

**PLACEMENT DRIVE NOTIFICATION**

<b>Company</b>	<b>Saint-Gobain India Pvt Ltd.</b>
<b>About the Company</b>	<p>"The Customer is King". Nowhere else has this statement been truer than in the case of Saint-Gobain. Started in 1665, Saint-Gobain's first customer was Louis XIV, the King of France. Over the next three and half centuries, the centrepiece of Saint-Gobain's strategy is to make a significant contribution to the creation of great Living Spaces and the improvement of Daily Life, by combining comfort and sustainability, and therefore enhance wellbeing.</p> <p>Saint-Gobain designs, manufactures and distributes materials and solutions which are key ingredients in the wellbeing of each of us and the future of all. They can be found everywhere in our living places and our daily life: in buildings, transportation, infrastructure and in many industrial applications. They provide comfort, performance and safety while addressing the challenges of sustainable construction, resource efficiency and climate change.</p> <ul style="list-style-type: none"> <li>• 2019 Sales 45 Billion EUROS</li> <li>• Operates in 67 countries with more than 180 000 employees.</li> <li>• Listed in the Fortune 500 Global List (2019)</li> <li>• Consistently ranked in the top 100 innovative companies (Derwent Top 100 Global Innovators 2018-19) worldwide.</li> </ul> <p>Saint-Gobain has been organized into 6 regions serving the local markets in the following businesses viz. Distribution, Construction Products and Building Glass. The High Performance Solutions businesses are identified to serve the customers globally in the High Performance Materials and Automotive Glass products.</p> <p>Website: <a href="http://www.saint-gobain.co.in">http://www.saint-gobain.co.in</a></p>
<b>Job Profile</b>	<p><b>E4 – Saint Gobain Envision TADP (Talent Acquisition &amp; Development Program) 2022</b></p> <p><u>The Envision Programme</u>        With the strong belief that Talent is infinite, Saint-Gobain Glass Business has pioneered a unique Talent Identification programme viz. E4 -Saint Gobain Envision ( TADP ) Talent Acquisition &amp; Development Program partnered with E4 Development &amp; Coaching Ltd.</p> <p><u>About E4 Development &amp; Coaching Ltd : (www.e4india.com)</u>        E4 is a Human Capital Development Initiative and is engaged in Business Consulting, Corporate Training &amp; MBA Talent Management Programs. E4 also host India's first and largest E4 - MBA Intercollegiate Summer Trainee Awards (India Region) competition each year that identifies the Best of Bet TOP 100 students in the country across over 350 premier and other B schools and spanning 60 cities. E4 has designed and developed the E4 TADP – Saint Gobain Envision Program as Education and Knowledge Partner and has been jointly conducting the same for the last 6 years to identify train and certify talent for Saint Gobain India.</p>
<b>Job Description</b>	<p><u>Roles &amp; Responsibilities</u></p> <ul style="list-style-type: none"> <li>• Develop Market for SG Business in allocated area</li> <li>• Interacting &amp; developing rapport with the customer at all levels for customer retention and achievement of service revenues.</li> <li>• Identify streams of revenue generation.</li> <li>• To expand the presence of SG in markets.</li> </ul> <p><u>What will be your Job?</u></p> <ul style="list-style-type: none"> <li>- Exposure to the latest Technics &amp; Technology in the world of selling.</li> <li>- Projects in the areas of</li> <li>- Retail Sales Segment</li> <li>- Key account management</li> </ul>
<b>Job Location</b>	PAN India
<b>Eligible Degrees</b>	<b>MBA (Marketing)</b>
<b>Eligibility Criteria</b>	<ul style="list-style-type: none"> <li>• Age not exceeding 24 years as of December 2022</li> <li>• 60% marks across all exams till date</li> <li>• Fluency in English, Hindi and one Regional Language</li> <li>• Only Sales and Marketing students who are ready to relocate anywhere in India</li> <li>• Can join immediately if selected</li> </ul>

	<ul style="list-style-type: none"> <li>• Have their own Accident and Medical Insurance Policy</li> <li>• Have a valid driving license 2 wheeler / 4 wheeler</li> </ul>
<b>Desired Skills</b>	<p><u>What are the Role Competencies that you should possess?</u></p> <ul style="list-style-type: none"> <li>• Influencing, Persuasion &amp; Assertion Ability</li> <li>• Creative Problem Solving</li> <li>• Team Player Skills</li> <li>• Attention to detail and Sense of Urgency</li> <li>• An ability to communicate fluently in English – Verbal and Written</li> <li>• Relationship management</li> <li>• Customer focus</li> <li>• Planning &amp; organising</li> <li>• Result focus</li> </ul> <p><u>Alignment with the SG Attitudes:</u></p> <ul style="list-style-type: none"> <li>• Cultivate Customer Intimacy</li> <li>• Act as an Entrepreneur</li> <li>• Innovate</li> <li>• Be Agile</li> <li>• Build an Open and Engaging Culture</li> </ul> <p><u>What is the mind-set that you must possess as a part of the work?</u></p> <ul style="list-style-type: none"> <li>• An entrepreneur desire</li> <li>• The ability to vision and build a sustainable business</li> <li>• A solution oriented mind set</li> <li>• Enjoy travel as a part of the job requirements</li> <li>• Ability to work with constant change</li> <li>• A strong business target oriented and commercial mindset aimed at growth year on year.</li> <li>• An ability to manage large events and get together</li> </ul>
<b>Benefits to the Student</b>	<ul style="list-style-type: none"> <li>• Exposure to the Building Material and Construction Industry</li> <li>• Opportunity to train with the world class organization</li> <li>• Undergo a blend of classroom and experiential learning</li> <li>• Opportunity to join Saint Gobain as a Frontline Sales &amp; Marketing Professional subject to performance criteria being met during the training program.</li> </ul>
<b>Other details</b>	<p><u>Structure &amp; Pay of the Programme</u></p> <p><b>Envision Trainee Period</b> : During the First 3 month preliminary Business Internship with KPIs</p> <ul style="list-style-type: none"> <li>• Rs 15000/= per month as scholarship for home locations &amp;</li> <li>• candidates located in areas away from their home locations the Scholarship @ Rs.20000/- per month</li> </ul> <p><b>Sales Trainee Period</b> :- During the next 3 month of Sales Trainee – Goal Based Internship</p> <ul style="list-style-type: none"> <li>• Rs 30000/= per month as scholarship</li> </ul> <p><u>Incentive:</u> An Incentive earning opportunity of Rs. 150000/- going upto Rs.200000/- per annum</p> <p><u>Loyalty:</u> Any employee who performs &amp; completes 24 months of employment (after the six months of internship) in the roles of the company are also eligible for a Loyalty bonus of Rs.1,00,000/-</p> <p><u>Your career progression at Saint Gobain?</u></p> <ul style="list-style-type: none"> <li>• Post the first 3 years of field engagement and based on the internal performance criteria you will be identified for the Role of First Time Manager.</li> <li>• Based on a further 3 years as First Time Manager you will be identified for a senior leadership development program and identified as future leader in the company with independent responsibility.</li> </ul>
<b>Compensation (CTC)</b>	<b>Rs. 4.90 – 5.25 LPA</b>
<b>Selection Process</b>	Will inform later
<b>Date &amp; Time of Interview</b>	Will inform later
<b>Venue</b>	Virtual/Online