

Management Trainee Programme

Values



CONFIDENTIAL

Group Structure



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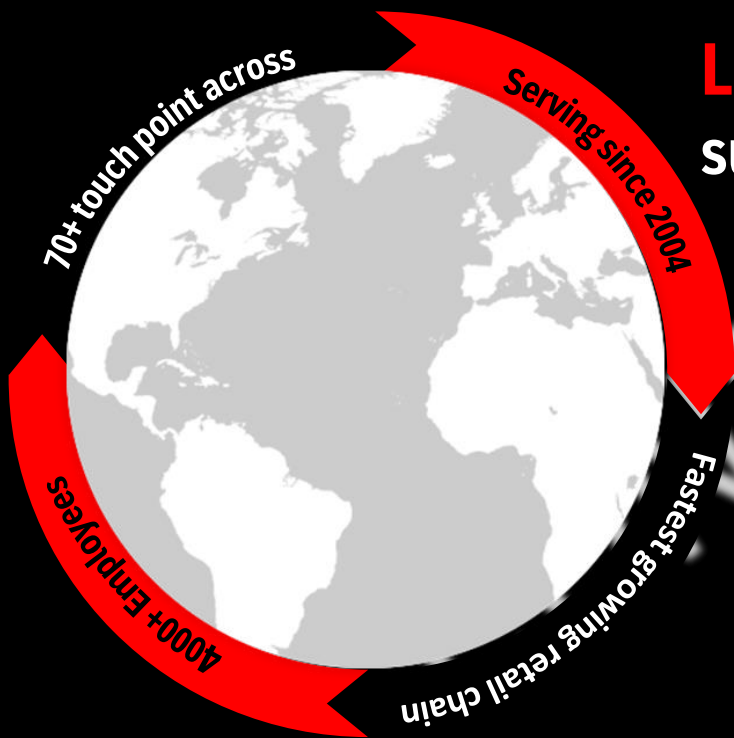
Conglomerate



Our Reach

4000+ Employees – Nationals & Expats

70+ Super market



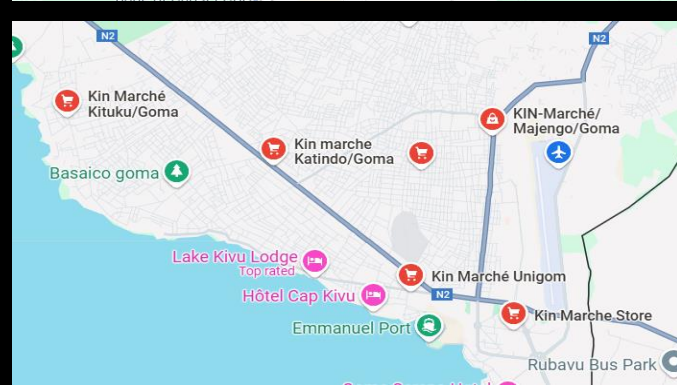
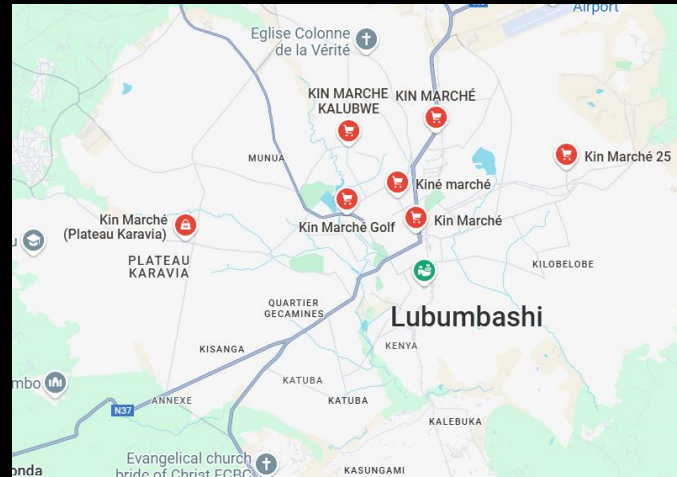
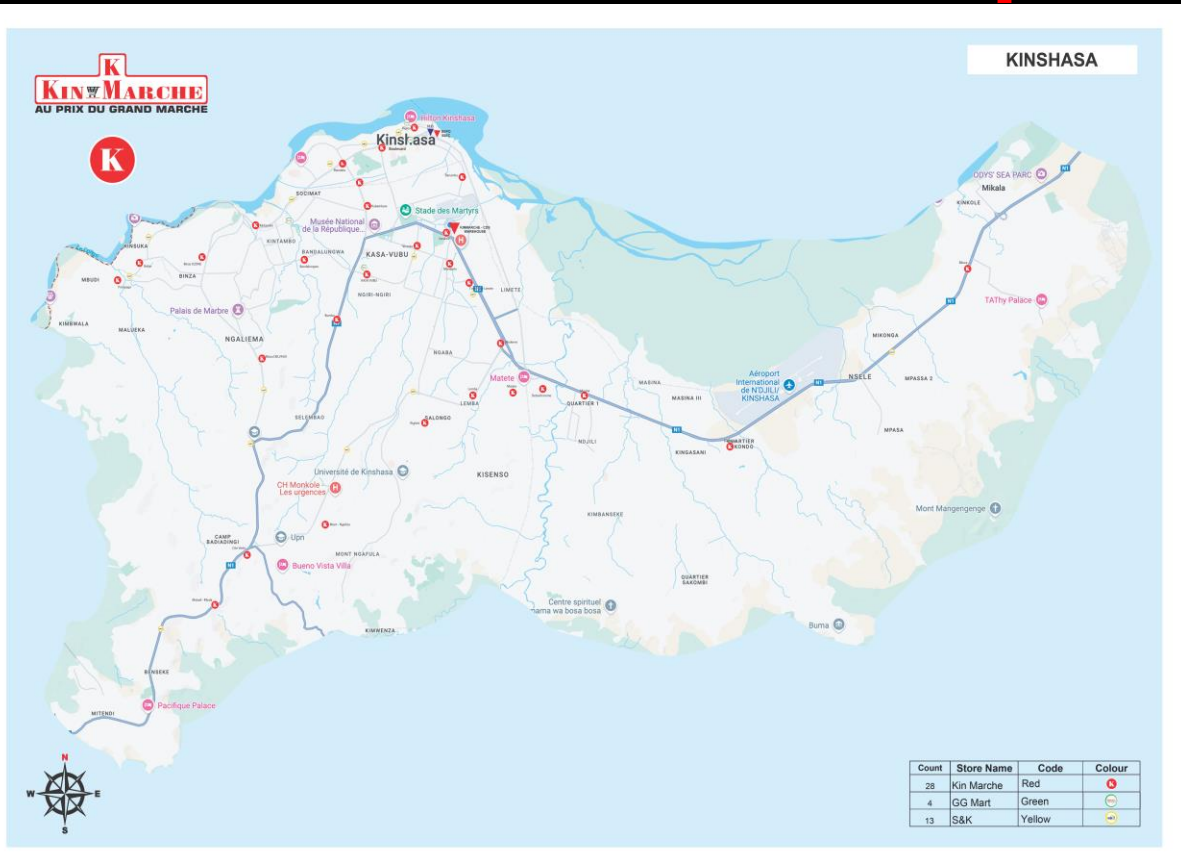
LLeading chain of food supermarkets

Operating Since **2004**

Commitment-Serving our communities to live a better life



Our Footprints



Kin Marché is a chain of food supermarkets present in the Democratic Republic of Congo since 2004 and belonging to the BNB Group

Kin Marché is deployed throughout the cities of Congo to meet the daily needs of each Congolese family with ranges of quality products at the best price

In 21 years, we have become the leader in food distribution with more than 70+stores spread across Kinshasa, Katanga, Goma, Boma and Matadi



Website : <https://www.kinmarche.com>

LinkedIn: <https://www.linkedin.com/company/kinmarche/>

Kin Marché Reviews by 50+ Employees | Rated 4.1/5 | Ambition Box

Kin Marche Reviews: Pros And Cons of Working At Kin Marche | Glassdoor

Beginning : 2004[1]



| | | | | | |
|------|------|---------|----------|---------|--------|
| BOMA | GOMA | KATANGA | KINSHASA | KOLWEZI | MATADI |
|------|------|---------|----------|---------|--------|

Job Role's



01

**Head
Cashier**

02

**Depot
Executive**

03

**Asst. Store
Manager**

04

**Store
Manager**

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HIRING & TRAINING PROCESS



Campus Process



Selection

Online Assessments
(Aptitude +
Psychometric)

Group Discussion /
Case Discussion
(Optional)

Personal Interview
Rounds

Final Evaluation
& Offer

Nurturing

Induction &
Orientation

Functional Rotations / De
partmental Exposure

Project Assignment

Performance Review
& Role Fitment

Role Confirmation

Final Evaluation
Period (Last 30-45
Days)

Completion of
Learning Program

Fitment & Role
Allocation

Role Confirmation

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Compensation & Benefits

Compensation

- Monthly Salary USD \$ 500 (As per the rate of INR)
- In INR 44,500, per annum 5.34 L (@ rate of \$)
- One time performance bonus USD \$ 200 (Post Confirmation)
- Eligible for 100% of incentive structure as per policy (Post Confirmation)
- Upon role change to SM 40% increment (1st year)
- Yearly Bonus & Increment (on performance based)

Benefits

- Sharing bachelor accommodation
- Food, Laundry, Medical, & Local Transport
- Tax free Salary
- 30days paid vacation after 2yrs completion
- Yearly bonus & increment-based
- Visa & Tickets Economic Class (from Mumbai)
- Retirement fund value 3% & Gratuity policy
- Long Service Award
- Sick Leave & Congo National Holidays
- Rotational weekly off

Terms & Conditions

- 4yrs|Contract (2+2)
- Smoking & drinking alcohol is not allowed in Congo
- Probation 6months
- In case of exigency leaves (max 15 days allowed) you can travel to India at your own travel cost + recruitment cost to be recovered
- In case of breach of contract, recruitment cost is recovered
- Notice period is 3months in case you resign at any point of time
- Passport will be with company during the tenure





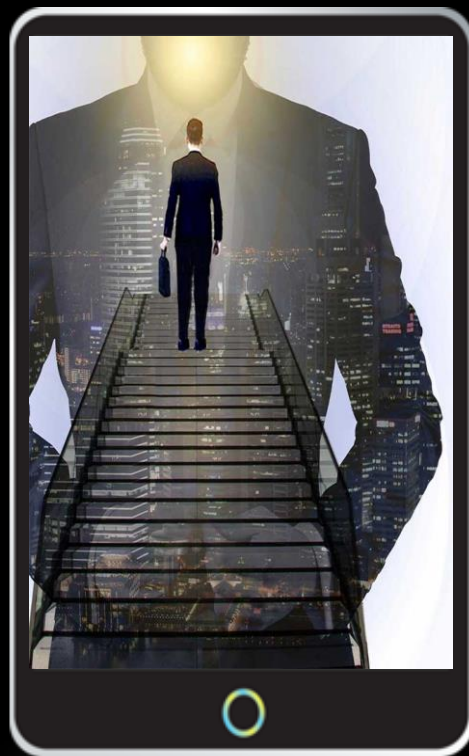
What matters is.....



RESILIENCE
OPEN-MINDNESS
ADAPTABILITY
DETRIMENTION
ROAD



Thank You



Think Big!