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Integrated Headquarters of the
Ministry of Defence (Navy)
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Chanakyapuri
New Delhi 110021

DX/300/INPA

15 Sep 21

The Flag Officer Commanding-in-Chief
(for COS)
Headquarters, Southern Naval Command
Kochi 682004

The Flag Officer Commanding-in-Chief
(for COS)
Headquarters, Western Naval Command
Mumbai 400001

The Flag Officer Commanding-in-Chief
(for COS)
Headquarters, Eastern Naval Command
Visakhapatnam 530014

The Naval Component Commander
Andaman & Nicobar Command
c/o Navy Office
Port Blair 744102

MoU FOR EMPLOYMENT WITH FLIPKART

1. Refer to 313 IG of 15 Sep 21.
2. **Introduction.** Memorandum of Understanding for employment of retired/ retiring personnel has been concluded with Flipkart on 15 Sep 21. The MoU would facilitate permanent employment of retiring / retired personnel across the length and breadth of the country in all Flipkart Mother hubs/ corporate offices.
3. Retired/ retiring personnel, would be employed based on in-service experience and on the basis of suitability of the candidate. Levels of employment, designations, job roles, and indicative CTC ranges are tabulated below:-

(a) **Officers.**

<u>Ser</u>	<u>Desig (Corp)</u>	<u>Desig (Ekart)</u> – <u>warehousing</u>	<u>Grade</u>	<u>Approx years of service</u>	<u>Salary</u> <u>Band</u> <u>(Approx)-Corp Level</u>
(a)	Asst Manager	Mother Hub -Ops Manager I	9	Up to 10	14 -18 lacs
(b)	Manager	Mother Hub -Ops Manager II	10		18-23 Lacs

<u>Ser</u>	<u>Desig (Corp)</u>	<u>Desig (Ekart) – warehousing</u>	<u>Grade</u>	<u>Approx years of service</u>	<u>Salary Band (Approx)-Corp Level</u>
(c)	Senior Manager	Mother Hub-Ops Sr. Manager-I	11	10-12	23-28 Lacs
(d)	Senior Manager II	Mother Hub-Ops Sr. Manager- II	12	12-14	29-37 Lacs
(e)	Associate Director	Mother Hub-Ops Associate Director	13	14-15	37-43 Lacs
(f)	Director	Mother Hub-Ops Director	14	15-18	51-64 Lacs

(b) **Sailors.**

<u>Ser</u>	<u>Desig (Corp)</u>	<u>Desig (Ekart) – warehousing</u>	<u>Grade</u>	<u>Approx years of service</u>	<u>Salary Band (Approx)-Corp Level</u>	<u>Desig (Ekart) – City Logistics</u>
(a)	Interns/ Management Trainee	Mother Hub-Ops Incharge	5	Ldg & Below	4-7 lacs	Team Lead
(b)	Executive	Mother Hub-Ops – Ser Executive	6			Team Lead/ Senior Executive
(c)	Senior Executive	Mother Hub - Ops Lead	7	PO & Above	8-13 lacs	Lead
(d)	Specialist	Mother Hub - Ops Department Manager	8			Assistant Manager/ Area Manager

4. **Selection Procedure.** Post scrutiny of the resume, the HR would indicate the process to be followed by recruiter to the individual.

5. **IN Procedure.** Applications for employment of retiring officers, retired personnel are to be processed as follows:-

(a) **Retiring Officers.** Retiring officers are to forward their resumes to INPA (email- inpa@navy.gov.in) through Command Placement Cells, duly approved by Commanding Officer/ OsIC/ CSO (P&A)/ Organisation heads.

(b) **Retired Personnel.** Retired personnel are to forward their resumes directly to INPA by e-mail along with a copy of Service Certificate/ PPO. Retired personnel may also forward resumes through CRSOs (draft indicative format enclosed) and Command Placement Cells after due verification process.

(c) **Retiring Sailors.** Initial interviews of retiring sailors would be conducted at NAVPEN/ Release Centre. Short- listed/ empanelled sailors would, thereafter, be required to follow Flipkart selection process.

6. **Training**. Two weeks of post-induction training will be carried out by Flipkart at its Bengaluru facility (lodging, boarding and traveling allowances will be paid for by the firm).
7. **Disclaimer**. IHQMoD (N)/DESA would facilitate the process of employment of retiring/ retired personnel by forwarding resumes received for the same. However, final call on selection, pay/ perks, location of employment etc is the sole prerogative of M/s Flipkart. No queries/ grievances on these matters would be entertained at this HQ.
8. It is requested that contents of this letter be widely publicised.



(Pankaj Sharma)
Cmde (ESM Affiars)

Copy to:-

The Commodore
Bureau of Sailors
Cheetah Camp, Mankhurd
Mumbai 400088

The Commanding Officer
INS India
Dara Shikoh Road
New Delhi 110001

The Officer-in-Charge (Release Centre)
Cheetah Camp, Mankhurd
Mumbai 400088

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