

Career Path- Operations

Career Map Generalists: Zonal Operations Head

Possible non-linear movements

ROLES

Good to have

Must have

AVP / SLP

ZONAL OPERATIONS HEAD

Exposure to another geography, highly skilled in Quality, Cost, Execution

REGIONAL CONSTRUCTION HEAD (REGION / MICRO MARKET) 4-6 PROJECTS

CLUSTER HEAD (2+ PROJECTS)

Exposure to Minimum 2 projects with high quality delivery

PROJECT MANAGER

Exposure to either C&B and C&P

CIVIL MANAGER

Exposure to civil works

CIVIL

QUALITY

MEP

SAFETY

STRUCTURE

Strong execution stint as tower in charge or above (preferably 18 months)

Exposure to another commercial support function

PLANNING RESOURCE

C&B BILLING
MANAGER

C&P MANAGER

C&B BILLING
SUPPORT

Growth to the next role can happen only after gaining expertise in the current role through a minimum tenure of 18 months to 3 years.

For eg. if a planning resource wants to become a project manager, he/she first should be proficient in planning which will come only with an experience of 2-3 years. Post that they can explore a civil execution stint in addition to their current role and increase their probability of moving into the PM role.

GM

DGM / GM

M / SM

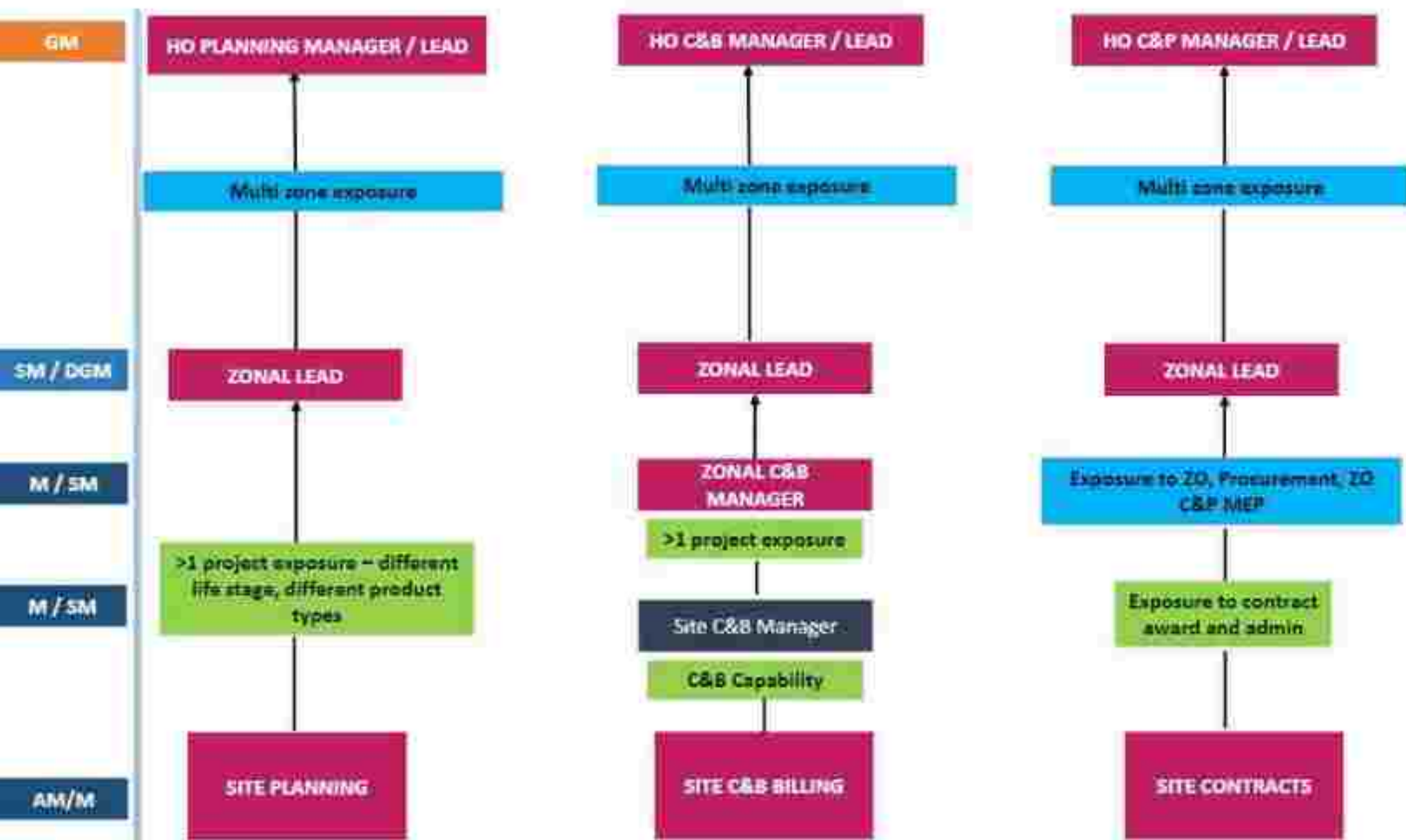
SE / AM

Career Map Specialists: Planning, C&B, Construction & Procurement

Possible non-linear movements

ROLES: Good to have

Must have



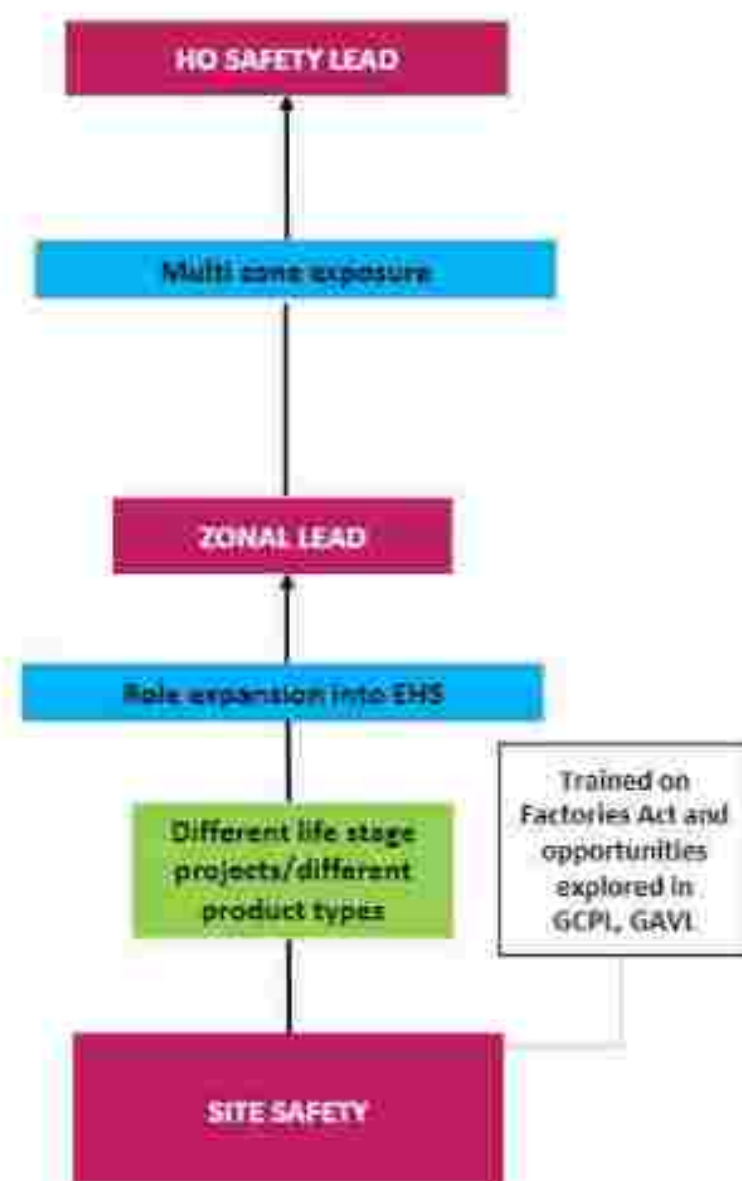
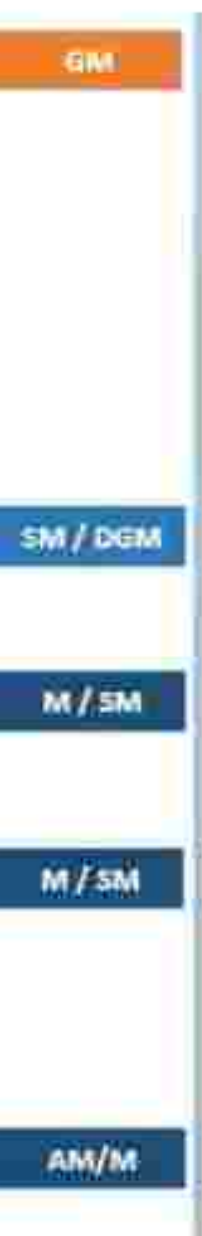
Career Movements: Super Specialists: MEP, Safety

Possible non-linear movements

ROLES

Good to have

Must have



Career Movements: Super Specialists: Quality, Structures

Possible non-linear movements

ROLES

Good to have

Must have

