

MANAGEMENT TRAINEES

Remuneration during training From Rs.20,000 to Rs.30,000 pm

Founded in 1959, Hawkins Cookers Limited is a professionally managed, public limited company. Sales in 2007-08 were Rs.218 crores, up 18% over 2006-07 and profit after tax was Rs.11.3 crores, up 50%.

Hawkins is the leader in the pressure cooker market for the last 30 years and has diversified successfully into the cookware market. Hawkins is known for its fair policies and ethical practices. Hawkins emphasises incentive payments by results and selection and promotion purely on merit.

Hawkins has a well-established training scheme for young men and women which leads to jobs in the management cadre in 18 months. Hawkins requires management trainees in various functions in its two offices in Mumbai and three factories which are in Thane near Mumbai, Hoshiarpur, Punjab, and in Jaunpur District, UP. After successful completion of training, individuals are confirmed with an appropriate increase in salary and benefits.

SALES

Fresh graduates are required as Sales Trainees to be posted in important towns in various parts of India. The job involves travelling intensively, managing dealers, modern retail and institutions and achieving sales targets. Incentives up to 6 months salary are available upon target achievements over and above the monthly remuneration of Rs.20,000.

ENGINEER

Diploma holders shall start at Rs.20,000 pm; engineering graduates shall start at Rs.25,000 pm; postgraduates and IIT graduates shall start at Rs.30,000 pm. The disciplines in which we are interested are mechanical, electrical, tool design and manufacture, product design, industrial engineering and material sciences. The jobs for which trainees are required are in:

- Tool design and manufacture
- Materials and procurement
- Manufacturing
- Production planning and control
- Product design
- Sub-contract
- Quality control
- Maintenance
- Engineering projects
- Industrial engineering

These jobs could be located in any of our three factories.

ACCOUNTS

Fresh commerce graduates will start at Rs.20,000 pm; cost accountants at Rs.25,000 pm and chartered accountants at Rs.30,000 pm. The jobs may be located at any of our three factories or two offices.

HUMAN RESOURCES

Fresh graduates with specialisation in HR shall start at either Rs.20,000 pm or Rs.25,000 pm depending upon the reputation of their institutes; candidates from IIMs and similar top institutes will start at Rs.30,000 pm. Persons with prior work experience will get appropriate credit for that experience in the matter of starting salary. The jobs will be located at any of our three factories or two offices.

INFORMATION TECHNOLOGY

The IT operations of Hawkins include an ERP system for its three factories, a self-developed sales information system and a supply chain management system. We are looking for fresh graduates with computer specialisation as well as IT professionals with different levels of experience. However, good practical knowledge of one or more of the following programming languages - Visual Basic, SQL, Power Builder, Java, ASP and Foxpro - is essential. Fresh graduates shall start at Rs.25,000 pm and IIT graduates at Rs.30,000 pm. Persons with more than two years relevant experience will also start at Rs.30,000 pm. The jobs will be located at any of our three factories or two offices.

MARKETING

Fresh graduates from management institutes with specialisation in marketing will start at Rs.25,000 pm; graduates from the IIMs and similar top institutes will start at Rs.30,000 pm. Persons with prior work experience will get appropriate credit for that experience in the matter of starting salary. The job is based in Mumbai.

THE NEXT STEPS

Candidates should be 21 to 28 years of age. The selection process shall consist of screening of applications; written test at various centers all over India; and group discussion and final interview in Mumbai for which return rail fares shall be paid.

Applications specifying the function in which the candidate is interested and giving full details of age, education and experience, if any, should be accompanied by a note (about 300 words) in English in the candidate's own handwriting on "Reasons why I am interested in this job". Apply promptly to Chief Executive-Personnel, Hawkins Cookers Ltd., P.O. Box 16083, Cuffe Parade, Mumbai 400 005.

