

# Position Specification

## Chief Operating Officer – JustJob business

JustJob.co.in\*: BI integrated employment platform, gateway to a Million + candidate database, 20,000 + active jobs at any point in time and the growing trust of 100 + corporates. The gateway to a career landscape, delivering bulk & targeted hiring thru “The Digital Campus” and other technology functionalities.

\*A fully owned subsidiary of Vision India Services Private Limited

### About JustJob.co.in:

**JustJob** is a Tech startup venture that draws its life from the motto, ‘**Digital Campus**’. Building up further on the synergies drawn from the holding company, the venture is directed at linking Job aspirants & Industry, getting them digitally connected making the journey, Geography agnostic with an enriched talent pool & an enhanced Rol in this ever changing, dynamic & vibrant Employment Ecosystem. The framework delivers fresh talent pool to the employment eco-system, a formidable grassroots reach and thus an opportunity to the corporates to tap in to fresh talent aquifers, reducing the manpower costs & creating a home-grown talent pipeline and bench strength.

JustJob is a flexible solution that sets the standards of excellence in Digital Campus hiring, a comprehensive stride towards enabling Job aspirants and Industry to connect at convenience, Ease of Execution, Higher candidate engagement, Increased Efficacy, Cost Efficiencies & complete control.

This further facilitates the transition to be more effective, efficient & capable in today’s relevance. The business model is Employment centric, having Employability at the core of all the actions & propositions.

With multiple product functionalities, the possibilities are infinite and a lot remains yet to be harnessed, a lot to be envisioned and achieved by complete downstream & upstream diversification. While the backbone of candidate data is increasing in a geometric spiral, the products and client customization continues to be churned out at in a geometric progression.

### About Vision India:

With a decade of credence, Vision India has evolved into an integrated staffing organization with the complete spectrum of People Solutions, offering differentiated propositions to the vibrant & dynamic business needs of the corporates. We draw our strength from the ability to dimension holistic solutions, having a bouquet of products & services integrated on seamless technology & backed by our ability to customize the solutions based on Client centric requirement.

Our unique proposition is enabled through the complete Forward / Backward integration of our business verticals, Staffing being supported through our Captive Skill vertical, BPO, Talent search teams and the job portal. In our journey thus far, we have earned & sustained the trust of organizations as their

Preferred Staffing Partner, across the Industry segment and a recognizable dispersion spanning across the country, South East Asia and Middle East.

Vision India, with a 32000 strong Associate base and 105+ Indian, MNC and Government of India / State entities proudly listed in our clientele, we are excited to move forward each day working closely with our clients and bringing to life, solutions that create positive ripples for our customers & the associates. We adorn an ISO 9001, ISO 21001:2018, ISO 10002, ISO 26001 and OHSAS 18001 Certifications and sustain unwavering focus on delivering quality services to our Clients enabling them to achieve their Business Goals through superior efficiencies.

With a consistent growth in the topline over the last years & stands proudly at INR 150 Crores for the year 2021-22, registering a 21% CAGR. It is poised for a much sharper top line growth in the forthcoming years riding on the projects commissioned in the last year besides the strong fundamentals on Staffing, Skilling & Advisory businesses.

### Being the Chief Operating Officer at JustJob:

We are looking for a senior management professional to lead this venture as the SBU head having all the constituent service lines & support functions as the responsibility. The key challenge is to evolve this business from an evolving stage & deliver consistent growth in the domestic markets while competing in the conventional employment eco-system. The development of New Functionalities & Applications will be the most important lever to deliver this growth strategy besides building up a broad based client portfolio which insulates the business model from seasonality & swings.

Key responsibilities for this role would include the following –

- ✓ P & L accountability for the JustJob Business & to deliver the AOP
- ✓ Establish effective interface with intrinsic operations – Customers, Technology and Market intelligence & knowledge. Ensure that all internal departments are market-focused and meet expectations of the sales force and client services
- ✓ Execute wide range of sales and marketing strategies to reinforce market presence and increase revenue market share and profitability.
- ✓ Direct the development and implementation of operational strategies and plans which directly support the long-range strategies and annual objectives of the business.
- ✓ Manage relationship with stakeholders & drive exceptional sales execution through the team
- ✓ Build a portfolio of products, upgrades to the offerings towards delivering an aspirational brand, which meets customer needs.
- ✓ Create a dynamic environment that fosters development opportunities, motivates & celebrates high performance amongst team members
- ✓ Deliver a fully evolved product portfolio, customer centric customization, user engagement programs ensuring all revenue streams are harnessed.

Key performance indicators for the role would include the following –

- ✓ Sales Volume, Growth & Market Share
- ✓ EBDT of the business
- ✓ ROCE & Working Capital
- ✓ Product portfolio, all lines sold.

- ✓ AOP achievement.

The role would directly report to the CEO and be based in the Noida office in the Delhi NCR. The incumbent would have a matrix reporting to the Board Member and a strong line collaboration with the Directors.

## **Candidate Profile**

The ideal candidate would meet the following requirements –

- ✓ MBA from a reputed Business School; The Experience should be around 10 years, having managed a technology startup.
- ✓ High-performing executive with a strong aptitude to materially grow this business
- ✓ Strong experience in Technology, Product development & customer activation.
- ✓ Marketing/ strategy credentials – exposure to digital marketing initiatives.
- ✓ Mind-set and resilience to do the right things and set the course for results in this business to show up in the medium-to-long term
- ✓ Experience in similar products categories will be beneficial.

The performance and personal competencies required for the position -

### **Business Acumen**

- ✓ Demonstrates an understanding of business drivers and the impact of decisions on the business. Makes sound, timely decisions based on an analysis of the available information and prior experience
- ✓ Showcase industry/functional expertise of customer-focused digital business and an in-depth understanding of the end-to-end value chain.

### **Setting Strategy & Executing for Results**

- ✓ Envisions long-term market potential and positions the business to capture them
- ✓ Has developed successful marketing and sales strategies that fully demonstrate the value and quality proposition of the company's products
- ✓ Track progress through key metrics and display an ability to spot potential issues well in advance
- ✓ Actively keeps abreast of industry trends to ensure the company's products are relevant, competitively priced and delivered in a manner that meets or exceeds customer expectations

### **Leading Teams, Using Influence & Communication**

- ✓ Focuses on developing great teams – motivates and leads people to achieve stretch goals and difficult challenges often in the context of high growth
- ✓ A visible, highly engaged leader with the ability to quickly adapt to, be accepted by, and relate with the organization at all levels
- ✓ Gravitas that commands respects of the clients and the competition
- ✓ Establish a strong internal network, while maintaining a well-focused structure and leading through own examples i.e. being visible, hands-on and communicative.

- ✓ Effective External Network to deliver results, PE partnerships, Long term Corporate MoUs.

Be able to push through the requirements of the company even in a stressful setting

### **The Winner Mindset**

- ✓ Deft in a start-up like environment.
- ✓ Bring to fore, a strong challenger mind-set with proven abilities to influence peers across the eco-system.
- ✓ The right incumbent would have challenges for the breakfast & solutions for the dinner besides thriving on consistently building up the collaboration amongst all stake holders, all day.
- ✓ Thriving by ensuring highest levels of commitment displayed by every single member of the team by means of the work they do and the words they choose to speak.
- ✓ Every member of the community finds solace in reaching out to the persons and he remains reachable.

To know more about **Vision India Services**, visit us

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