

India Salary Guide 2025



Michael Page

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A Guide to Salaries & Trends in the Labour Market 2025

India's employment landscape is undergoing growth and transformation. The job market has shown resilience, with more opportunities across sectors compared to early 2024, particularly evident in the financial services, manufacturing, and technology sectors.

Over a dozen new global private equity, sovereign, venture capital, real estate and Infrastructure funds have established offices in India, reflecting its importance to global investors. Returning Indians with global experience are highly sought after for their international perspectives and expertise.

We're witnessing substantial growth in Global Capability Centers (GCCs). The manufacturing sector has gained significant momentum, driven by government initiatives and increased domestic investments in renewable energy, electric vehicles, and semiconductor industries.

Salary increments for promotions typically range from 20% to 30%, rising to 30% to 40% for emerging skills and critical leadership roles. Annual salary hikes vary from 6% to 15%, depending on the industry, role criticality, and niche skills. Organisations are increasingly offering Employee Stock Ownership Plans (ESOPs) and long-term incentive plans, especially for senior positions.

The emphasis on diversity and inclusion has strengthened, with many organisations targeting 50% female representation through competitive compensation packages and flexible working arrangements.

Looking ahead, we anticipate continued growth in sectors such as financial services, healthcare, infrastructure, and manufacturing. The technology sector is evolving, driving greater demand for specialised expertise in AI/ML, cybersecurity, and data privacy. While salaries in traditional roles like operations may stagnate due to automation, the gig economy is creating flexible, project-based work opportunities.

For organisations navigating this dynamic market, success lies in maintaining agile hiring strategies while offering compelling employee value propositions. Speed in decision-making, combined with clear growth paths and competitive compensation packages, will be crucial in securing and retaining top talent in 2025.



Nilay Khandelwal

**Senior Managing
Director**

Banking & Financial Services

Banking and Financial Services drive economic growth and employment, evolving through technology, analytics, and customer-focused innovations.

The broader BFSI sector continues to demonstrate consistent demand for professionals across front-office, middle-office and back-office roles. Both domestic and international banks have exhibited robust hiring patterns, expanding into new business lines whilst strengthening existing operations. Corporate and Commercial Banking, Wealth Management and support functions in Finance, Risk, Audit and Compliance – have seen prominent recruitment activity, alongside significant build-out of technology capabilities.

The Insurance sector grows with new entrants, driving recruitment in sales, actuarial, product development, and support roles. Well-established NBFCs with strong heritage have driven recruitment within their segment, particularly across risk management, sales, strategic alliances, finance and auxiliary support roles.

Organisations within the BFSI sector maintain exacting standards in their talent acquisition, emphasising the need for new hires to demonstrate immediate impact. This has led to increasingly precise recruitment criteria and role specifications.

Top 5 most sought-after profiles

- Financial Planning and Analysis (FP&A)
- Risk Management
- Alliances
- Audit and Compliance
- Human Resources

Top 5 highest-paying jobs

- Chief Financial Officer
- Chief Risk Officer
- Head of Compliance
- Chief Business Officer
- Head of Financial Planning and Analysis (FP&A)

Top 5 most sought-after skills

- Market Risk
- Analytics
- Digital Transformation
- Compliance
- Alliances

Banking & Financial Services

Salary Guide

Base salary range for 12 months (INR Lacs)

General

| Private Equity & Venture Capital | Associate | VP | Director | Managing Dir. |
|----------------------------------|-----------|-----------|-----------|---------------|
| Global Fund | 60 - 120 | 130 - 200 | 185 - 400 | 400 - 600 |
| Fund Size USD 500M - USD 1B | 40 - 70 | 75 - 120 | 120 - 200 | 150 - 280 |
| Fund Size < USD 500M | 30 - 50 | 50 - 80 | 75 - 120 | 120 - 200 |

| MNC Banks | Associate | VP | Director | Managing Dir. |
|--|-----------|-----------|-----------|---------------|
| Corporate Finance / Mergers & Acquisitions (M&A) | 55 - 90 | 100 - 150 | 160 - 220 | 250 - 400 |

| Domestic Financial Institutions | Associate | VP | Director | Managing Dir. |
|--|-----------|---------|----------|---------------|
| Corporate Finance / Mergers & Acquisitions (M&A) | 28 - 45 | 45 - 85 | 80 - 105 | 110 - 200 |

Private Banking

| MNC Banks | Associate | VP | Director | Managing Dir. |
|----------------|-----------|---------|----------|---------------|
| Private Banker | 15 - 30 | 30 - 70 | 50 - 120 | 130 - 225 |

Private Banking

| Domestic Financial Institutions | Associate | VP | Director | Managing Dir. |
|---------------------------------|-----------|---------|----------|---------------|
| Banks | 10 - 20 | 20 - 60 | 60 - 90 | 100 - 150 |
| Non Banks | 10 - 25 | 25 - 70 | 70 - 90 | 100 - 130 |

| Corporate Banking (Sales Function) | Associate | VP | Director | Managing Dir. |
|------------------------------------|-----------|---------|----------|---------------|
| MNC Banks | 25 - 45 | 50 - 75 | 75 - 90 | 100 - 200 |
| Domestic Banks | 20 - 35 | 40 - 60 | 65 - 85 | 100 - 150 |
| NBFCs | 18 - 30 | 35 - 50 | 55 - 70 | 80 - 120 |

Banking & Financial Services

| Corporate Banking (Risk Function) | AVP | VP | Director | Managing Dir. |
|--|------------|-----------|-----------------|----------------------|
| MNC Banks | 18 - 28 | 30 - 80 | 70 - 110 | 100 - 180 |
| Domestic Banks | 16 - 25 | 30 - 65 | 55 - 100 | 100 - 180 |
| NBFCs | 18 - 30 | 28 - 45 | 50 - 90 | 80 - 180 |

| Corporate Banking (Product Function) | AVP | VP | Director | Managing Dir. |
|---|------------|-----------|-----------------|----------------------|
| MNC Banks | 17 - 25 | 35 - 80 | 75 - 110 | 120 - 225 |
| Domestic Banks | 14 - 22 | 35 - 65 | 60 - 100 | 100 - 225 |
| NBFCs / Fintech | 16 - 26 | 35 - 60 | 60 - 100 | 100 - 180 |

| Commercial Banking (Sales Function) | AVP | VP | Director | Managing Dir. |
|--|------------|-----------|-----------------|----------------------|
| MNC Banks | 25 - 45 | 50 - 75 | 75 - 90 | 100 - 200 |
| Domestic Banks | 20 - 35 | 40 - 60 | 65 - 85 | 100 - 150 |
| NBFCs | 18 - 30 | 35 - 50 | 55 - 70 | 80 - 120 |

| Commercial Banking (Risk Function) | AVP | VP | Director | Managing Dir. |
|---|------------|-----------|-----------------|----------------------|
| MNC Banks | 12 - 28 | 35 - 75 | 70 - 100 | 100 - 200 |
| Domestic Banks | 12 - 25 | 40 - 55 | 55 - 90 | 90 - 200 |
| NBFCs | 12 - 20 | 38 - 55 | 45 - 75 | 75 - 120 |

| BFSI - Finance | AVP | VP | Director | Managing Dir. |
|----------------------------------|------------|-----------|-----------------|----------------------|
| Chief Financial Officer | - | - | 100 - 200 | - |
| Financial Controller | 35 - 45 | 45 - 65 | 65 - 90 | - |
| Tax Accountant | 15 - 25 | 25 - 35 | 35 - 50 | - |
| Regulatory / Financial Reporting | 20 - 35 | 35 - 50 | 55 - 70 | - |
| Business Finance / FP&A and MIS | 20 - 35 | 35 - 50 | 55 - 70 | - |
| Treasury / Fund Raising | - | - | 75 - 100 | - |

Banking & Financial Services

Tier 1 Audit, Compliance & Risk

| MNC Banks & Captives | AVP | VP | Director | Managing Dir. |
|--|---------|---------|----------|---------------|
| Internal Audit | 22 - 32 | 32 - 60 | 50 - 100 | - |
| Know Your Customer (KYC) / Anti Money Laundering (AML) | 15 - 25 | 30 - 40 | 45 - 60 | - |
| Regulatory Compliance | 15 - 25 | 50 - 75 | 80 - 120 | - |
| Market Risk | 25 - 35 | 35 - 55 | 55 - 70 | - |
| Credit Risk | 25 - 35 | 35 - 55 | 55 - 70 | - |
| Operational Risk | 25 - 35 | 35 - 55 | 55 - 70 | - |

Tier 2 Audit, Compliance & Risk

| Domestic Financial Institutions & Third-Party Consulting Firms | AVP | VP | Director | Managing Dir. |
|--|---------|---------|----------|---------------|
| Internal Audit | 22 - 32 | 32 - 60 | 50 - 100 | - |
| Know Your Customer (KYC) / Anti Money Laundering (AML) | 15 - 25 | 30 - 40 | 45 - 60 | - |
| Regulatory Compliance | 15 - 25 | 50 - 75 | 80 - 120 | - |
| Market Risk | 25 - 35 | 35 - 55 | 55 - 70 | - |
| Credit Risk | 25 - 35 | 35 - 55 | 55 - 70 | - |
| Operational Risk | 25 - 35 | 35 - 55 | 55 - 70 | - |

Tier 1 Operations

| MNC Banks & Captives | AVP | VP | Director | Managing Dir. |
|--|---------|---------|----------|---------------|
| Head of Operations / Chief Operating Officer | - | - | 60 - 90 | 120 - 160 |
| Project Management | 22 - 32 | 30 - 50 | 55 - 80 | 80 - 100 |
| Quality | 20 - 30 | 30 - 50 | 55 - 80 | 80 - 100 |
| Transitions | 20 - 30 | 30 - 50 | 55 - 80 | 80 - 100 |
| Payments & Cash Management | 20 - 30 | 30 - 50 | 55 - 80 | 80 - 100 |

Banking & Financial Services

| Domestic Financial Institutions & Third-Party Consulting Firms | AVP | VP | Director | Managing Dir. |
|---|------------|-----------|-----------------|----------------------|
| Head of Operations / Chief Operating Officer | - | - | 50 - 80 | 100 - 140 |
| Project Management | 20 - 28 | 30 - 42 | 45 - 70 | 65 - 80 |
| Quality | 18 - 28 | 28 - 40 | 45 - 65 | 65 - 80 |
| Transitions | 18 - 28 | 28 - 40 | 45 - 70 | 65 - 80 |
| Payments & Cash Management | 20 - 30 | 30 - 40 | 48 - 65 | 65 - 85 |

Tier 1 Operations (Middle-Office)

| MNC Banks & Captives | AVP | VP | Director | Managing Dir. |
|---------------------------------|------------|-----------|-----------------|----------------------|
| Client Servicing | 20 - 28 | 28 - 45 | 45 - 70 | 70 - 90 |
| Trade Support / Capture | 20 - 28 | 28 - 45 | 45 - 70 | 70 - 90 |
| Reference Data | 20 - 28 | 28 - 45 | 45 - 70 | 70 - 90 |
| Corporate Actions | 20 - 28 | 28 - 45 | 45 - 70 | 70 - 90 |
| Business Management | 22 - 32 | 32 - 50 | 50 - 80 | 80 - 120 |
| Change Management | 22 - 32 | 32 - 50 | 50 - 80 | 80 - 100 |
| Fund Administration | 22 - 35 | 32 - 50 | 50 - 80 | 80 - 100 |

Tier 2 Operations (Middle-Office)

| Domestic Financial Institutions & Third-Party Consulting Firms | AVP | VP | Director | Managing Dir. |
|---|------------|-----------|-----------------|----------------------|
| Client Servicing | 18 - 28 | 28 - 40 | 45 - 65 | 65 - 80 |
| Trade Support / Capture | 18 - 28 | 28 - 40 | 45 - 65 | 65 - 80 |
| Reference Data | 18 - 28 | 28 - 40 | 45 - 65 | 65 - 90 |
| Corporate Actions | 18 - 28 | 28 - 40 | 45 - 65 | 65 - 80 |
| Business Management | 20 - 28 | 28 - 45 | 45 - 70 | 70 - 90 |
| Change Management | 20 - 28 | 28 - 45 | 45 - 70 | 70 - 90 |
| Fund Administration | 18 - 28 | 28 - 40 | 45 - 65 | 65 - 80 |

Banking & Financial Services

Tier 1 Operations (Back-Office)

| MNC Banks & Captives | AVP | VP | Director | Managing Dir. |
|--|---------|---------|----------|---------------|
| Collection | 20 - 28 | 28 - 45 | 45 - 70 | 70 - 90 |
| Settlement | 20 - 28 | 28 - 45 | 45 - 70 | 70 - 90 |
| Reconciliation | 20 - 28 | 28 - 45 | 45 - 70 | 70 - 90 |
| Documentation | 20 - 28 | 28 - 45 | 45 - 70 | 70 - 90 |
| Collateral Management | 20 - 28 | 28 - 45 | 45 - 70 | 70 - 90 |
| International Swaps and Derivatives Association (ISDA) Documentation | 20 - 28 | 28 - 45 | 45 - 70 | 70 - 90 |
| Transaction Management | 22 - 28 | 28 - 45 | 45 - 70 | 70 - 90 |
| Trade Finance Operations | 22 - 28 | 28 - 45 | 50 - 70 | 70 - 90 |
| Credit Administration / Loan Operations | 22 - 28 | 28 - 45 | 50 - 70 | 70 - 100 |

Tier 2 Operations (Back-Office)

| Domestic Financial Institutions & Third-Party Consulting Firms | AVP | VP | Director | Managing Dir. |
|--|---------|---------|----------|---------------|
| Collection | 18 - 28 | 35 - 50 | 45 - 70 | 75 - 120 |
| Settlement | 18 - 28 | 28 - 40 | 45 - 65 | 70 - 90 |
| Reconciliation | 18 - 28 | 28 - 40 | 45 - 65 | 70 - 90 |
| Documentation | 18 - 28 | 28 - 40 | 45 - 65 | 70 - 90 |
| Collateral Management | 18 - 28 | 28 - 40 | 45 - 65 | 70 - 90 |
| International Swaps and Derivatives Association (ISDA) Documentation | 18 - 28 | 28 - 40 | 45 - 65 | 70 - 90 |
| Transaction Management | 18 - 28 | 28 - 40 | 45 - 65 | 70 - 90 |
| Trade Finance Operations | 18 - 28 | 28 - 40 | 45 - 68 | 75 - 90 |
| Credit Administration / Loan Operations | 18 - 28 | 28 - 40 | 50 - 65 | 75 - 100 |

Tier 1 Finance (Finance Project)

Banking & Financial Services

| MNC Banks & Captives | AVP | VP | Director | Managing Dir. |
|--|---------|---------|----------|---------------|
| Business Analyst / Change Management | 20 - 35 | 35 - 50 | 55 - 80 | 90 - 120 |
| Tier 2 Finance (Finance Project) | | | | |
| Domestic Financial Institutions & Third-Party Consulting Firms | AVP | VP | Director | Managing Dir. |
| Business Analyst / Change Management | 18 - 25 | 25 - 40 | 45 - 65 | 65 - 80 |
| Tier 1 Finance (Product Control) | | | | |
| MNC Banks & Captives | AVP | VP | Director | Managing Dir. |
| Money Market | 25 - 35 | 35 - 60 | 60 - 80 | 80 - 130 |
| Equities | 25 - 35 | 35 - 60 | 60 - 80 | 80 - 130 |
| Commodities & Derivatives | 25 - 35 | 35 - 60 | 60 - 80 | 80 - 130 |
| Domestic Financial Institutions & Third-Party Consulting Firms | AVP | VP | Director | Managing Dir. |
| Money Market | 18 - 28 | 28 - 40 | 45 - 65 | 65 - 90 |
| Equities | 18 - 28 | 28 - 40 | 45 - 65 | 65 - 90 |
| Commodities & Derivatives | 18 - 28 | 28 - 40 | 45 - 65 | 65 - 90 |
| Base salary range for Actuarial (INR Lacs) | | | | |
| Insurance Companies | | | | |
| Years of Experience / Papers Cleared | 3 - 5 | 5 - 10 | 10 - 13 | >13 |
| 3 - 5 | 8 - 12 | 12 - 15 | 18 - 25 | 25 - 30 |
| 5 - 7 | 10 - 15 | 15 - 25 | 25 - 35 | 35 - 40 |
| 7 - 10 | 15 - 20 | 20 - 30 | 35 - 40 | 45 - 50 |
| 10 - 15 | 20 - 25 | 25 - 35 | 40 - 55 | 55 - 70 |
| >15 | 25 - 30 | 30 - 40 | 55 - 70 | 70 - 85 |
| Appointed Actuary | NA | NA | NA | 110 - 200 |

Banking & Financial Services

Actuarial - General Insurance

| Years of Experience / Papers Cleared | <5 | 5 - 10 | 10 - 13 | >13 |
|--------------------------------------|---------|---------|---------|-----------|
| <5 | 6 - 10 | 10 - 15 | 18 - 25 | 20 - 30 |
| 5 - 7 | 10 - 15 | 15 - 18 | 22 - 30 | 30 - 40 |
| 7 - 10 | 15 - 20 | 20 - 25 | 30 - 40 | 40 - 50 |
| 10 - 15 | 20 - 25 | 25 - 30 | 40 - 50 | 50 - 65 |
| >15 | 25 - 30 | 30 - 35 | 50 - 70 | 65 - 80 |
| Appointed Actuary | NA | NA | NA | 110 - 200 |

| Insurance Companies | Manager & Sr Manager | AVP | DVP / VP | SVP |
|----------------------------|----------------------|---------|----------|----------|
| Product | 11 - 23 | 27 - 35 | 55 - 70 | 80 - 100 |
| Strategic Alliances | 15 - 20 | 25 - 30 | 40 - 60 | 70 - 90 |
| Key Account Management | 12 - 20 | 22 - 30 | 33 - 45 | 70 - 90 |
| Claims / Underwriting (UW) | 25 - 30 | 16 - 22 | 25 - 38 | 45 - 80 |

| Insurance Companies | Area Manager | Regional Manager | Zonal Manager | National Head |
|------------------------------|--------------|------------------|---------------|---------------|
| Agency / Bancassurance Sales | 25 - 30 | 40 - 55 | 80 - 100 | 90 - 160 |

| Insurance Broking | Manager & Sr Manager | AVP | DVP / VP | SVP |
|----------------------------|----------------------|---------|----------|---------|
| Claims / Underwriting (UW) | 8 - 14 | 18 - 27 | 30 - 37 | 50 - 65 |

Strategy Consulting

| Tier 1 Global Firms | Base salary* |
|--|--------------|
| Business Analyst (Pre-MBA) | 16 - 21 |
| Associate / Junior Consultant (Post-MBA) | 32 - 38 |
| Engagement Manager / Project Leader | 58 - 70 |
| Associate Partner / Principal | 75 - 95 |
| Early / Junior Partner | 125 - 150 |

*Base salary range for 12 months

Banking & Financial Services

| Consulting Arm of Accounting / Audit / Technology Firms | Base salary* |
|---|--------------|
| Business Analyst (Pre-MBA) | 12 - 15 |
| Associate / Junior Consultant (Post-MBA) | 28 - 35 |
| Engagement Manager / Project Leader | 35 - 48 |
| Associate Partner / Principal | 50 - 65 |
| Early / Junior Partner | 95 - 120 |

*Base salary range for 12 months

| Global Boutique Firms | Base salary* |
|--|--------------|
| Business Analyst (Pre-MBA) | 16 - 22 |
| Associate / Junior Consultant (Post-MBA) | 30 - 40 |
| Engagement Manager / Project Leader | 50 - 75 |
| Associate Partner / Principal | 75 - 100 |
| Early / Junior Partner | 110 - 155 |

*Base salary range for 12 months

| Domestic Boutique Firms | Base salary* |
|--|--------------|
| Business Analyst (Pre-MBA) | 12 - 18 |
| Associate / Junior Consultant (Post-MBA) | 22 - 30 |
| Engagement Manager / Project Leader | 32 - 50 |
| Associate Partner / Principal | 55 - 70 |
| Early / Junior Partner | 90 - 130 |

*Base salary range for 12 months

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Engineering & Manufacturing

Multinational corporations target India for their Engineering and Research and Development (R&D) centres, particularly in states such as Karnataka, Telangana, Maharashtra, Gujarat and the National Capital Region.

The Engineering and Manufacturing sector has seen a dramatic rise in demand for professionals with niche skill sets, especially in emerging industries such as Semiconductors, Electric Vehicles and Renewable Energy. The need for localisation of talent has led organisations to either recruit internationally or develop expertise by upskilling professionals from adjacent industries across the region.

While technical expertise remains fundamental, commercial acumen has become increasingly critical in selecting senior leadership within organisations.

Diversity stands as a significant differentiator as companies strive for more inclusive workplaces. In technical roles, organisations are cultivating female leaders through early-career cross-functional exposure, preparing them for future leadership positions.

Top 5 most sought-after profiles

| |
|--|
| Programme/Project Management Professionals |
| Plant Operations Professionals |
| Research and Product Development Professionals |
| Engineering and Construction Professionals |
| Lean Six Sigma Professionals |

Top 5 highest-paying jobs

| |
|----------------------------|
| Chief Operations Officer |
| Head of Engineering |
| Head of Project Management |
| R&D Head |
| Head of Manufacturing |

Top 5 most sought-after skills

| |
|------------------------------------|
| Business Acumen and Leadership |
| Embedded Design and Engineering |
| NPD/NPI Programme Management |
| Greenfield and Brownfield Projects |
| External Stakeholder Management |

Engineering & Manufacturing

Salary Guide

Base salary range for 12 months (INR Lacs)

| Manufacturing | 3 - 5 years | 5 - 10 years | 10 - 15 years | 15+ years |
|--|-------------|--------------|---------------|------------|
| Utilities and Controls | 6 - 10 | 14 - 30 | 30 - 45 | 45 - 65+ |
| Maintenance Manager | 8 - 14 | 20 - 35 | 30 - 45 | 40 - 55+ |
| Production / Manufacturing Manager | 10 - 20 | 20 - 40 | 40 - 70 | 75 - 100+ |
| Quality Assurance / Control | 6 - 12 | 12 - 26 | 31 - 45 | 50 - 65+ |
| Quality Director | - | 20 - 40 | 35 - 65 | 75 - 120+ |
| Process Safety | 5 - 15 | 20 - 45 | 45 - 70 | 75 - 110+ |
| Health, Safety and Environment (HSE) Manager / Head | 5 - 15 | 22 - 50 | 40 - 75 | 75 - 120+ |
| Process / Operational Excellence/Business Excellence | 10 - 20 | 30 - 50 | 50 - 75 | 60 - 120+ |
| Plant / Site Head | - | - | 45 - 80 | 70 - 150+ |
| Head of Manufacturing / Operations | - | - | - | 80 - 200+ |
| Chief Operating Officer | - | - | - | 100 - 300+ |

| Engineering | 3 - 5 years | 5 - 10 years | 10 - 15 years | 15+ years |
|--|-------------|--------------|---------------|-----------|
| Construction Manager / Director | 6 - 10 | 15 - 30 | 30 - 50 | 40 - 80+ |
| Project Engineer | 6 - 12 | 18 - 35 | - | - |
| Project / Programme Director | - | - | 40 - 65 | 70 - 130+ |
| Civil / Electrical / Mechanical / Instrumentation Engineer | 6 - 20 | 15 - 40 | 40 - 65 | 60 - 80+ |
| Head of Department (Engineering) | - | - | 40 - 70 | 70 - 150+ |
| Head of Projects | - | - | - | 70 - 150+ |
| Chief Technical Officer | - | - | - | 80 - 175+ |

Engineering & Manufacturing

| Projects / Technical Services | 3 - 5 years | 5 - 10 years | 10 - 15 years | 15+ years |
|---|-------------|--------------|---------------|-----------|
| Field Service Engineer / Technician | 6 - 15 | - | - | - |
| Technical Sales Engineer | 6 - 15 | 18 - 30 | - | - |
| Technical Sales / Application Sales Manager | - | - | 30 - 60 | - |
| Technical Head | - | - | - | 60 - 130+ |
| Service Manager / Supervisor | - | 10 - 30 | - | - |
| Project Coordination | - | 20 - 35 | 30 - 50 | 50 - 80+ |

| Research & Development (R&D) | 3 - 5 years | 5 - 10 years | 10 - 15 years | 15+ years |
|--------------------------------|-------------|--------------|---------------|------------|
| Application Engineer | 6 - 10 | 14 - 35 | - | - |
| Product Design Engineer | 6 - 10 | 18 - 40 | - | - |
| Test Engineer | 6 - 10 | 12 - 22 | - | - |
| Project Manager | - | 17 - 33 | 32 - 70 | - |
| Electronic / Product Architect | - | 22 - 46 | 50 - 90 | - |
| NPD/Scientist | - | 20 - 40 | 50 - 70 | - |
| Head of R&D | - | - | 50 - 80 | 100 - 225+ |
| Chief Technology Officer | - | - | - | 100 - 180+ |
| Chief Scientific Officer | - | - | - | 100 - 180+ |

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Finance & Accounting

India's finance and accounts landscape is rapidly evolving and driven by technological advancement, regulatory changes, and new business models. Digital transformation, automation, and data analytics are reshaping traditional finance functions, while technologies such as blockchain, AI, and machine learning are enhancing efficiency and accessibility.

The Chief Financial Officer's role is to transition from financial oversight to strategic leadership, guide business strategy, assess the viability of potential investments and projects, drive innovation, and lead organisational change. CFOs are now expected to combine financial expertise with technological knowledge, strategic thinking and leadership to navigate complex business environments and influence high-level decisions on capital structure, cost efficiency, sustainability and growth.

Hiring requirements for finance professionals are adapting to this evolving landscape. Organisations increasingly seek candidates with a blend of traditional financial skills and emerging capabilities, particularly in data analytics, automation and digital literacy. Soft skills, such as communication, adaptability and collaboration, have become equally vital as technical expertise, as finance professionals assume more strategic and leadership roles. As businesses continue to innovate, the demand for versatile, agile finance talent continues to grow.

Top 5 most sought-after profiles

- Finance Controller
- Corporate Finance and Special Projects (IPO)
- Project Finance
- Financial Analyst
- Business Controller

Top 5 highest-paying jobs

- Chief Financial Officer
- Head of Investments and Investor Relations
- M&A Head
- Head of Audit and Risk
- Head of Treasury and Banking

Top 5 most sought-after skills

- IPO and DRHP Filings
- Financial Planning
- Compliance and Internal Controls
- Cost Optimisation and Automation
- Indirect Taxation

Finance & Accounting

Salary Guide

Base salary range for 12 months (INR Lacs)

| General | 3 - 5 years | 5 - 10 years | 10 - 15 years | 15+ years |
|--|-------------|--------------|---------------|-----------|
| CFO / Finance Director 10,000 Cr+ | - | - | - | 175 - 800 |
| CFO / Finance Director 1,000 Cr - 10,000 Cr | - | - | - | 150 - 400 |
| CFO / Finance Director 200 Cr - 1,000 Cr | - | - | 75 - 120 | 85 - 200 |
| CFO with Fund Raising / IPO | - | - | 95 - 160 | 120 - 300 |
| GM Finance / Financial Controller 10,000 Cr+ | - | - | 80 - 110 | 100 - 225 |
| GM Finance / Financial Controller 1,000 Cr - 10,000 Cr | - | - | 40 - 80 | 50 - 120 |
| Finance Manager | 18 - 32 | 20 - 60 | 28 - 65 | 32 - 65 |

| Specialist | 3 - 5 years | 5 - 10 years | 10 - 15 years | 15+ years |
|--|-------------|--------------|---------------|-----------|
| Chief Investment Officer (Family Office) | 25 - 35 | 30 - 75 | 65 - 100 | 80 - 200 |
| FP&A / Business Controller | 18 - 32 | 28 - 65 | 42 - 90 | 60 - 150 |
| Financial Analyst / Business Analyst / Strategy (Tier 1 MBA) | 22 - 35 | 25 - 60 | 50 - 90 | 75 - 200 |
| Corporate Finance (M&A, IR, Fund Raising) | 22 - 30 | 28 - 70 | 50 - 120 | 75 - 200 |
| Treasury | 12 - 25 | 15 - 45 | 40 - 90 | 50 - 200 |
| Commercial (Sales & Supply Chain) | 15 - 20 | 15 - 40 | 30 - 75 | 65 - 120 |
| Manufacturing / Plant Controller | 12 - 20 | 15 - 30 | 25 - 50 | 35 - 85 |
| Financial Accounting / Consolidation / Statutory Reporting | 12 - 20 | 22 - 40 | 35 - 70 | 50 - 110 |
| Internal Audit / Controls / Risk | 15 - 25 | 20 - 45 | 40 - 90 | 50 - 250 |
| Tax - GST (Indirect) | 12 - 20 | 15 - 45 | 38 - 60 | 45 - 90 |
| Tax (Direct / International) | 12 - 20 | 20 - 45 | 40 - 75 | 50 - 100 |
| Mixed Tax | 12 - 25 | 20 - 55 | 40 - 90 | 75 - 250 |

Finance & Accounting

| Shared Services | 3 - 5 years | 5 - 10 years | 10 - 15 years | 15+ years |
|---|-------------|--------------|---------------|-----------|
| Head of Finance Shared Services | - | - | 50 - 100 | 75 - 250 |
| Financial Accounting / Record to Report Ops | 10 - 25 | 15 - 50 | 30 - 90 | 50 - 150 |
| MIS / Decision Support / FP&A | 10 - 25 | 15 - 40 | 30 - 75 | 50 - 130 |
| Accounts Receivable / Order to Cash Ops | 7 - 20 | 12 - 40 | 25 - 75 | 45 - 130 |
| Accounts Payable / Procure to Pay Ops | 7 - 15 | 12 - 35 | 25 - 60 | 40 - 120 |
| Finance Transformation / Change Management | 12 - 25 | 20 - 50 | 30 - 85 | 50 - 150 |
| Transitions | 10 - 18 | 14 - 40 | 30 - 65 | 40 - 80 |
| Process Design / Global Process Owner | - | 15 - 45 | 30 - 70 | 50 - 160 |
| Operational Excellence / Process Excellence | 10 - 20 | 15 - 45 | 30 - 80 | 50 - 140 |
| Treasury Operations | 10 - 25 | 25 - 50 | 50 - 80 | 80 - 120 |
| Taxation COE | 10 - 22 | 15 - 40 | 30 - 60 | 50 - 120 |
| Service Desk / Customer Support (General) | 5 - 15 | 10 - 25 | 15 - 40 | 40 - 100+ |
| BPO Operations | 5 - 15 | 10 - 25 | 15 - 40 | 40 - 100+ |

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Property & Construction

The real estate talent landscape is undergoing significant transformation. Tier 1 cities are experiencing increased demand for luxury housing fromHNIs, UHNIs and NRI buyers, while Tier 2 and Tier 3 cities see growth in affordable housing for middle-class consumers.

Technology-centric cities such as Bangalore, Hyderabad, and Pune continue to drive commercial real estate growth, creating demand for expertise in projects, design, engineering, and EHS functions.

New asset classes, predominantly in warehousing/logistics, data centres and co-living/student housing segments, have spurred demand for investment, asset management and strategy specialists. Organisations are particularly seeking candidates with distinguished credentials in these areas.

Active recruitment continues across land acquisition, business development, construction, liaison, facilities management and leasing/sales functions. ESG and health-related roles have gained increasing prominence in the sector.

Top 5 most sought-after profiles

- Projects/Construction
- Leasing and Sales
- Marketing
- Investments/Strategy
- Land Acquisition

Top 5 highest-paying jobs

- COO/CSO/CMO
- Director/EVP/Regional Head - Projects & Construction
- Leasing Director
- Business Head
- Head of Investments/Strategy

Top 5 most sought-after skills

- Sales and Channel
- Project Management
- Contracts and Liaison
- Investments and Mergers and Acquisitions (M&A)
- Digital and Technology

Property & Construction

Salary Guide

Base salary range for 12 months (INR Lacs)

| Business Management | 3 - 5 years | 5 - 10 years | 10 - 15 years | 15 - 25 years | 25+ years |
|--------------------------------|-------------|--------------|---------------|---------------|-----------|
| Profit & Loss (P&L) Management | - | 35 - 65 | 50 - 100 | 70 - 300 | 150 - 400 |
| Sales | - | 20 - 45 | 25 - 100 | 50 - 300 | 100 - 300 |
| Marketing | 15 - 25 | 15 - 40 | 45 - 75 | 60 - 150 | 100 - 250 |
| BD / Land Acquisition | - | 15 - 40 | 30 - 75 | 60 - 140 | 100 - 250 |
| Leasing | 10 - 30 | 20 - 45 | 40 - 100 | 60 - 120 | 100 - 250 |

P&L & Operations

| | | | | | |
|----------------------------------|---------|---------|----------|----------|-----------|
| Property & Asset Management | 10 - 30 | 25 - 50 | 45 - 100 | 80 - 225 | 100 - 300 |
| Strategy | 15 - 35 | 25 - 60 | 35 - 100 | 80 - 250 | 120 - 300 |
| Executive Assistant | 15 - 25 | 25 - 40 | 40 - 50 | - | - |
| Facilities Management | 15 - 25 | 20 - 30 | 35 - 50 | 40 - 150 | 60 - 180 |
| Customer Relationship Management | 15 - 25 | 15 - 25 | 25 - 50 | 35 - 80 | 45 - 200 |

Technical

| | | | | | |
|-----------------------------------|---------|---------|---------|----------|----------|
| Architecture & Design | 15 - 25 | 15 - 25 | 15 - 50 | 40 - 120 | 70 - 300 |
| Project Management | 15 - 25 | 15 - 35 | 20 - 70 | 50 - 150 | 70 - 450 |
| Mechanical, Electrical & Plumbing | 15 - 25 | 15 - 30 | 20 - 60 | 40 - 150 | 70 - 350 |
| Structural Engineering | 15 - 25 | 15 - 30 | 20 - 60 | 40 - 100 | 80 - 300 |
| Health & Safety | 15 - 25 | 15 - 25 | 12 - 60 | 40 - 100 | 40 - 200 |
| Quantity Surveying | 15 - 25 | 15 - 20 | 15 - 50 | 20 - 70 | 60 - 250 |
| Planning & Coordination | 15 - 25 | 15 - 30 | 25 - 70 | 30 - 100 | 50 - 200 |
| Contracts Management | 15 - 25 | 15 - 30 | 25 - 70 | 30 - 100 | 40 - 200 |

Property & Construction

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Healthcare & Life Sciences

India is rapidly emerging as a hub for private equity (PE) deal activities in the healthcare and life sciences sector, particularly in pharmaceutical services, such as CDMOs and API producers. This trend is driven by the “China + 1” strategy, which shifts supply chains away from China and establishes more USFDA-approved manufacturing plants.

Key factors include the growing capabilities of Indian firms in technology and complex products, the establishment of Global Capability Centres (GCCs) by global pharmaceutical companies for drug discovery and digital solutions, and a strategic shift towards niche super-speciality products. The biotech segment continues to attract significant healthcare investor interest, whilst Indian MedTech is establishing itself as an export powerhouse with high-quality products.

India's healthcare landscape is poised for significant growth, driven by strong investment potential and an expanding market for pharmaceuticals and medical technologies.

Top 5 most sought-after profiles

- Business Development
- Medical Affairs
- Regulatory Affairs
- Quality Control
- Research and Development

Top 5 highest-paying jobs

- Business Director
- Strategy and Business Excellence
- Research and Development (R&D)

Top 5 most sought-after skills

- Application Programming Interface (API)
- Pharmacovigilance
- Clinical Development and Research
- AI/ML
- International Work Experience

Salary Guide

Base salary range for 12 months (INR Lacs)

Sales

| Pharmaceuticals | 3 - 5 years | 5 - 10 years | 10 - 15 years | 15 - 25 years | 25+ years |
|----------------------------------|-------------|--------------|---------------|---------------|-----------|
| Sales | 10 - 25 | 12 - 30 | 25 - 55 | 30 - 70 | 45 - 120 |
| Sales (Candidates with pedigree) | 15 - 25 | 25 - 50 | 40 - 90 | 80 - 120 | 100 - 300 |

| Medical Devices | 3 - 5 years | 5 - 10 years | 10 - 15 years | 15 - 25 years | 25+ years |
|----------------------------------|-------------|--------------|---------------|---------------|-----------|
| Sales | 8 - 15 | 15 - 32 | 30 - 60 | 50 - 80 | 70 - 130 |
| Sales (Candidates with pedigree) | 15 - 30 | 30 - 50 | 75 - 130 | 80 - 250 | 100 - 350 |

Marketing

| Pharmaceuticals | 3 - 5 years | 5 - 10 years | 10 - 15 years | 15 - 25 years | 25+ years |
|--------------------------------------|-------------|--------------|---------------|---------------|-----------|
| Marketing | 10 - 28 | 12 - 35 | 20 - 50 | 40 - 90 | 60 - 100 |
| Marketing (Candidates with pedigree) | 15 - 30 | 25 - 55 | 35 - 75 | 55 - 100 | 90 - 150 |
| Digital Marketing | 10 - 18 | 15 - 30 | 20 - 50 | 40 - 70 | 65 - 120 |
| Market Access | 20 - 30 | 18 - 35 | 30 - 60 | 45 - 75 | 70 - 120 |
| Communications and CSR | 15 - 25 | 20 - 45 | 30 - 60 | 50 - 70 | 60 - 150 |

| Medical Devices / Life Sciences | 3 - 5 years | 5 - 10 years | 10 - 15 years | 15 - 25 years | 25+ years |
|---------------------------------|-------------|--------------|---------------|---------------|-----------|
| Marketing | 15 - 35 | 30 - 60 | 40 - 75 | 50 - 100 | 65 - 150 |
| Digital Marketing | 15 - 18 | 20 - 35 | 30 - 50 | 40 - 70 | 50 - 100 |
| Communications and CSR | 10 - 15 | 10 - 25 | 25 - 40 | 40 - 65 | 60 - 100 |

Healthcare & Life Sciences

Healthcare Providers

| Hospitals & Lab Chains | 3 - 5 years | 5 - 10 years | 10 - 15 years | 15 - 25 years | 25+ years |
|------------------------|-------------|--------------|---------------|---------------|-----------|
| Sales | 10 - 15 | 15 - 30 | 25 - 55 | 45 - 85 | 100 - 200 |
| Marketing | 8 - 20 | 20 - 35 | 30 - 60 | 40 - 100 | 60 - 120 |
| Operations | - | 10 - 30 | 35 - 50 | 40 - 70 | 80 - 150 |

| Ancillary Healthcare Companies | 3 - 5 years | 5 - 10 years | 10 - 15 years | 15 - 25 years | 25+ years |
|--------------------------------|-------------|--------------|---------------|---------------|-----------|
| Sales | 15 - 25 | 30 - 55 | 50 - 80 | 80 - 150 | 85 - 250 |
| Marketing | 12 - 20 | 20 - 50 | 40 - 70 | 70 - 120 | 80 - 200 |
| Operations | 8 - 20 | 25 - 40 | 40 - 60 | 65 - 80 | 75 - 130 |

Others - Techno Commercial & Technical

| Pharmaceuticals / Medical Devices / Life Sciences | 3 - 5 years | 5 - 10 years | 10 - 15 years | 15 - 25 years | 25+ years |
|---|-------------|--------------|---------------|---------------|-----------|
| Business Excellence / Strategy | 20 - 50 | 30 - 80 | 40 - 90 | 55 - 100 | 90 - 220 |
| SFE / SFA / Training | 10 - 20 | 15 - 35 | 25 - 60 | 60 - 90 | 70 - 120 |
| Medical / Regulatory Affairs | 12 - 35 | 18 - 45 | 40 - 80 | 65 - 120 | 100 - 180 |
| Government / Corporate Affairs | 10 - 30 | 20 - 35 | 25 - 55 | 45 - 150 | 90 - 220 |

| Quality & Compliance | 3 - 5 years | 5 - 10 years | 10 - 15 years | 15 - 25 years | 25+ years |
|--|-------------|--------------|---------------|---------------|-----------|
| Corporate Quality Assurance | - | 8 - 20 | 18 - 50 | 45 - 120 | 80 - 200 |
| Manufacturing Quality | 4 - 12 | 8 - 25 | 25 - 45 | 40 - 110 | 80 - 130 |
| Quality Assurance and Regulatory Affairs | 6 - 15 | 15 - 35 | 28 - 50 | 50 - 150 | 65 - 180 |
| Quality Control | 5 - 20 | 7 - 30 | 25 - 80 | 45 - 150 | 60 - 200 |

| Operations | 3 - 5 years | 5 - 10 years | 10 - 15 years | 15 - 25 years | 25+ years |
|--------------------------------------|-------------|--------------|---------------|---------------|-----------|
| Production | 7 - 15 | 15 - 30 | 40 - 60 | 65 - 95 | 100 - 200 |
| Engineering | - | 12 - 25 | 30 - 50 | 50 - 85 | 90 - 130 |
| Environment, Health and Safety (EHS) | - | 20 - 30 | 25 - 50 | 55 - 75 | 85 - 140 |
| Operation Excellence | - | 15 - 35 | 25 - 50 | 45 - 70 | 65 - 85 |
| Contract Manufacturing | - | 10 - 30 | 30 - 55 | 50 - 70 | 75 - 130 |

Healthcare & Life Sciences

| Procurement & Supply Chain | 3 - 5 years | 5 - 10 years | 10 - 15 years | 15 - 25 years | 25+ years |
|----------------------------|-------------|--------------|---------------|---------------|-----------|
| Direct Procurement | - | 22 - 50 | 50 - 80 | 75 - 100 | 90 - 160 |
| Indirect Procurement | - | 20 - 40 | 35 - 65 | 65 - 90 | 85 - 140 |
| Supply Chain | 15 - 25 | 24 - 60 | 50 - 75 | 70 - 95 | 98 - 170 |
| Logistics | 8 - 18 | 17 - 30 | 27 - 45 | 42 - 70 | 67 - 110 |
| Planning | 9 - 22 | 20 - 40 | 35 - 65 | 60 - 100 | 95 - 150 |
| Research & Development | 3 - 5 years | 5 - 10 years | 10 - 15 years | 15 - 25 years | 25+ years |
| Clinical Operations | 8 - 15 | 15 - 35 | 40 - 70 | 70 - 95 | 90 - 125 |
| Technical R&D | 8 - 16 | 20 - 35 | 30 - 60 | 70 - 110 | 100 - 160 |

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Human Resources

The human resources (HR) talent landscape is evolving rapidly, shaped by digital transformation, hybrid work models and changing workforce demographics. Key trends include an increased emphasis on employee experience, wellbeing and flexible work arrangements to attract and retain talent.

Skills in areas such as data analytics, employee engagement and digital fluency are now essential, as HR professionals are expected to leverage technology for tasks including recruitment, onboarding and talent management. The demand for DEI (Diversity, Equity and Inclusion) expertise continues to grow, reflecting a broader commitment to creating inclusive workplaces.

The competition for talent, particularly in technology and specialised roles, remains fierce, driving organisations to focus on upskilling, internal mobility and employer branding.

Top 5 most sought-after profiles

- Compensation and Benefits Head
- Diversity, Equity and Inclusion Lead
- Talent Management Head
- HR Business Partner
- Talent Acquisition Head

Top 5 highest-paying jobs

- Compensation & Benefits Head
- Chief Human Resources Officer
- Talent Management Head
- Talent Acquisition Head
- Tech HRBP

Top 5 most sought-after skills

- Compensation & Benefits
- HR Analytics
- HR Digitisation
- Talent Management
- Diversity, Equity and Inclusion

Human Resources

Salary Guide

Base salary range for 12 months (INR Lacs)

Commerce & Industry

| Large & Middle-Capital Companies / Listed Organisations | 3 - 5 years | 5 - 10 years | 10 - 15 years | 15+ years |
|--|-------------|--------------|---------------|-----------|
| Head of Human Resources (Large Companies) | - | - | 90 - 130 | 120 - 300 |
| Head of Human Resources (Small & Medium-Sized Companies) | - | 35 - 60 | 65 - 95 | 80 - 200 |
| HR Generalist / Business Partner | - | 25 - 55 | 45 - 85 | 60 - 120 |
| Learning & Development | - | 20 - 40 | 40 - 60 | 60 - 120 |
| Compensation & Benefits | - | 35 - 65 | 55 - 90 | 80 - 150 |
| Talent Acquisition | - | 30 - 50 | 50 - 75 | 65 - 120 |
| Talent Management / Organisational Development | - | 35 - 60 | 50 - 85 | 65 - 120 |
| Industrial Relations | - | 25 - 45 | 40 - 70 | 60 - 120 |
| HR Operations / Payroll / HRIS | - | 20 - 40 | 35 - 60 | 50 - 90 |
| HR Consulting | - | 30 - 65 | 50 - 90 | 70 - 150 |

| Small-Capital Companies / Non-Listed Organisations | 3 - 5 years | 5 - 10 years | 10 - 15 years | 15+ years |
|--|-------------|--------------|---------------|-----------|
| Head of Human Resources (Large Companies) | - | - | 50 - 80 | 60 - 150 |
| Head of Human Resources (Small & Medium-Sized Companies) | - | 25 - 45 | 35 - 65 | 50 - 100 |
| HR Generalist / Business Partner | - | 20 - 40 | 30 - 55 | 45 - 80 |
| Learning & Development | - | 20 - 35 | 30 - 45 | 40 - 70 |
| Compensation & Benefits | - | 25 - 45 | 35 - 60 | 55 - 90 |
| Talent Acquisition | - | 20 - 40 | 30 - 50 | 40 - 70 |
| Talent Management / Organisational Development | - | 25 - 40 | 35 - 60 | 50 - 85 |
| Industrial Relations | - | 20 - 35 | 30 - 45 | 40 - 65 |
| HR Operations / Payroll / HRIS | - | 18 - 35 | 30 - 50 | 45 - 70 |
| HR Consulting | - | 25 - 45 | 35 - 50 | 50 - 80 |

Human Resources

Banking & Financial Services

| Large & Middle-Capital Companies / Listed Organisations | 3 - 5 years | 5 - 10 years | 10 - 15 years | 15+ years |
|--|-------------|--------------|---------------|-----------|
| Head of Human Resources (Large Companies) | - | - | - | 150 - 350 |
| Head of Human Resources (Small & Medium-Sized Companies) | - | - | 55 - 70 | 70 - 120 |
| HR Generalist / Business Partner | - | 25 - 40 | 40 - 60 | 60 - 100 |
| Learning & Development | - | 25 - 35 | 35 - 45 | 45 - 80 |
| Compensation & Benefits | - | 30 - 50 | 45 - 75 | 60 - 120 |
| Employee Relations | - | 25 - 45 | 45 - 80 | 80 - 110 |
| Talent Acquisition | - | 20 - 30 | 35 - 55 | 50 - 115 |
| HR Operations / Payroll / HRIS | - | 18 - 25 | 30 - 40 | 45 - 70 |

| Small-Capital Companies / Non-Listed Organisations | 3 - 5 years | 5 - 10 years | 10 - 15 years | 15+ years |
|--|-------------|--------------|---------------|-----------|
| Head of Human Resources (Large Companies) | - | - | - | 60 - 100 |
| Head of Human Resources (Small & Medium-Sized Companies) | - | - | 30 - 50 | 50 - 75 |
| HR Generalist / Business Partner | - | 20 - 25 | 25 - 40 | 50 - 75 |
| Learning & Development | - | 16 - 25 | 25 - 40 | 40 - 60 |
| Compensation & Benefits | - | 20 - 30 | 30 - 45 | 55 - 110 |
| Talent Acquisition | - | 15 - 25 | 25 - 40 | 40 - 70 |
| HR Operations / Payroll / HRIS | - | 15 - 20 | 20 - 30 | 30 - 50 |
| HR Consulting | - | 25 - 35 | 35 - 50 | 50 - 75 |

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Companies continue to invest in their legal functions and expand team sizes, particularly within domestic organisations. Multinational corporations experience hiring stagnation and restructuring, leading to increased demand for secondment and interim appointments.

Large organisations are establishing global legal Centres of Excellence in India, particularly within the Pharmaceutical, Automotive, Manufacturing and Financial Services sectors. These centres, predominantly located in Pune, Noida, Bangalore and Hyderabad, show strong demand for expertise in Employment Law, Intellectual Property Rights and General Contracting.

SME recruitment has maintained momentum across Employment Law, Data Privacy, Financial Services Regulation, Mergers & Acquisitions, Property Law, Litigation and Ethics.

The demand for dual-qualified Indian lawyers in foreign jurisdictions has reached unprecedented levels, with more than 50 such appointments across both foreign law firms' India desks and Indian firms' overseas operations.

Top 5 most sought-after profiles

- Energy and Infra Lawyers
- IPO and Listed CS
- AIF Lawyers and CS
- Transaction lawyers
- Land Legal

Top 5 highest-paying jobs

- Private Equity Legal Head
- Renewable GCs
- Conglomerate GC
- Group CS

Top 5 most sought-after skills

- Commercial Legal
- M&A
- Data Privacy
- Compliance
- Listed CS

Salary Guide

Base salary range for 12 months (INR Lacs)

| Lawyer - In-house * , ** | 3 - 5 years | 5 - 10 years | 10 - 15 years | 15+ years |
|--|--------------------|---------------------|----------------------|------------------|
| Lawyer - Emerging Tech (Consumer Tech & Fintech) | 15 - 40 | 30 - 80 | 75 - 150 | 120+ |
| Lawyer - Financial Services - Front Office (IB, PE, VC, Structured Debt, AIF) | 30 - 50 | 50 - 140 | 90 - 200 | 175+ |
| Lawyer - Financial Services - Others | 15 - 35 | 30 - 70 | 60 - 120 | 80+ |
| Lawyer - Manufacturing (B2B) | 15 - 30 | 30 - 75 | 50 - 120 | 90+ |
| Lawyer - Manufacturing (B2C & Pharma) | 15 - 35 | 30 - 75 | 65 - 120 | 100+ |
| Lawyer - Energy, Infrastructure & Renewables | 15 - 45 | 40 - 80 | 65 - 150 | 100+ |
| Lawyer - Real Estate & Warehousing (Land & DD) | 8 - 20 | 20 - 50 | 40 - 70 | 65+ |
| Lawyer - Real Estate & Warehousing (Commercial & Transaction) | 15 - 30 | 35 - 80 | 65 - 125 | 125+ |
| Lawyer - IT / ITeS and Shared Services | 7 - 18 | 15 - 30 | 35 - 60 | 65+ |
| Lawyer - Others | 7 - 15 | 18 - 40 | 30 - 70 | 70+ |

*Candidates from top-tier law schools or with previous law firm experience may command a premium of 10-40%. The above figures are based on the base salary model.

**Base salary figures shown exclude equity compensation (ESOPs), Long-Term Incentives (LTI), and Carried Interest

| Lawyer - Private Practice | Associate 0 - 4 years | Senior Associate 4 - 7 years | Principal Associate / Counsel 6 - 9 years | Partner 9+ years |
|------------------------------------|----------------------------------|---|--|-----------------------------|
| Lawyer - Private Practice (Tier 1) | 16 - 32 | 32 - 58 | 50 - 80 | 85+ |
| Lawyer - Private Practice (Tier 2) | 12 - 25 | 25 - 35 | 38 - 60 | 60 |
| Lawyer - Private Practice (Tier 3) | 12 - 20 | 22 - 32 | 35 - 50 | 50 |

| Company Secretaries (In-house) | 3 - 5 years | 5 - 10 years | 10 - 15 years | 15+ years |
|--|-------------|--------------|---------------|-----------|
| Company Secretary (Listed) | 12 - 25 | 20 - 50 | 40 - 70 | 70+ |
| Company Secretary (Unlisted) | 5 - 12 | 15 - 30 | 28 - 50 | 45+ |
| (IPO experience will have a premium of 15-30%) | | | | |
| Compliance | 3 - 5 years | 5 - 10 years | 10 - 15 years | 15+ years |
| Ethics and Investigation Counsel | 12 - 30 | 25 - 50 | 40 - 80 | 80+ |
| Statutory and Regulatory Compliance | 15 - 25 | 22 - 45 | 40 - 70 | 60+ |
| General Counsel / Head Legal ^ | Small Sized | Mid Sized | Large Sized | |
| Consumer and Pharma | 100 - 150 | 150 - 200 | 175+ | |
| Heavy Engineering and Manufacturing | 75 - 120 | 100 - 175 | 175+ | |
| Infra, Renewables | 75 - 120 | 120 - 150 | 175+ | |
| Services | 60 - 100 | 80 - 150 | 150+ | |
| Emerging Tech | 60 - 100 | 80 - 150 | 150+ | |

[^] ESOPs/RSU/LTI are as per company policies and are not included

| Legal Secondment - for Corporate Clients (Paid Retainer Fee) | 2-5 years | 5-7 years | 7-9 years | 9-12 years |
|--|-----------|-----------|-----------|------------|
| 1-2 years of law-firm experience & 1-2 years in-house experience | 10 - 20 | 20 - 24 | 24 - 28 | 28 - 35 |

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Procurement & Supply Chain

The procurement and supply chain talent landscape in India is evolving rapidly, and is influenced by technological, market, and geopolitical factors.

Technological Impact: Companies are accelerating the digitalisation of their supply chains, creating significant demand for professionals skilled in advanced supply chain management and digital procurement tools.

Market Dynamics: As organisations embrace sustainability initiatives, candidates with experience in sustainable supply chain and procurement practices are increasingly sought after, commanding premium compensation in the market.

Geopolitical Influence: Global multinational corporations are actively diversifying their vendor bases, with India emerging as a promising beneficiary. This shift has heightened the demand for global sourcing and procurement professionals.

Top 5 most sought-after profiles

- Sales and Operations Planning (S&OP) Professionals
- Strategic Sourcing Professionals
- Procurement and Contract Professionals
- Multi Modal Logistics Professionals
- Supply Chain Analytics and Digitisation

Top 5 highest-paying jobs

- Head of Supply Chain
- Head of Integrated Business Planning
- Chief Operations Officer
- Head of Strategic Sourcing
- Head of Commercial

Top 5 most sought-after skills

- Digital Transformation
- Network Planning
- Strategic Sourcing
- Zero-based Costing
- Brownfield/Greenfield Warehousing Setup

Procurement & Supply Chain

Salary Guide

Base salary range for 12 months (INR Lacs)

| FMCG / Retail & E-commerce / Logistics & Shipping / Top Business Graduates | 3 - 5 years | 5 - 10 years | 10 - 15 years | 15+ years |
|--|-------------|--------------|---------------|------------|
| Procurement | 18 - 35 | 40 - 65 | 70 - 100 | 100 - 175+ |
| Logistics (includes Transportation and Warehousing) | 18 - 30 | 30 - 50 | 60 - 80 | 80 - 120+ |
| Supply Chain | 18 - 32 | 30 - 70 | 50 - 100 | 80 - 200+ |
| Strategic Sourcing | 18 - 35 | 40 - 70 | 65 - 100 | 90 - 150+ |
| Planning | 18 - 35 | 30 - 70 | 50 - 100 | 80 - 120+ |
| Sustainability | 15 - 30 | 35 - 60 | 60 - 90 | - |

| Non-Business School Graduates | 3 - 5 years | 5 - 10 years | 10 - 15 years | 15+ years |
|---|-------------|--------------|---------------|-----------|
| Procurement | 8 - 15 | 15 - 40 | 32 - 60 | 50 - 150 |
| Logistics (includes Transportation and Warehousing) | 8 - 15 | 15 - 35 | 26 - 50 | 45 - 110 |
| Supply Chain | 8 - 15 | 15 - 35 | 30 - 60 | 50 - 150 |
| Sourcing | 8 - 15 | 15 - 35 | 26 - 50 | 45 - 100 |
| Planning | 8 - 15 | 15 - 35 | 26 - 50 | 55 - 105 |
| Sustainability | 8 - 22 | 22 - 35 | 36 - 60 | - |

| Captives / Shared Services | 3 - 5 years | 5 - 10 years | 10 - 15 years | 15+ years |
|--|-------------|--------------|---------------|-----------|
| Procurement Manager | 16 - 20 | 20 - 40 | 30 - 50 | 40 - 60 |
| Customer Service | - | 20 - 40 | 30 - 50 | 60 - 80 |
| Back-end Operations | - | 20 - 40 | 30 - 50 | 60 - 80 |
| Vendor / Supplier Relationship Manager | 16 - 20 | 20 - 40 | 30 - 50 | 40 - 60 |
| Strategic Sourcing Leader / Manager | 16 - 20 | 20 - 40 | 30 - 50 | 40 - 60 |
| Category / Commodity Manager | 16 - 20 | 20 - 40 | 30 - 50 | 40 - 60 |
| GM / Head of Procurement | - | - | 50 - 70 | 60 - 100 |
| CPO / Director P2P | - | - | 50 - 70 | 60 - 100 |

Procurement & Supply Chain

| Industrial B2B Practices | 3 - 5 years | 5 - 10 years | 10 - 15 years | 15+ years |
|---|-------------|--------------|---------------|-----------|
| Supply Chain | - | - | 60 - 90 | 90 - 200+ |
| Commercial Head | - | - | - | 80 - 150+ |
| Procurement | 14 - 30 | 18 - 40 | 45 - 90 | 80 - 150+ |
| Logistics (includes Transportation and Warehousing) | 14 - 25 | 20 - 40 | 40 - 75 | 75 - 150+ |
| Sourcing | 14 - 30 | 20 - 45 | 35 - 75 | 75 - 120 |
| Supplier Quality | 10 - 15 | 15 - 35 | 40 - 60 | 65 - 90+ |
| Sustainability | 15 - 30 | 35 - 60 | 60 - 90 | - |
| Planning | 8 - 15 | 15 - 35 | 40 - 60 | 75 - 120+ |
| Supply Chain Excellence | 15 - 30 | 25 - 50 | 50 - 75 | 80 - 120+ |

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Sales & Marketing

Consumer and industrial companies are undergoing extensive transformation as route-to-market strategies and consumer preferences shift significantly.

While the Indian market demonstrates strong premiumisation trends, profitability has emerged as the primary focus for both multinational and domestic organisations, impacting P&L structures and talent requirements.

Chief Marketing Officers now focus on ROI-driven marketing, leveraging tech like analytics and performance marketing to impact revenue.

Sales functions are becoming increasingly strategic rather than tactical. Consumer companies anticipate the next growth phase through rural channel development, requiring deeper market penetration.

Commercial leadership roles now demand expertise in channel development, digital transformation and shopper marketing. In the Industrial industry, particularly across Real Estate and Renewable Energy sectors, organisations and sectors are expanding sales and marketing teams, emphasising digital capabilities. Even traditional B2B firms now use online channels to drive sales, driving demand for digital marketing expertise.

Top 5 most sought-after profiles

- Chief of Staff
- Head of Business Development
- Head of E-commerce
- Head of Digital

Top 5 highest-paying jobs

- Sales Director
- C-suite roles
- Marketing Director
- Business Transformation/Commercial Excellence Head
- E-commerce Director

Top 5 most sought-after skills

- Sales and Specification
- New Energy
- Digital Marketing
- Channel Management
- Growth Marketing

Sales & Marketing

Salary Guide

Base salary range for 12 months (INR Lacs)

Consumer Goods (FMCG)

| Candidates with Pedigree i.e. Top 20 B Schools | 3 - 5 years | 5 - 10 years | 10 - 15 years | 15 - 22 years | 22+ years |
|--|-------------|--------------|---------------|---------------|-----------|
| Sales / Channel Management | 25 - 32 | 30 - 85 | 70 - 130 | 100 - 200 | 120 - 300 |
| E-commerce | 25 - 36 | 35 - 90 | 90 - 120 | - | - |
| Brand / Category Management | 25 - 32 | 30 - 85 | 70 - 130 | 100 - 200 | 120 - 300 |
| Digital Marketing | 25 - 38 | 30 - 60 | 70 - 140 | - | - |
| Communications / PR / CSR | 20 - 30 | 25 - 50 | 40 - 70 | 60 - 120 | 70 - 180 |

| Pharmaceuticals | 3 - 5 years | 5 - 10 years | 10 - 15 years | 15+ years |
|--------------------------------------|-------------|--------------|---------------|-----------|
| Sales (Candidates with pedigree) | 8 - 20 | 18 - 40 | 25 - 75 | 60 - 120 |
| Marketing (Candidates with pedigree) | 8 - 20 | 18 - 40 | 25 - 60 | 50 - 100 |
| Sales | 5 - 12 | 10 - 20 | 15 - 30 | 25 - 75 |
| Marketing | 5 - 10 | 8 - 15 | 15 - 25 | 20 - 60 |
| Regulatory Affairs / QA / RA | 5 - 12 | 10 - 22 | 22 - 40 | 35 - 50 |
| Communications & CSR | 6 - 15 | 12 - 28 | 25 - 45 | 30 - 60 |
| Medical Affairs | 8 - 18 | 12 - 40 | 30 - 60 | 50 - 120 |

| Medical Devices | 3 - 5 years | 5 - 10 years | 10 - 15 years | 15+ years |
|---|-------------|--------------|---------------|-----------|
| Sales (Candidates with pedigree) | 12 - 25 | 18 - 40 | 35 - 60 | 50 - 150 |
| Marketing (Candidates with pedigree) | 12 - 25 | 30 - 45 | 45 - 60 | 60 - 95 |
| Sales | 8 - 20 | 12 - 30 | 25 - 60 | 50 - 150 |
| Marketing | 12 - 22 | 22 - 34 | 35 - 45 | 45 - 85 |
| Regulatory Affairs / QA / RA | 10 - 15 | 12 - 22 | 22 - 40 | 35 - 50 |
| Clinical / Application / Product Specialist / Service | 6 - 10 | 8 - 20 | 15 - 30 | 25 - 60 |

Sales & Marketing

| FMCD | 3 - 5 years | 5 - 10 years | 10 - 15 years | 15 - 22 years | 22+ years |
|--|--------------------|---------------------|----------------------|----------------------|------------------|
| Candidates with Pedigree i.e. Top 20 B Schools | 18 - 28 | 30 - 70 | 55 - 85 | 80 - 180 | 120 - 220 |
| Sales / Channel Management | 10 - 24 | 20 - 50 | 30 - 80 | 60 - 120 | 70 - 180 |
| E-commerce | 16 - 24 | 30 - 60 | 50 - 100 | - | - |
| Brand / Category Management | 18 - 28 | 20 - 50 | 40 - 80 | 70 - 120 | - |
| Digital Marketing | 16 - 24 | 30 - 60 | 50 - 100 | - | - |

| Retail | 3 - 5 years | 5 - 10 years | 10 - 15 years | 15 - 22 years | 22+ years |
|---------------------|--------------------|---------------------|----------------------|----------------------|------------------|
| Sales / Operations | 12 - 24 | 20 - 50 | 30 - 80 | 60 - 140 | 100 - 150 |
| E-commerce | 16 - 24 | 30 - 60 | 50 - 100 | - | - |
| Category Management | 18 - 28 | 20 - 50 | 40 - 80 | 70 - 120 | - |
| Digital Marketing | 16 - 24 | 30 - 60 | 50 - 100 | - | - |

| D2C | 3 - 5 years | 5 - 10 years | 10 - 15 years | 15+ years |
|-----------------------------|--------------------|---------------------|----------------------|------------------|
| Sales / Channel Management | 12 - 30 | 25 - 70 | 60 - 120 | 80 - 180 |
| E-commerce | 12 - 30 | 30 - 70 | 60 - 120 | 80 - 180 |
| Brand / Category Management | 15 - 30 | 25 - 60 | 70 - 120 | 80 - 180 |
| Digital Marketing | 12 - 30 | 25 - 70 | 40 - 120 | - |

Industrial

| Building Materials & Technologies | 3 - 5 years | 5 - 10 years | 10 - 15 years | 15 - 22 years | 22+ years |
|--|--------------------|---------------------|----------------------|----------------------|------------------|
| Sales / Channel Management | 10 - 20 | 15 - 30 | 20 - 50 | 30 - 120 | 50 - 100 |
| Key Accounts / Institutional Sales | 8 - 18 | 15 - 30 | 30 - 90 | 40 - 100 | 40 - 90 |
| Pre-Sales / Specifications | 5 - 12 | 8 - 25 | 20 - 40 | 30 - 50 | 30 - 50 |
| Product / Brand / Marketing | 8 - 15 | 12 - 25 | 20 - 40 | 30 - 55 | 30 - 60 |

Sales & Marketing

| Engineering Goods | 3 - 5 years | 5 - 10 years | 10 - 15 years | 15 - 22 years | 22+ years |
|---|--------------------|---------------------|----------------------|----------------------|------------------|
| Sales (Candidates with pedigree) | 10 - 25 | 15 - 40 | 25 - 80 | 50 - 120 | 50 - 130 |
| Sales (Others) | 7 - 20 | 10 - 25 | 20 - 50 | 30 - 80 | 40 - 100 |
| Product Management / Marketing | 6 - 15 | 10 - 35 | 18 - 50 | 25 - 70 | 35 - 80 |
| Marketing Communications / PR / Corporate Affairs | 5 - 15 | 8 - 25 | 15 - 45 | 30 - 60 | 30 - 70 |

| Chemicals | 3 - 5 years | 5 - 10 years | 10 - 15 years | 15 - 22 years | 22+ years |
|--|--------------------|---------------------|----------------------|----------------------|------------------|
| Sales (Candidates with pedigree) /Business Development | 12 - 20 | 15 - 35 | 25 - 60 | 40 - 150 | 40 - 150 |
| Sales/ Key Account | 6 - 15 | 10 - 25 | 20 - 50 | 40 - 100 | 40 - 120 |
| Brand / Product Management | 10 - 15 | 15 - 30 | 15 - 40 | 30 - 75 | 30 - 75 |
| Marketing Communications / PR / Corporate Affairs | 4 - 8 | 8 - 28 | 20 - 45 | 30 - 70 | 40 - 80 |

| Industrial Automation | 3 - 5 years | 5 - 10 years | 10 - 15 years | 15 - 22 years | 22+ years |
|---|--------------------|---------------------|----------------------|----------------------|------------------|
| Sales (Candidates with pedigree) | 10 - 25 | 15 - 40 | 25 - 80 | 50 - 120 | 50 - 130 |
| Sales (Others) | 7 - 20 | 10 - 25 | 20 - 50 | 30 - 75 | 40 - 100 |
| Product Management / Marketing | 6 - 15 | 10 - 35 | 20 - 50 | 35 - 70 | 35 - 80 |
| Marketing Communications / PR / Corporate Affairs | 5 - 15 | 8 - 25 | 15 - 45 | 25 - 60 | 30 - 70 |

| Logistics | 3 - 5 years | 5 - 10 years | 10 - 15 years | 15 - 22 years | 22+ years |
|---|--------------------|---------------------|----------------------|----------------------|------------------|
| Sales (Candidates with pedigree) | 10 - 30 | 15 - 45 | 30 - 80 | 50 - 120 | 50 - 150 |
| Sales (Others) | 7 - 20 | 10 - 30 | 20 - 50 | 40 - 80 | 50 - 100 |
| Product Management / Marketing | 6 - 20 | 10 - 35 | 18 - 60 | 40 - 80 | 45 - 110 |
| Marketing Communications / PR / Corporate Affairs | 5 - 15 | 10 - 30 | 15 - 45 | 30 - 70 | 35 - 75 |

| Energy | 3 - 5 years | 5 - 10 years | 10 - 15 years | 15 - 22 years | 22+ years |
|---|--------------------|---------------------|----------------------|----------------------|------------------|
| Sales (Candidates with pedigree) | 10 - 30 | 15 - 45 | 30 - 80 | 50 - 120 | 50 - 150 |
| Sales (Others) | 7 - 20 | 10 - 30 | 20 - 50 | 40 - 80 | 40 - 100 |
| Product Management / Marketing | 6 - 20 | 10 - 35 | 18 - 50 | 35 - 75 | 40 - 85 |
| Marketing Communications / PR / Corporate Affairs | 5 - 15 | 10 - 30 | 15 - 45 | 30 - 70 | 35 - 75 |

Sales & Marketing

Technology

| Consumer Tech | 3 - 5 years | 5 - 10 years | 10 - 15 years | 15 - 22 years | 22+ years |
|--|-------------|--------------|---------------|---------------|-----------|
| Digital Sales / Media Sales / Partnerships | 14 - 20 | 20 - 35 | 40 - 75 | 65 - 100 | 100 - 200 |
| Brand Marketing | 20 - 40 | 35 - 60 | 50 - 100 | 80 - 150 | 120 - 180 |
| Growth / Performance Marketing / CGO | 15 - 35 | 35 - 80 | 80 - 120 | 120 - 160 | 160 - 200 |
| Marketing (Digital & Offline) / CMO | 20 - 35 | 30 - 80 | 60 - 120 | 80 - 180 | 100 - 200 |
| Category Management | 15 - 35 | 30 - 65 | 60 - 100 | 90 - 150 | 100 - 180 |
| Strategy / CSO | 25 - 40 | 40 - 85 | 85 - 120 | 100 - 180 | 100 - 200 |
| SEO / SEM / Social Media | 8 - 15 | 15 - 35 | 35 - 65 | 65 - 90 | 80 - 120 |
| Creative (Copy / Art) | 8 - 15 | 15 - 35 | 35 - 75 | 60 - 100 | 80 - 120 |

| Tech Sales - Enterprise Software / SaaS | 3 - 5 years | 5 - 10 years | 10 - 15 years | 15 - 22 years | 22+ years |
|---|-------------|--------------|---------------|---------------|-----------|
| Inside Sales | 8 - 30 | 15 - 60 | 40 - 100 | 60 - 100 | 90 - 120 |
| Field Sales | 10 - 30 | 18 - 60 | 30 - 100 | 60 - 150 | 60 - 200 |
| Customer Successs | 8 - 18 | 12 - 40 | 30 - 70 | 55 - 90 | 70 - 100 |
| Marketing Manager / VP Marketing / CMO | 6 - 25 | 12 - 30 | 35 - 70 | 50 - 100 | 80 - 140 |
| Channels / Alliances | 8 - 18 | 15 - 45 | 30 - 80 | 60 - 100 | 70 - 120 |

| Tech Sales - IT Services | 3 - 5 years | 5 - 10 years | 10 - 15 years | 15 - 22 years | 22+ years |
|--|-------------|--------------|---------------|---------------|-----------|
| Pre-Sales Manager / Head | 8 - 25 | 12 - 35 | 30 - 60 | 40 - 80 | 50 - 100 |
| Field Sales | 12 - 25 | 25 - 45 | 35 - 80 | 50 - 100 | 60 - 150 |
| Marketing Manager / VP Marketing / CMO | 6 - 20 | 15 - 45 | 30 - 70 | 40 - 90 | 50 - 100 |
| Channels / Alliances | 8 - 18 | 15 - 45 | 30 - 80 | 60 - 100 | 70 - 120 |

Looking to hire?

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Technology

India's tech outlook remains strong, driven by rapid digital transformation, a vibrant startup ecosystem, and rapid GCC growth. Technology is now central to business operations across traditional industries, enabling innovation and optimising models, shifting from a support function to a core business driver.

Industry 4.0, AI/ML, and telemedicine drive smarter production, better decision-making, and technological innovations in healthcare, such as telemedicine and AI-powered diagnostics. Retail embraces data-led e-commerce, while supply chains adopt digital tools for efficiency and visibility.

Demand rises for tech professionals skilled in AI/ML, cloud computing, full-stack development, and cybersecurity. IoT, 5G, and quantum computing also gain traction, creating opportunities across sectors.

Top 5 most sought-after profiles

- Machine Learning Engineer
- Cybersecurity Specialist
- Architects (Enterprise, Data & Cloud)
- Web 3 Developers
- Women Engineering Leaders

Top 5 highest-paying jobs

- AI
- CISO
- CTO
- Chief Architect
- CIO

Top 5 most sought-after skills

- AI/ML Algorithms
- Cloud Computing Expertise
- Design & Architecture
- Cybersecurity and Infosec
- DevOps

Salary Guide

Base salary range for 12 months (INR Lacs)

GCC / SSC

| Mid- to Large-Sized Captive Centres | 5 - 10 years | 10 - 15 years | 15 - 20 years | 20+ years |
|---|--------------|---------------|---------------|-----------|
| India Site Head / MD | - | - | 250 - 300 | 300 - 500 |
| Infrastructure / Cloud / Digital Workplace | 35 - 55 | 55 - 80 | 80 - 125 | 125 - 200 |
| Application / ERP | 30 - 50 | 50 - 75 | 75 - 100 | 100 - 200 |
| Data Security / Information Security / Cyber Security | 35 - 50 | 50 - 75 | 75 - 120 | 120 - 225 |
| Service Delivery / IT Operations / PMO | 25 - 45 | 45 - 80 | 80 - 120 | 120 - 150 |

Corporate IT

| MNC, Domestic Companies, Small-Sized Captive Centres | 5 - 10 years | 10 - 15 years | 15+ years |
|---|--------------|---------------|-----------|
| India Site Head / MD | - | - | 125 - 300 |
| CIO / IT Director | - | 70 - 100 | 100 - 300 |
| Infrastructure / Cloud / Data Centre | 35 - 55 | 55 - 75 | 75 - 100 |
| Application / ERP | 30 - 50 | 50 - 70 | 70 - 90 |
| CISO / Information Security / Cyber Security | 35 - 50 | 50 - 80 | 80 - 120 |
| Service Delivery / IT Operations / Project Management | 25 - 45 | 45 - 70 | 70 - 100 |

Development, Design & Architecture

| Product, E-commerce, Internet & Fintech | 4 - 10 years | 10 - 15 years | 15+ years |
|---|--------------|---------------|-----------|
| CTO / Head of Engineering | 30 - 90 | 60 - 150 | 100 - 300 |
| Design & Architecture | 30 - 80 | 60 - 90 | 90 - 180 |
| Software Development | 30 - 60 | 40 - 80 | 80 - 120 |
| DevOps Engineering | 25 - 55 | 40 - 100 | 80 - 150 |
| Quality Assurance | 25 - 45 | 45 - 70 | 75 - 110 |
| Product Management | 35 - 80 | 80 - 150 | 140 - 230 |
| Head of Tech Support | 20 - 50 | 40 - 80 | 70 - 120 |

Technology

IT Services

| Mid- to Large-Sized ITeS companies | 5 - 10 years | 10 - 15 years | 15 - 20 years | 20+ years |
|---|--------------|---------------|---------------|-----------|
| CIO / IT Director | - | - | 80 - 120 | 120 - 180 |
| Digital Transformation | - | 40 - 55 | 55 - 85 | 85 - 110 |
| Architecture | 30 - 40 | 40 - 55 | 55 - 70 | 70 - 90 |
| Applications / ERP | 20 - 35 | 35 - 45 | 45 - 70 | 75 - 100 |
| Infrastructure / Cloud / Data Center | 25 - 35 | 35 - 55 | 55 - 75 | 75 - 110 |
| CISO / Information Security / Cyber Security | 35 - 45 | 45 - 60 | 60 - 85 | 85 - 120 |
| Service Delivery / IT Operations / Project Management | 25 - 45 | 35 - 55 | 55 - 75 | 75 - 120 |

Digital & Analytics

| Early-Stage Startups, Product, Internet / Tech & Fintech | 3 - 6 years | 6 - 10 years | 10 - 15 years | 15+ years |
|--|-------------|--------------|---------------|-----------|
| Business Intelligence & Analytics | 30 - 50 | 50 - 70 | 70 - 90 | 90 - 120 |
| Risk & Fraud Analytics | 25 - 50 | 50 - 80 | 75 - 125 | 120 - 175 |
| Big Data / Data Engineering / Data Architecture | 30 - 45 | 45 - 65 | 70 - 90 | 90 - 150 |
| Data Science / Traditional Machine Learning | 30 - 45 | 45 - 60 | 60 - 120 | 120 - 180 |
| New Age Machine Learning / Artificial Intelligence | 35 - 50 | 50 - 80 | 80 - 150 | 150 - 250 |

| MNC Banks, Domestic Financial Institutions, Third-Party Consulting Firms, Management Consulting & GCCs | 3 - 6 years | 6 - 10 years | 10 - 15 years | 15+ years |
|--|-------------|--------------|---------------|-----------|
| Business Intelligence & Analytics | 20 - 35 | 35 - 50 | 55 - 75 | 75 - 100 |
| Risk & Fraud Analytics | 20 - 40 | 40 - 65 | 65 - 100 | 95 - 140 |
| Big Data / Data Engineering | 25 - 35 | 35 - 55 | 55 - 85 | 85 - 110 |
| Data Science / Traditional Machine Learning | 25 - 40 | 40 - 75 | 75 - 110 | 110 - 160 |
| New Age Machine Learning / Artificial Intelligence | 30 - 55 | 55 - 85 | 85 - 120 | 120 - 180 |

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Contracting

The temporary staffing and contingent workforce are set for significant growth in India's job market, driven by cost-time benefits, work-life balance considerations, and access to hiring specialised talent without geographical constraints.

Technological advancements, particularly in artificial intelligence and automation, may lead to workforce transitions, creating opportunities for contingent workers to bridge emerging skills gaps. The current macroeconomic environment and ongoing economic uncertainty encourage businesses to adopt more flexible workforce strategies.

The growing preference for flexible work arrangements among professionals makes temporary staffing appealing for employers and employees, addressing skill shortages while enabling swift, efficient hiring for crucial roles.

Top 5 most sought-after profiles

- Data engineers
- Full stack Developers
- AI/ML
- DevOps Engineers
- Cloud Engineers

Top 5 highest-paying jobs

- DevOps
- AI specialist
- Cybersecurity Consultant
- Full stack developer
- Data engineers

Top 5 most sought-after skills

- AI
- Python
- Kubernetes
- Cybersecurity
- GCP

Contracting

Salary Guide

Base salary range for 12 months (INR Lacs)

GCC / SSC

| Mid- to Large-Sized Captive Centres | 1 - 3 years | 3 - 5 years | 5 - 7 years | 7+ years |
|-------------------------------------|-------------|-------------|-------------|----------|
| Application Developer | 6 - 12 | 10 - 21 | 22 - 28 | 29 - 35 |
| Data Science / Data Engineer | 7 - 15 | 15 - 24 | 25 - 36 | 37 - 45 |
| Front-end Developer | 5 - 12 | 12 - 25 | 25 - 34 | 35 - 47 |
| Back-end Developer | 5 - 11 | 11 - 24 | 24 - 32 | 32 - 45 |
| Solution Architect | 7 - 15 | 15 - 26 | 26 - 37 | 37 - 52 |
| Cloud Engineer / Cloud Developer | 6 - 10 | 10 - 22 | 23 - 34 | 35 - 48 |
| AI / ML | 8 - 15 | 15 - 24 | 24 - 34 | 35 - 48 |
| Enterprise Architect | 6 - 10 | 11 - 24 | 25 - 36 | 38 - 47 |
| Cybersecurity Engineer | 5 - 10 | 11 - 24 | 25 - 35 | 36 - 47 |

Corporate IT Centres

| MNC, Domestic & Product Companies, Small-Sized Captive Centres | 1 - 3 years | 3 - 5 years | 5 - 7 years | 7+ years |
|---|-------------|-------------|-------------|----------|
| Application Developer | 5 - 11 | 10 - 20 | 20 - 25 | 26 - 35 |
| Data Science / Data Engineer | 7 - 15 | 15 - 24 | 25 - 36 | 37 - 45 |
| Front-end Developer | 5 - 12 | 12 - 25 | 25 - 34 | 35 - 47 |
| Back-end Developer | 5 - 11 | 11 - 24 | 24 - 32 | 32 - 45 |
| Solution Architect | 7 - 15 | 15 - 26 | 26 - 37 | 37 - 52 |
| Cloud Engineer / Cloud Developer | 6 - 10 | 10 - 22 | 23 - 34 | 35 - 48 |
| AI/ML | 8 - 15 | 15 - 24 | 24 - 34 | 35 - 48 |
| Enterprise Architect | 6 - 10 | 11 - 24 | 25 - 36 | 38 - 47 |
| Cybersecurity Engineer | 5 - 10 | 11 - 24 | 25 - 35 | 36 - 47 |

Contracting

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