

GENERAL MANAGER/ JOINT GENERAL MANAGER

KITCO seeks talented, growth- oriented and dynamic professionals who can lead the team as General Manager/ Joint General Manager and contribute to the growth of KITCO, taking it to higher levels of excellence on pan India and global levels.

Being an equal opportunity employer, it provides opportunity to candidates with the right skill sets and attitude to be considered for higher posts, on a fast track basis.

Requirements:

- First Class Graduate in Engineering
OR
Professionals with Management (Full Time) Degree, from premier institutions like IIM, or other reputed institutions.

Graduates in Engineering, with Post Graduation in Engineering/ Management as mentioned above will be given preference
- Minimum 25 years (for the post of **General Manager**), or 22 years (for the post of **Joint General Manager**) of professional experience, with a successful track record, and experience working at a senior management position in premier organization(s).
- Upper age limit of 55 years as on April 1, 2018.
- At least 5 years of experience with reputed Consultancy organization(s) desirable
- Attributes like strong communication and networking skills to deal with top representations of clients, contractors and other stake holders, including Senior State/ Union Government Officials.
- A team player with strong leadership traits, impeccable integrity and negotiation skills.

Responsibilities:

- To support the management team in providing leadership and deliverables towards the Company goals and Group objectives.
- Plan/direct/supervise and control all commercial, technical and administrative functions of the projects and programmes engaged by the Company.
- To spear- head Business Promotion/ Business Development activities of the organization, within and outside the State
- To liaise with top officials of State/ Union Government ministries, top representations of organizations like CXOs, clients, contractors and vendors and other stake holders like Governmental agencies, Civil society, etc., facilitating smooth project implementation.
- To lead an inspired team with high level of dynamism, commitment and diligence, imbining innovation in processes and technology.

Remuneration and Perquisites

Grade	General Manager	Jt. General Manager
Scale of pay	112900-5650-135500-6500-187500	100000-4800-128800-5650-174000
Dearness Allowance, calibrated to Government price indices	As per Central Govt. Norms (at present it is 7% of Basic pay)	As per Central Govt. Norms (at present it is 7% of Basic pay)
HRA	30% of Basic pay	30% of Basic pay
City Compensatory Allowance	300.00	300.00
Conveyance Allowance(if one owns and uses a Four wheeler)	7200.00	7200.00
Telephone – Mobile/Land phone	Actuals	Actuals
Medical Allowance for OPD consultations	1250.00	1250.00
Reimbursement of subscription for English Newspaper and English Magazine limited to:-	333.00	333.00
Company Contribution to Provident Fund	12% of Basic + DA	12% of Basic + DA
Approximate total emoluments at minimum of scale. (Performance related pay, monetized value of other perquisites would be additional)	178252.00	158923.00

(Total emoluments have been calculated based on the base figure of the scale for each grade)

Other benefits

- Free Lunch Facility
- Gratuity as per Gratuity Act
- Reimbursement of Hospitalization Expenses as per rules
- EDLI as per Employees Provident Fund and Miscellaneous Provisions Act, 1952
- Leave Encashment as per Company Rules
- Casual Leave/Sick Leave/ Privilege Leave as per Company Rules
- Incentive as per Productivity Linked Incentive Scheme of KITCO
- Site Allowance as per Company Rules if postings other than Head Office
- Reimbursement of Children Education and Hostel Allowance as per Rule 2BB of the Income Tax Act
- Leave fare concession as per Company Rules

Note:

Candidates with exceptional qualification & suitability to the post applied for, may be considered for additional increments at the time of initial joining. Grade as well as Remuneration & Perquisites will be commensurate with qualification and experience of the candidates, and will not be a constraint for the right candidates.