B.E. / B.Tech Chem. / MBA	50 Lacs	1 Cr	
R&D	15-25	BE / B.Tech (Chem) / M.Sc (Chem) / PhD	45 Lacs	1 Cr	
Plant Operations - Mfg.	15-25	B.E. / B.Tech Chem.	35 Lac	1 Cr+	
Regulatory Affairs	15-25	B.Sc / M.Sc	25 Lacs	70 Lacs	
Maintenance / Eng.	15-25	B.E. / B.Tech	40 Lacs	80 Lac	
Safety	15-25	B.E. / B.Tech, Diploma in Industrial Safety	25 Lacs	50 Lacs	
Finance / Accounts	15-25	B.com, M.com, MBA, ICWA, CA	40 Lacs	1 Cr	

► Salary Range (per annum)

EXPERIENCE (YEARS)
EDUCATION
MIN
MAX

CLINICAL RESEARCH					
JUNIOR LEVEL					
Clinical Research Associate	1-5	B.Sc, M.Sc	5 Lacs	15 Lacs	
Data Maintenance - Clinical Data Management	1-5	B.Sc, M.Sc	5 Lacs	15 Lacs	
Clinical Statistical Analyst	1-5	B.Sc, M.Sc	10 Lacs	25 Lacs	
Medical Writer	1-5	B.Sc, M.Sc	4 Lacs	15 Lacs	
MIDDLE LEVEL					
Senior Medical Writer	5-15	B.Sc, M.Sc	15 Lacs	40 Lacs	
Senior Clinical Data Manager	5-15	B.Sc, M.Sc	15 Lacs	40 Lacs	
Senior Clinical Statistical Analyst	5-15	B.Sc, M.Sc	25 Lacs	70 Lacs	
Senior Clinical Research Associate	5-15	B.Sc, M.Sc	15 Lacs	40 Lacs	
SENIOR LEVEL					
AD - Senior Dir Medical Writer	15-25	M.Sc + MBA	40 Lacs	70 Lacs	
AD - Senior Dir Data Manager	15-25	M.Sc + MBA	40 Lacs	70 Lacs	
AD - Senior Dir Senior Clinical Statistical	15-25	M.Sc + MBA	70 Lacs	1 Cr	
AD - Senior Dir Clinical Research	15-25	M.Sc + MBA	40 Lacs	70 Lacs	

Pharma / Lifescience / Healthcare

► Salary Range (per annum)

EXPERIENCE (YEARS)
EDUCATION
MIN
MAX

MEDICAL DEVICES / SURGICALS / HOSPITAL EQUIPMENTS

JUNIOR LEVEL

Role	Experience (Years)	Education	Min Salary (Lacs)	Max Salary (Lacs)
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	5 Lacs	20 Lacs
Regulatory Affairs	1-5	M.Sc	5 Lacs	25 Lacs
Product R&D	1-5	M.Sc, PhD	5 Lacs	25 Lacs
Supply Chain	1-5	Graduate + MBA	8 Lacs	30 Lacs
Finance/ Accounts	1-5	B.com, MBA, CA	10 Lacs	25 Lacs

MIDDLE LEVEL

Role	Experience (Years)	Education	Min Salary (Lacs)	Max Salary (Lacs)
Marketing / Product Management / Sales	5-15	B.Sc, M.Sc	15 Lacs	30 Lacs
Service	5-15	B.Tech	15 Lacs	35 Lacs
Application Specialist	5-15	B.Sc, M.Sc, PhD	20 Lacs	40 Lacs
Regulatory Affairs	5-15	M.Sc	25 Lacs	40 Lacs
Product R&D	5-15	M.Sc, PhD	25 Lacs	70 Lacs
Supply Chain	5-15	Graduate + MBA	30 Lacs	75 Lacs
Finance/ Accounts	5-15	B.com, MBA, CA	25 Lacs	80 Lacs

► Salary Range (per annum)

EXPERIENCE (YEARS)
EDUCATION
MIN
MAX

MEDICAL DEVICES / SURGICALS / HOSPITAL EQUIPMENTS

SENIOR LEVEL

Role	Experience (Years)	Education	Min Salary (Lacs)	Max Salary (Lacs)
Marketing / Product Management / Sales	15-25	B.Sc, M.Sc	30 Lacs	1 Cr
Service	15-25	B.Tech, Diploma	35 Lacs	70 Lacs
Application Specialist	15-25	B.Sc, M.Sc, PhD	40 Lacs	70 Lacs
Regulatory Affairs	15-25	M.Sc	40 Lacs	70 Lacs
Product R&D	15-25	M.Sc, PhD	30 Lacs	80 Lacs
Supply chain	15-25	Graduate + MBA	75 Lacs	1 Cr+
Finance / Accounts	15-25	B.com, MBA, CA	80 Lacs	1.5 Cr



Start-Ups

After the U.S. and China, India has the third largest startup ecosystem in the world. Numerous new startup programmes were introduced during the year to further support the development of this new breed of companies and entrepreneurs, coinciding with the strong expansion of companies from tier II and III cities.

India is one of the few nations leading the way in post-pandemic technological innovation and development. However, there were a few stumbling blocks for startups in 2022. When the pandemic broke out, most companies, computer-related or not, switched to a virtual way of working, which led to a surge in hiring of techies to increase efficiency and productivity among established companies in India. For startups, however, the trend was quite different.

The Tech-Way Continues in 2023

The persistently rising inflation and turbulent macroeconomic conditions have significantly reduced recruitment activity in the global tech sector. However, the non-tech sector in India offered about 100,000 active opportunities in August 2022, representing a share of 35% increase in active demand for tech workers in non-tech firms in the country.

Start-Ups

According to [statistics](#) given by the Nasscom survey for start-up workforce trends, some of the skills that will top the list in 2023 included data analytics, python, UX, and cloud computing.

We can see an increase of [10-12%](#) in cyber security and professionals like data analytics, DevOps and digital marketing will see about a [10% increase in 2023](#).

The Non-Tech Game for 2023

There is room for hiring projections for non-tech professionals this year. To remain competitive in the productivity and efficiency game, the non-tech sector has been actively hiring skilled IT workers. In recent months, there have been more than 1,000 active positions to fill, resulting in a massive [35%](#) increase in the hiring of technical professionals by non-tech companies in recent years. Compared to technology-based companies, the salary increase in the non-tech sector is about [10%-15% higher](#).


Non-tech industries are driving 5G hiring in telecom and consumer electronics, as well as engineering and semiconductor hiring in manufacturing and research and development. Non-tech services companies are trying to move from IT and BPO to enterprise cloud networks and SaaS.



We see an increase of 10-12% in **cyber security** and professionals like **data analytics, DevOps**.



There is a 35% increase in the **hiring of technical professionals** by non-tech companies in recent years.



Compared to technology-based companies, the **salary increase** in the non-tech sector is about 10%-15% higher.

As a result, the hiring of tech experts who are familiar with these technologies and can deploy them across many enterprises will increase. In addition, the non-tech sector is seeing a surge in professions related to data analytics and cybersecurity to optimise their online activities and protect customer data.

In summary, the hiring landscape in startups in India in 2023 will focus on diversity, remote hiring, skilled professionals, and competitive compensation packages. Companies are looking for employees who can add value to their teams and help the company grow. By focusing on these trends, startups in India can attract top talent and build successful and diverse teams.



Start-Ups - IT

► Salary Range (per annum)

EXPERIENCE
(YEARS)

EDUCATION

MIN

MAX

JUNIOR LEVEL

	EXPERIENCE (YEARS)	EDUCATION	MIN	MAX
Backend Developer	1-3	B.Tech / M.Tech (Premium)	14 Lacs	25 Lacs
Frontend Developer	1-3	B.Tech / M.Tech (Premium)	14 Lacs	25 Lacs
Asp.net Developer	1-3	B.Tech / BCA / MCA	12 Lacs	20 Lacs
SDET	1-3	B.Tech / BCA / MCA	14 Lacs	25 Lacs
DeVops Engineer	1-3	B.Tech / BCA / MCA	12 Lacs	25 Lacs
Android Developer	1-3	B.Tech / M.Tech (Premium)	12 Lacs	20 Lacs
iOS Developer	1-3	B.Tech / M.Tech (Premium)	12 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)	15 Lacs	22 Lacs

Start-Ups - IT

► Salary Range (per annum)

EXPERIENCE (YEARS)
EDUCATION
MIN
MAX

MIDDLE LEVEL

Role	Experience (Years)	Education	Min Salary (Lacs)	Max Salary (Lacs)
Automation Tester	4-7	B.Tech / BCA / MCA	10 Lacs	18 Lacs
Backend Developer	4-7	B.Tech / M.Tech (Premium)	22 Lacs	50 Lacs
Lead Engineer - QA & Automation	4-7	B.Tech / M.Tech (Premium)	18 Lacs	25 Lacs
Frontend Developer	4-7	B.Tech / M.Tech (Premium)	22 Lacs	50 Lacs
Asp.net Developer	4-7	B.Tech / BCA / MCA	18 Lacs	35 Lacs
Python Developer	4-7	B.Tech / BCA / MCA	20 Lacs	40 Lacs
Machine Learning	4-7	B.Tech / BCA / MCA	20 Lacs	50 Lacs
SDET	4-7	B.Tech / BCA / MCA	22 Lacs	45 Lacs
DeVops Engineer	4-7	B.Tech / BCA / MCA	20 Lacs	50 Lacs
Android Developer	4-7	B.Tech / M.Tech (Premium)	22 Lacs	45 Lacs
iOS Developer	4-7	B.Tech / M.Tech (Premium)	22 Lacs	45 Lacs
Lead Business Analyst	6-12	B.Tech / M.Tech (Premium)	22 Lacs	40 Lacs
Data Scientist	4-7	B.Tech / M.Tech (Premium)	25 Lacs	50 Lacs
Fullstack Developer	4-7	B.Tech / M.Tech (Premium)	22 Lacs	40 Lacs

► Salary Range (per annum)

EXPERIENCE (YEARS)
EDUCATION
MIN
MAX

SENIOR LEVEL

Role	Experience (Years)	Education	Min Salary (Lacs)	Max Salary (Lacs)
Solution Architect	8-12	B.Tech / M.Tech (Premium)	40 Lacs	75 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)	70 Lacs	1 Cr



Start-Ups - Non IT

► Salary Range (per annum)

EXPERIENCE (YEARS)
EDUCATION
MIN
MAX

JUNIOR LEVEL

Job Title	EXPERIENCE (YEARS)	EDUCATION	MIN	MAX
Business Development Manager / Sales Manager	1-3	Graduate / MBA	7.5 Lacs	12 Lacs
Inside Sales Manager	1-3	Graduate / MBA	6 Lacs	11 Lacs
Key Account Manager	1-3	Graduate / MBA	9.5 Lacs	14 Lacs
Digital Marketing Manager	1-3	Any Graduate	8 Lacs	15 Lacs
SEO Manager	1-3	Any Graduate	8 Lacs	12 Lacs
Content Writer	1-3	Any Graduate	7 Lacs	12 Lacs
Copy Writer	1-3	Any Graduate	6 Lacs	10 Lacs
Graphic Designer	1-3	Any Graduate	6 Lacs	10 Lacs
UX Designer	1-3	Any Graduate	9 Lacs	14 Lacs
Talent Acquisition Specialist	1-3	Graduate / MBA	7 Lacs	12 Lacs

Start-Ups - Non IT

► Salary Range (per annum)

EXPERIENCE (YEARS)
EDUCATION
MIN
MAX

MIDDLE LEVEL

	EXPERIENCE (YEARS)	EDUCATION	MIN	MAX
Zonal / Regional Sales Head	6-12	MBA (Premium)	22 Lacs	50 Lacs
Manager-Social Media	5-10	MBA	20 Lacs	40 Lacs
Executive Assistant to the CEO	6-12	MBA	18 Lacs	25 Lacs
Process Excellence Manager	6-12	MBA	20 Lacs	40 Lacs
Manager- Mobile marketing	5-10	MBA	20 Lacs	40 Lacs
Lead Financial Analyst	6-12	MBA	20 Lacs	40 Lacs
Brand Manager	6-12	MBA (Premium)	25 Lacs	50 Lacs
HR Manager	6-12	MBA (Premium)	25 Lacs	40 Lacs
Finance Controller	6-12	MBA (Premium)	28 Lacs	55 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)	18 Lacs	28 Lacs
Application Lead	6-10	Engineering	20 Lacs	28 Lacs
Corp Communication	6-12	MBA (Premium)	22 Lacs	35 Lacs
Supply Chain Manager	6-12	MBA (Premium)	25 Lacs	40 Lacs
Operations Head	6-12	MBA (Premium)	20 Lacs	35 Lacs

► Salary Range (per annum)

EXPERIENCE (YEARS)
EDUCATION
MIN
MAX

SENIOR LEVEL

	EXPERIENCE (YEARS)	EDUCATION	MIN	MAX
National Sales Head	12-18	MBA (Premium)	55 Lacs	80 Lacs
HR Head	12-18	MBA (Premium)	45 Lacs	75 Lacs
Head - Corporate Development & Investments	12-18	MBA (Premium)	40 Lacs	80 Lacs
CMO	12-18	MBA (Premium)	65 Lacs	1 Cr
Deputy CEO	12-18	MBA (Premium)	75 Lacs	1 Cr
CFO	12-18	MBA (Premium)	60 Lacs	1 Cr
CHRO	12-18	MBA (Premium)	50 Lacs	90 Lacs



Health Tech

Healthcare hiring practices are changing rapidly, especially when it comes to finding people with the appropriate training and expertise. A new wave of advances in healthcare is sweeping the globe. While numerous advanced technologies and solutions based on artificial intelligence (AI) and biomedical engineering are emerging, the focus will also shift to physical and mental well-being.

According to the World Health Organization (WHO), an additional 10 million health workers would be required globally by 2030. With the growing need for healthcare professionals, organisations should invest in technology and digital solutions to gain a competitive advantage in large-scale recruitment efforts. And why? You ask. By 2025, the e-health market is estimated to be \$10.6 billion in size, according to findings from IBEF. The COVID-19 pandemic has accelerated the adoption of telemedicine in India, and this trend is expected to continue. This will lead to increased demand for professionals with telemedicine skills, including software developers, healthcare professionals, and telemedicine specialists.

Let us look at the list of top trends that PERSOLKELLY India has compiled for you.

The Rapid Development of Artificial Intelligence and Machine Learning

Artificial intelligence (AI) and machine learning (ML), which are now the most important technology in healthcare, are making it easier and more accessible to predict, diagnose, monitor, and treat patients in the

Health Tech

healthcare sector. According to Residence Research, the global healthcare AI market reached \$15.1 billion in 2022 and is expected to reach \$20.65 billion in 2023. By 2030, the market will reach as much as US\$187.95 billion. With the implementation of AI and ML, the healthcare sector will move toward personalised and customer-centric digital health services. To expand operations, tech specialists with a healthcare background will be needed to discover and develop relevant services.

Data Scientists and Analysts

With the increasing amount of data generated in the healthcare industry, there will be a high demand for professionals who can analyse and make sense of this data. This includes data scientists, data analysts, and other related professions.

Upswing in Health Technology Startups

There are (approximately) 5,000 Health Tech startups in India focused on bridging the industry's vulnerabilities and creating new opportunities. Most of these startups mushroomed during and after the impact of COVID-19 on the population. It is fair to say that many startups in this space are focused on creating new categories and therefore need talent with niche skills. Importantly, most of these startups are also challenging existing medical practices and focusing on making healthcare accessible to the masses, especially in remote areas. This alone creates a need for training and deployment of healthcare workers at the grassroots level.



10,000,000
health workers would be required globally by 2030.



One of the biggest challenges in India's healthcare is the **doctor-to-patient ratio**.



AI and ML are now the most important technology in healthcare.



There are (approximately) **5,000** Health Tech startups in India focused on bridging the industry's vulnerabilities and creating new opportunities.

New Equipment Needs Trained Personnel

One of the biggest challenges in India's healthcare is the doctor-to-patient ratio. In emergencies, such as an outbreak of COVID-19, this challenge becomes even more serious. Many patients are not treated in a timely manner or are not treated at all, resulting in irreversible damage and, in some cases, death.

To address this challenge and efficiently monitor a patient's health parameters, many industry players are developing indigenous devices. This wave of revolution is creating numerous jobs in the market, from product design and sales to professionals who operate and manage the new devices.

In summary, India's healthcare technology sector will experience significant growth in 2023, and with this growth, there will be high demand for a variety of professionals with expertise in different areas. From data scientists and telemedicine experts to software developers and AI/ML specialists, the healthcare technology sector will offer numerous employment opportunities for skilled professionals.

Additional support from the government, foreign direct investment (FDI) policies, and other relevant stakeholders will ensure timely growth and acceleration.

Companies in the sector will be looking for individuals who can drive innovation, analyse data, and improve patient outcomes through the use of technology. Therefore, those with relevant skills and experience in these areas can expect many exciting employment opportunities in India's healthcare technology sector in 2023.

Health Tech

► Salary Range (per annum)

EXPERIENCE (YEARS)
EDUCATION
MIN
MAX

JUNIOR LEVEL

Role	Experience (Years)	Education	Min Salary (Lacs)	Max Salary (Lacs)
Accounts Receivable Executive	1-3	B.Com	4 Lacs	7 Lacs
Accounts Payable Executive	1-3	B.Com	4 Lacs	7 Lacs
HR Executive	1-3	Any Graduate	4 Lacs	6 Lacs
Operations Executive	1-3	Any Graduate	3 Lacs	6 Lacs
Finance Executive	1-3	B.Com	4 Lacs	8 Lacs
Business Development Executive	1-3	Any Graduate	5 Lacs	10 Lacs
Inside Sales Executive	1-3	Any Graduate	5 Lacs	8 Lacs
Software Engineer	1-3	Engineering	10 Lacs	20 Lacs
Associate Client Service Consultant	2-3	Bachelor's Degree	5 Lacs	8 Lacs
Issue Resolution Analyst	1-3	Bachelor's Degree	4 Lacs	6 Lacs
Data Scientist	2-5	Engineering	10 Lacs	20 Lacs
Technical Staff	2-4	Engineering	13 Lacs	18 Lacs
Account Executive	1-3	Bachelor's Degree	4 Lacs	6 Lacs

► Salary Range (per annum)

EXPERIENCE (YEARS)
EDUCATION
MIN
MAX

MIDDLE LEVEL

Role	Experience (Years)	Education	Min Salary (Lacs)	Max Salary (Lacs)
Lead HR	7-10	MBA	20 Lacs	30 Lacs
Operations Manager	5-8	MBA	20 Lacs	30 Lacs
Business Development Manager	5-8	MBA	20 Lacs	35 Lacs
Sales Manager	5-8	MBA	20 Lacs	35 Lacs
Senior Software Engineer	4-8	Engineering	25 Lacs	45 Lacs
SEO Lead	5-8	MBA	18 Lacs	25 Lacs
Mobile Developer	5-8	Engineering	22 Lacs	40 Lacs
Manager Managed Services	5-8	MBA	16 Lacs	20 Lacs
Expert Business Analyst	7-10	Bachelor's Degree	18 Lacs	25 Lacs
Manager Incident Management	7-10	Engineering	19 Lacs	26 Lacs
Technical Staff	7-10	Engineering	30 Lacs	45 Lacs
Project Manager	5-8	Bachelor's Degree	15 Lacs	20 Lacs
Compliance Manager	7-10	MBA	25 Lacs	35 Lacs

SENIOR LEVEL

Role	Experience (Years)	Education	Min Salary (Lacs)	Max Salary (Lacs)
Principal Software Engineer	9-12	Engineering	40 Lacs	60 Lacs
Scrum Master	10-14	Engineering	35 Lacs	50 Lacs
Marketing Head	12-16	MBA Premier	40 Lacs	60 Lacs
Head HR	12-18	MBA Premier	35 Lacs	50 Lacs



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