



MT Program @Elemetrik

Purpose: Hire quality talent who can be groomed into various positions and functions over time. Intended for long-term potential employees who would like to build a career with the company. The company would prefer candidates who are keen to move across functions and build a variety of skills over the first 2 years before specializing in any particular area.

Functions for Initial Induction: During the first year, the MT will gain diverse experience by working across various functions. These include Program Management, Platform and Analytics, Sales, Marketing, Content Development, and Product Management. Please note that this will not cover Technology functions. This multifaceted exposure will equip the MT with a holistic understanding of the organization, setting the stage for potential function-specific roles in the future.

Location: All MT roles will be located in Gurgaon & Bhubaneswar. After the MT period, the individual can apply for a transfer to Bhubaneswar/Gurgaon, subject to role availability (based on mutual agreement between the candidate and the company).

Typical Career Progression Guidelines:

Level	Time Frame	Remarks
Senior Consultant/Manager (Function)	24 months+	Must move to another function if not moved earlier. Start building expertise.
Consultant/Assistant Manager	18-24 months	Ideally should move to another function but optional.
Senior Associate (Function)	12-18 months	Function allocated based on interest and capability. Continues in one function.
Management Trainee	1 year	Covers 2-4 functions in the first year. Confirmation after six months based on performance.
Intern/Associate		Candidates can be hired as interns before acquiring a Master's or MBA degree. Once they have the degree, they will be given an MT appointment if they have already been selected for the MT position. Graduates can be hired as associates, directly promotable to Senior Associates with performance.

**Remuneration:**

Senior Associate	Based on performance
MT (Second six months)	35,000 per month + benefits
MT (First six months)	28,000 per month + benefits
Intern/Associate	15,000 – 18,000 per month

Primary Qualification for MT: MBA or Masters in any subject.

Candidate profile: A tech-savvy individual with a positive attitude towards work, demonstrating learning agility and critical thinking skills. Should be willing to take on challenges, stretch their abilities, and be flexible to move across functions. Must possess strong communication and collaboration skills to work with diverse teams.

Note: This is a confidential document not for public circulation

About Elemetrik:

Elemetrik, a sister company of Think Talent Services, is headquartered in Ireland. It offers a SaaS Talent Management platform to clients globally. This platform, also used by Think Talent, enables Consulting teams across the world in going digital with their assessment and learning solutions through our cloud-based SaaS platform. The Elemetrik platform allows consulting teams to bring all their stakeholders onto one integrated platform, provide a modern, engaging interface to their users, and leverage automation to significantly improve their productivity, profitability, and scale. Incubated within Think Talent, one of the most reputed talent management services firms in India, we have built a tried-and-tested platform that has been used to deliver hundreds of thousands of assessments and courses over the last 18 months.

Learn more: www.elemetrik.co

About Think Talent:

A new generation is entering the workplace. This is the digital generation — they embrace technology and work and learn differently. At Think Talent, we are constantly trying to answer the question: How can we develop this new workforce more effectively? Since we started our journey in 2010, we have leveraged technology, along with our capabilities in content development & program management, to conceptualize & deliver cloud-based products related to talent management processes like Assessments, Learning & Capability Building, and Development Planning. Our Products are designed to be simple, scalable & cost-effective. Over the last 8 years, we had the privilege to work with more than 200+ organizations globally to support them in strengthening their talent management practices & processes. Our founders are experienced senior professionals with 50+ years of cumulative experience working in key HR leadership roles across the world. We are currently 60+ people strong and growing rapidly.