

HIGHLAND AGRO – MANAGEMENT TRAINEE PROGRAM

Job Location: Balasore, Odisha

Industry: Seafood | Real Estate | Retail | Pipe

Career Progression: One-Year as Management Trainee (MT) with promotion to **Assistant Manager** upon successful completion. Based on overall performance, further promotion to Sr Manager, Dy. Gen. Manager, Gen. Manager, Director, AVP, VP and C-Suite.

About Highland Agro

Highland Agro is a rapidly growing organization with diversified operations in **Seafood Processing, Real Estate, Retail, and Pipes**. With a strong emphasis on innovation, sustainability, and operational excellence, we aim to be industry leaders in each sector we operate in. Our **Management Trainee (MT) Program** is designed to provide young professionals with **comprehensive training, mentorship, and fast-track career growth** in an exciting and dynamic work environment.

Available Management Trainee Positions

Management Trainee – Finance

Key Responsibilities:

- Assist in **financial analysis, budgeting, forecasting, and reporting** to support strategic decision-making.
- Conduct **cost analysis & control measures** to enhance profitability.
- Support **cash flow management and working capital optimization**.
- Develop **financial models** for business insights and investment analysis.
- Ensure **compliance with financial regulations, internal controls, and audits**.
- Collaborate with operations, sales, and marketing teams to **align financial strategies**.

Qualifications & Skills:

- MBA in **Finance, Accounting, or related field**.
- Strong **analytical and problem-solving skills**.
- Proficiency in **MS Excel, financial modelling, and reporting standards (IFRS, GAAP)**.

- Knowledge of **business financials, cost structures, and performance metrics.**
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Management Trainee – Operations

Key Responsibilities:

- Oversee **day-to-day business operations**, ensuring efficiency and cost-effectiveness.
- Participate in **process improvement and optimization initiatives.**
- Support **supply chain management** and logistics coordination.
- Manage small to mid-size **projects and cross-functional collaboration.**
- Analyze **operational data** to identify trends and recommend improvements.
- Assist in **quality control, customer service, and vendor management.**

Qualifications & Skills:

- MBA in **Operations / Finance / Marketing** OR **MTech in Mechanical / Electrical.**
 - Strong **analytical, problem-solving, and organizational skills.**
 - Proficiency in **MS Office (Excel, PowerPoint, Word)**; ERP system exposure is a plus.
 - Ability to manage **multiple tasks in a fast-paced environment.**
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Management Trainee – Sales & Marketing

Key Responsibilities:

- Assist in the **development and execution of sales strategies** to achieve business targets.
- Conduct **market research** to understand industry trends and customer preferences.
- Support **customer acquisition and retention** through lead generation and relationship-building.
- Assist in **digital marketing campaigns**, including SEO, social media, and content marketing.
- Collaborate on **brand positioning and promotional activities.**

- Analyze **sales data and customer feedback** to drive business insights.

Qualifications & Skills:

- MBA in **Marketing, Sales, or related field**.
 - Strong **communication, interpersonal, and analytical skills**.
 - Creativity and problem-solving abilities.
 - Familiarity with **digital marketing tools (Google Analytics, SEMrush, etc.)** is a plus.
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Learning & Career Growth

- Structured **training & mentorship** with senior leadership.
 - Hands-on experience in **cross-functional teams** across different industries.
 - Fast-track promotion to **Assistant Manager** upon successful completion of the program.
 - Long-term career growth in **finance, operations, or marketing leadership roles**.
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Eligibility & Application Process

- Fresh **MBA (Finance / Marketing / Operations) & MTech (Mechanical / Electrical)** graduates or candidates with **up to 2 years of experience**.
 - Willingness to **relocate to Balasore, Odisha, or travel as required**.
 - High adaptability, learning ability, and leadership potential.
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Why Join Highland Agro?

- ✓ **Fast-track career growth in a high-impact industry.**
 - ✓ **Mentorship from industry leaders & exposure to real-world business challenges.**
 - ✓ **Dynamic, innovation-driven work environment with competitive benefits.**
 - ✓ **Hands-on experience across multiple business verticals.**
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