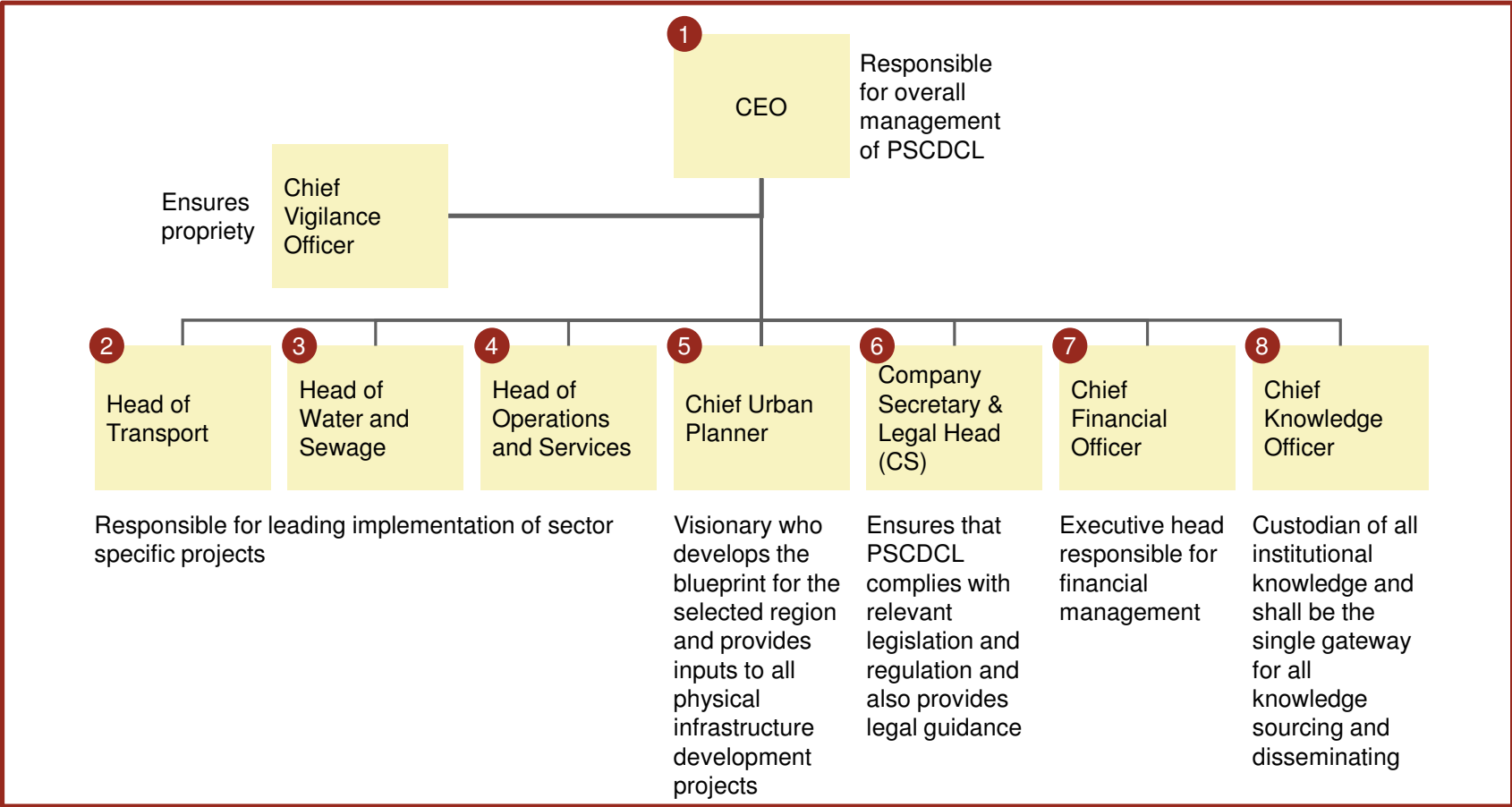


# Hiring of Key Managerial Positions

MoUD Workshop, Yashada, Pune  
November 24, 2016



# Organisation structure for PUNE Smart City Development Corporation Ltd.



Source: Pune Smart City Development Corporation Limited




## PSCDCL is focusing on hiring best-in-class talent across these roles: Select Examples

NON-EXHAUSTIVE

	Essential Qualification	Additional Desired Qualification
<b>CFO</b>	<ul style="list-style-type: none"> <li>• <b>Master's degree</b> in accounting or business administration/ <b>Chartered Accountants</b>/ equivalent degrees</li> <li>• At least <b>15 years of experience</b> out of which minimum of 5 years as CFO</li> <li>• Should have experience in partnering with an executive team, and have a high level of written and oral communication skills</li> </ul>	<ul style="list-style-type: none"> <li>• Preference will be given to candidates with an <b>MBA in Finance and the Certified Public Accountant or Certified Management Accountant</b> designations</li> <li>• Experience as <b>CFO in a large corporation</b></li> </ul>
<b>Chief Urban Planner</b>	<ul style="list-style-type: none"> <li>• <b>Master's Degree in Urban Planning</b></li> <li>• <b>15 years</b> of relevant experience</li> <li>• Should have experience in <b>implementing township/ large scale area development projects</b> as lead urban planner or Head of design</li> <li>• Fluency in English; excellent written/verbal communication skills required</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrated <b>experience in urban planning assignments in India</b> and abroad is an added advantage.</li> </ul>
<b>Head of transport</b>	<ul style="list-style-type: none"> <li>• Master's Degree in Business Administration/ Environmental Engineering/ Civil Engineering/ Computer Science/ Transport Engineering, with <b>10 years of relevant experience in relevant sector</b>, (or) Any Bachelor's Degree in Engineering with <b>20 years of experience in respective sector</b></li> <li>• Demonstrated experience <b>in planning, design and/or construction supervision</b> of similar projects.</li> <li>• Fluency in English; excellent written/verbal communication skills required</li> </ul>	<ul style="list-style-type: none"> <li>• Should have <b>experience in implementing ICT based solutions</b> that improve service delivery in respective sectors</li> </ul>

SOURCE : Pune Smart City Development Corporation Limited

## Three channels were engaged to source candidates


Source	Comments	Relevance
News paper	<ul style="list-style-type: none"><li>▪ Advertisements in Mid-Day (Mumbai) and Economic Times Ascent (All Editions)</li><li>▪ Limited response rate</li></ul>	
Job portals	<ul style="list-style-type: none"><li>▪ Jobs posted on Naukri.com , MonsterIndia.com and IIMJobs</li><li>▪ Large number of responses being received daily especially for CFO and CS positions</li></ul>	
PMC website	<ul style="list-style-type: none"><li>▪ Notifications published through a link on the homepage</li><li>▪ Low response rate</li></ul>	

Three step process was followed to select the KMPs

	Step 1: Screening	Step 2: Shortlisting	Step 3: Interview
Process	<ul style="list-style-type: none"><li>▪ Large number of sourced profiles</li><li>▪ Need to check primarily for essential academic and work qualifications</li></ul>	<ul style="list-style-type: none"><li>▪ Screened profiles will be assigned additional marks based on quality of essential qualifications</li><li>▪ Goal is to achieve ~10 strong candidates for each position</li></ul>	<ul style="list-style-type: none"><li>▪ Send a proforma to shortlisted candidates</li><li>▪ Provide interviewers with resumes</li><li>▪ Capture interviewer feedback</li></ul>
Criteria	<ul style="list-style-type: none"><li>▪ Essential qualification e.g., 15 yrs. work experience</li></ul>	<ul style="list-style-type: none"><li>▪ Marks for essential qualification e.g., 1 per additional year of experience</li></ul>	<ul style="list-style-type: none"><li>▪ Industry and application</li><li>▪ Motivation and initiative</li><li>▪ Professional networking</li><li>▪ Communications and sociability</li></ul>

We have initiated recruitment across 7 posts and have received 3500+ applications

Post	Description	Number of Applications
1 Chief Urban Planner	Provides inputs and develops blueprint for infrastructure projects	199
2 Head of Transport	Responsible for sector specific projects	197
3 Head of Water and Sewage	Responsible for sector specific projects	241
4 Chief Financial Officer	Executive head responsible for financial management	1380
5 Chief Knowledge Officer	Responsible for knowledge management and sharing	317
6 Head of Operations & Services	Responsible for O&M for projects across sectors	639
7 Company Secretary	Ensures regulatory compliance and gives legal guidance	606



**Currently interviews are being conducted and offers would be made over the next month**

THANK YOU

