

This Factsheet has been produced for Indian students planning to return to India for work. Information was sourced through employer and alumni interviews, and desk research.

Labour market

India's GDP grew 6.6% between 2017 and 2018, and its workforce is estimated to reach 160-170 million by 2020 (IBEF, 2018). It is predominantly a service market (UKIBC, 2018). A rapidly evolving market, in 2016, the number of new types of jobs increased by 15% (TeamLease).

Key Sectors and employers

India is home to many multi-national corporations (MNCs). These companies have results-oriented environments with an emphasis on productivity. The working culture of Indian companies is becoming more similar to MNCs due to the fast-growing economy. Most jobs are located in Tier 1 cities, especially:

- Delhi – North India's biggest commercial hub. Main sectors are manufacturing, retail, power, telecommunications, retail
- Mumbai – wealthiest city in India and home to the two most important Indian stock exchanges. Previously dominated by cotton textiles, but diversified to include main sectors of engineering, diamond polishing, IT, healthcare
- Bangalore - IT hub; commonly called the 'Silicon Valley of India'. As well as IT, main sectors include biotechnology, aerospace, aviation, manufacturing

However, opportunities in some Tier 2 cities are increasing, including:

- Pune – known as "Oxford of the East" because of its many educational institutions. As well as education, main sectors include manufacturing and IT
- Mysore – main sectors include tourism and IT
- Chandigarh – most residents have worked for or retired from government services. Main sectors include tourism, manufacturing, agriculture

Some examples of major employers in key sectors, many of whom have employed University of Bristol graduates, are:

<i>Engineering and Manufacturing</i>	Airbus India, Genser Aerospace, Tata Motors, Mahindra and Mahindra, Larsen and Toubro, Rolls Royce India
<i>Finance and Consulting</i>	Accenture, KPMG, PwC, McKinsey and Company, Deloitte
<i>Law</i>	Stephenson Harwood, Linklaters, Clyde and Co, Hogan Lovells International
<i>IT</i>	Microsoft, IBM, Tech Mahindra, Google, Wipro, Tata Consultancy Services, Adobe
<i>Media and Entertainment</i>	Zee Media, Music Broadcast, Eros International
<i>Education</i>	NIIT, Amity University, People Combine, Punjab University

The 2018 top 10 companies to work for, based on employee satisfaction are:

1) SAP Labs, 2) Intuit, 3) American Express, 4) Adobe, 5) DHL Express, 6) Marriott Hotels, 7) GCPL, 8) Music Broadcast, 9) Intercontinental Hotels, 10) Mahindra and Mahindra [Economic Times, 2018](#)

Key facts

<i>Graduate starting salaries</i>	~ INR 800, 000 to 1,200, 000 (~£8,900 to ~£13,300) for students from an average institution. Students from premium institutions (IITs, IIMs and reputed foreign universities) receive a starting package upward of INR 2,500,000 (~£27,700) (Figures based on a graduate holding a BE and MBA, UKIBC 2018. NB other sources suggest these figures may be high so treat cautiously). TeamLease detail India salary information by job role, location and length of experience.
<i>Working week</i>	In theory, up to 48 hours a week, and 9 hours at the most in a day.
<i>Holiday</i>	In corporate jobs, you may end up working more (Target Jobs) 18-24 days, plus 10 bank holidays a year (NASES)

The [UK India Business Council](#) is a useful source of further information on labour market trends.

What employers are looking for

A [British Council](#) survey of 200 major companies operating in India found that 41% hired at least one foreign-educated graduate between 2012 and 2014.

Indian employers prioritise the following three areas when hiring employees (iPleaders blog, 2017):

- Qualifications for the job offered
- Any kind of relevant experience, which can include internships
- Some knowledge/understanding of the relevant industry.

When considering overseas returnees, employers look additionally for:

- **A high-ranking university** - emphasise Bristol's status as a top 4 UK university with leading employers (High Fliers 2018), a top 10 UK university (QS Rankings 2018), and the 51st university internationally (QS Rankings 2019)
- **English language proficiency** - this is especially advantageous for MNCs with global clients
- **Excellent communication skills**
- **Experience of an international work environment** – bringing enhanced **team-work and organizational skills**, and **cultural sensitivity**.

Increasing your employability

- Grow your network in India. Connect with alumni of the University of Bristol and other educational institutes you have attended on [LinkedIn](#) (currently there are 403 alumni living in India). Follow alumni and employers so you can keep up with what is going on in your field
- The British Council in India has held UK-India Career Summits in different Indian cities in the past, to allow UK-educated alumni to connect with employers, usually between December and March. Stay updated on their [upcoming events](#) and register to attend
- Develop your networks and soft skills by enrolling in the [Bristol PLUS Award](#)
- Get work experience in sector(s) you are interested in by applying to [internships or part-time jobs](#). Highly relevant work experience could allow you to negotiate a higher graduate salary with employers, although it is important to have realistic expectations. Indian employers can be put off returnees who expect a higher salary simply due to having studied overseas. Internship opportunities include the:

- [SME Internship Scheme](#) which provides opportunities with local SMEs
- [Q-Step Internship Scheme](#) which develops your quantitative skills via experience of using data in real world contexts. Currently available to undergraduate students studying Childhood Studies, Criminology, Education, Geography, Politics, Sociology or Social Policy.
- [Industrial Liaison Office Internship Scheme](#) for students of Engineering and Computer Science. Internships take place all over the world including in India.
- Companies who have recently hired a foreign-educated graduate are more likely to have an internship scheme which will be receptive to foreign-educated students (British Council, 2014).

The recruitment process

Where to find jobs

Recruitment agencies include:

<https://www.alliancerecruitmentagency.com/>

<https://www.sutrah.com/#homePage>

Popular job portals:

<https://www.naukri.com/>

www.firstnaukri.com Job advertisement portal specifically for fresh graduates

<https://www.quikr.com/jobs> Job advertisement portal – a lot of blue collar jobs but useful for the IT sector, sales/marketing and teaching

[Target Jobs](#) has advice on finding work in India, although not all is targeted towards Indian nationals.

Timings

Campus recruitment at Indian universities is the main way Indian employers find new graduates. It takes place between October and April, depending upon the industry. Some sectors, such as IT, may undertake campus recruitment from February to April based on their previous quarter's performance and upcoming projects. After the campus recruitment period, companies hire new employees based upon references from current employees.

As you will not be able to take part in campus recruitment, it is extremely important to **build an effective network ahead of time** with employees in companies you might want to apply for. This will help you stand out in the application process and be considered alongside peers in your home country.

University of Bristol alumni also emphasise the usefulness of making speculative applications through your connections, as well as applying to roles advertised on job boards and company websites.

Employers also highlight the importance of appraisal periods for non-graduate specific recruitment. The appraisal season usually takes place between April and June, after which there is a lot of movement within the job market and new positions may open up.

The stages of the application process will differ depending upon the company. Usually you will face three main stages – your initial application, assessment and interviews. The initial application can take on various formats, such as an application form, a resume or a 'walk in' interview. Assessments may involve tests or group discussion. You are likely to have more than one interview at the final stage.

Your resume

Finding a job in India for Indian students

In India, a CV is referred to as a resume:

- Most employers will want a 1-2 page resume
- As in the UK, ensure you are tailoring your CV and cover letter to the employer and role
- You could include the University of Bristol's world rankings
- Some recruiters may ask you to include a photo
- Include the languages you can speak
- Quantify wherever possible what you have achieved during your work experience.

Find more resume advice at:

<https://timesofindia.indiatimes.com/life-style/relationships/work/The-6-second-CV/articleshow/35769692.cms>

<http://www.jobstreetindia.com/tips-on-writing-a-resume/>

<http://www.resume.naukri.com/sample-resume-for-freshers> Examples for different sectors

Interviews

- Research your industry and the company before the interview
- Branding is important – sell your skills/abilities e.g. think of examples in advance of how you have demonstrated each skill in the job description – what you did and what the outcome was
- Dress smartly and try to stay composed
- When the interviewer asks if you have questions at the end, you can find out about the company culture, policies and opportunities for progression
- Ask for the interviewer's business card and send a thank you note to them, demonstrating your commitment to networking and appreciation of their time

Overall, employers will be looking at your motivation for the job and your skills.

Research company culture and gain insights into likely interview questions at [Ambition Box](#), India's equivalent of Glassdoor. [Monster India](#) also has interview tips and guidance on likely questions.

Last updated October 2018. This guide is available within Resources on mycareer.