

## | OUR PEOPLE PHILOSOPHY



### Your Canvas

Bring your passion to work and grow with us. The possibilities are endless.



### Tough Love

We aren't just thinking about your potential at work, we also want to know what makes you - YOU!



### Whole Self

We believe that passionate, rounded individuals with diverse interests make for better Godrejites.

## ABOUT US

Godrej Industries is one of the Godrej Group's holding companies. We have significant interests in consumer goods, real estate, agriculture and gourmet retail through our subsidiary and associate companies, across 18 countries.

[Godrej Consumer Products](#) is an emerging markets FMCG leader, delighting consumers with innovative, superior quality products at affordable prices. [Godrej Properties](#) brings innovation and excellence to the real estate industry in India, delivering superior value through extraordinary and imaginative spaces created out of deep customer focus and insight. [Godrej Agrovet](#) is a diversified, Research & Development backed agri-business company, dedicated to addressing India's key agricultural crises. [Godrej Nature's Basket](#) is India's foremost retail destination for fine foods from across the world. Our Chemicals division, ranks among India's leading manufacturers of oleochemicals and surfactants and our products are exported to over 80 countries in North and South America, Asia, Europe, Australia and Africa.

Our Corporate Centre works across these companies and drives synergy and excellence across our diverse, growing portfolios. The teams at the Centre include Strategy, Strategic Marketing, Human Resources, Communication, Legal, Audit and Assurance, Information Technology, Finance, [Good & Green](#) and the [Godrej India Culture Lab](#).

**The Good & Green function** works to create a more employable Indian workforce, build a greener India, and innovate for 'good' and 'green' products. These goals are fuelled by Brighter Giving, a structured volunteering platform through which our team members can offer their time and skills to help address a non-profit organization's needs. For more information, [read this](#).



## Why Join US?

We promise Godrejites a culture of tough love; take serious bets on them and differentiate basis performance. We also understand that our team members play multi-faceted roles and so, we strongly encourage them to explore their whole selves. Our canvas is growing. In fact, our Vision for 2020 is to be 10 times the size we were in 2010.

We truly believe that while our amazing past distinguishes us, we are only as good as what we do next. We are looking for aspirational professionals who are motivated by innovation, creative thinking and collaboration. You will join a team of some of the best and brightest who are working together to build a company and a brand that is making a difference in the world

## About Godrej Careers 2.0

The Careers 2.0 program offers live business projects to women who are currently on a career break. We understand that you play multiple roles. That is why we offer aspirational and challenging projects across sectors and functions, with the added flexibility to help you balance your career and personal needs.

Our Careers 2.0 program offers women who have taken a career break, a chance to return to the workplace.

## Equal Opportunity at Godrej

We value diversity within the Godrej Group and are committed to offering equal opportunities in employment. We will not discriminate against any team member or applicant for employment on the basis of nationality, race, colour, religion, caste, gender, gender identity or expression, sexual orientation, disability, age, or marital status. Godrej Industries Limited and Associate Companies also subscribes to the CII-ASSOCHAM Code of Conduct for Affirmative Action.

## **JOB DESCRIPTION**

### **ROLE: Campus Relations**

#### **Key Responsibilities of the role**

This role will be responsible for developing and executing on campus strategies and initiatives for Godrej Agrovet across target schools for Graduate Trainees/Graduate Engineer Trainees, Executive Trainees and Management Trainees.

- Map the relevant institutes basis the cadre requirement – Graduate Trainees / Graduate Engineer Trainees, Executive Trainees and Management Trainees (Tier 1 & 2 institutes)
- Partner with the institutes to understand the slots for the year – Final Placements & Summer Interns and Seasonal hires.
- Design and execute on campus events including LOUD, pre placement info sessions, on campus interviews etc. along with managing onsite logistics
- Build relations with colleges/student representatives to drive hiring events on campus
- Design the role, qualification, competency and level wise mapping for Graduate Trainees / Graduate Engineer Trainees, Executive Trainees and Management Trainees
- Compensation benchmarking of the relevant industry players at the identified campuses.
- Formulate, conceptualize and execute the summer internship program for Graduate Engineer Trainees and Executive Trainees
- Ensure and facilitate seamless on-boarding process of all hires and interns
- Design feedback mechanism to identify dissatisfactions and strengthen the onboarding experience
- Analyze the career plans of the past campus recruits

#### **Key capabilities required for this position:**

#### **FUNCTIONAL CAPABILITIES**

- Ability to manage campus strategy
- Ability to build brand of the organization by way of continuous engagement at various stages of recruitment with different entities involved
- Develop operational plans and branding activities at assigned schools
- Develop cadre wise framework for trainees in line with roles, competencies etc.

#### **LEADERSHIP CAPABILITIES**

- Exceptional communication and interpersonal abilities – in one on one as well as group settings
- Ability to lead cross functional and cross business change initiatives
- Ability to manage multiple, complex tasks and prioritize accordingly
- Ability to analyze data to establish trends

- Strong project management capabilities
- Ability to lead and engage people without formal authority
- High degree of emotional and social awareness
- Ability to drive results in a fast-paced environment
- Presentation, power point, and excel skills are essential requisites

## Keen to learn more?

Visit our Careers page here:

[godrejcareers.com](http://godrejcareers.com)

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