

Integrated Headquarters of the  
Ministry of Defence (Navy)  
6<sup>th</sup> Floor, Chanakya Bhawan  
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 (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)</u> - warehousing	<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)</u> - warehousing	<u>Grade</u>	<u>Approx years of service</u>	<u>Salary Band (Approx)- Corp Level</u>	<u>Desig (Ekart)</u> - City Logistics
(a)	Interns/ Management Trainee	Mother Hub- Ops Incharge	5		4-7 lacs	Team Lead
(b)	Executive	Mother Hub- Ops - Ser Executive	6	Ldg & Below		Team Lead/ Senior Executive
(c)	Senior Executive	Mother Hub - Ops Lead	7		8-13 lacs	Lead
(d)	Specialist	Mother Hub - Ops Department Manager	8	PO & Above		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](mailto:inpa@navy.gov.in)) through Command Placement Cells, duly approved by Commanding Officer/ OsIC/ CSO (P&A)/ Organisation heads.

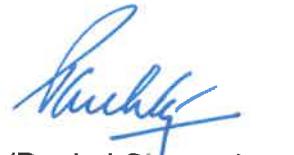
(b) **Retired Personnel.** Retired personnel are to forward their resumes directly to INPA by e-mail along with a copy of Service Certificate/ PPO. Retired personnel may also forward resumes through CRSOs (draft indicative format enclosed) and Command Placement Cells after due verification process.

(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 Affairs)

**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

**Internal**

**NA/ VCNS**

**SO/ DCNS**

**TA/ COM**

**SO/ COP**