ITC Company: Company **ITC Limited**

Name:

Diversified Conglomerate Business:

Tentative Job Pan - India

Nature Of

Designation

Location:

Department: Technical (Production/Manufacturing, Engineering, Projects, Supply Chain etc.)

Location: At any factory or at Divisional Head Quarters of any of the businesses (FMCG,

Assistant (Under Training), Technical

Paper, Printing). At any Project site if considered for Projects

Designation: Assistants - Technical (under Training)

Job Relationship: On confirmation, reporting to Section Heads and interfacing with Human Resources,

Finance and other Support functions.

Job Description: Purpose:

To manage the production engineering project operations within the parameters of Cost, Quality, Technology, Productivity and Environment, Health and Safety.

Key Result Areas (Across various roles): - Illustrative and not exhaustive.

Monitor and ensure production through application of manufacturing technology and appropriate human **Description:** resource management practices.

Frame annual budgets and monitor activity/cost progress.

Handling the Quality Processes and carry out consultative work with other departments to ensure compliance with laid down protocols and enhance assurance levels.

Preventive and Predictive maintenance of machines and/or Utilities.

Projects execution, if part of the Projects team.

Dialoguing with vendors (global and domestic) and Installing and Commissioning cutting edge technologies, if part of the Engineering team

Formulate and ensure attainment of standards in plant excellence, workmanship and productivity. Ensure safe work practices and adherence to safety and environment norms.

Energise the thought process of the team through constant training, motivation, employee engagement & chanelised communication

Supervise and lead teams comprising of employees

Participate and represent in collective bargaining and grievance handling, if posted in factories. **Lead Process Improve initiatives**

	Program	AE BSBE	CE CHE	CSE	EE ES	ME MSE	PHY	CHM	MTH	ECO	DES	IME	CGS	HSS	EEM	MSP	NET	PSE	Stats
	BT	No No	No Yes	No	Yes Y	Yes No													
	BS				No -		No	No	Yes	No									
	MT	No No	No No	No	No No l	No No						No			No	No	No	No	
	DoubleMajor	No No	No Yes	No	Yes Y	Yes No	No	No	Yes	No									
	dual	No No	No Yes	No	Yes No Y	Yes No	No	No	Yes	No									
Eligibilty:	dualB	No No	No Yes	No	Yes Y	Yes No	No	No	Yes	No		No			No		No	No	
	dualC	No No	No Yes	No	Yes No Y	Yes No	No	No	Yes	No	No	No							
	Mdes										No								
	MBA											No							
	Phd	No No	No No	No	No No l	No No	No	No	No	No	No	No	No	No	No	No	No	No	No
	MSc						No	No	No										No
	MSR	No No	No No	No	No 1	No No							No					No	

Cost to 25,83,555 pa Company:

> **Elements** Amount (Rs.) **Basic/Consolidated Salary** 33,074 **Supplementary Allowance** 94,527 7,000 **Conveyance Allowance Utility Allowance** 2,000 Cost of Accommodation1 25,000 Total per month 1.61.601 Total per annum 19,39,212 **Leave Travel Allowance2** 50,000 Variable Pay3 4,30,000 Contributions to Superannuation Funds by Company on Basic/Consolidated Salarv4 1,14,343

Product Sampling Reimbursement5 50,000 **Grand Total per annum** 25,83,555

Package **Details**:

> 1 Is in case of Company owned/leased accommodation. In the case of Company accommodation in the form of chummery, an allowance of

90,000 per annum is payable. In case of Company accommodation/chummery is not availed, HRA of 1,80,000 per annum is payable instead.

2 Leave Travel Allowance, prorated from the date of joining, payable along with salary in the month of April every

4 Includes contributions by Company for PF, Gratuity, Pension, as per applicable Scheme 5 Applicable for specified ITC products, prorated from the month subsequent to the month of joining, if the date of joining is after the 1st of any

month

Medical Assistance is payable as per applicable rules

60min

False Bond: **CPI CutOff:** 0.0 Medical Yes, and background verification Requirments Resume True **Shortlist:** Resume **Shortlist** N/A Criteria: Aptitude True Test: **Aptitude** 20min Test **Duration:** Group True **Discussion:** Group Discussion 40min **Duration:** Group Discussion N/A Strength: **Technical False Test: Technical** True Interview: **Technical** Interview 45min **Duration:** Number of **Techincal** 2 Interview **Rounds:** True

Interview: HR Interview

Duration: Additional Information: