

MANAGEMENT DEVELOPMENT INSTITUTE MURSHIDABAD

Recruitment of Training & Placement Officer (On contract)

Advertisement No.: MDIM/Admin/Recruitment/2026/79

Dated: 27.05.2026

Last date of application submission: 15th June 2026, 11:59 PM IST

1. The Opportunity

Management Development Institute, Murshidabad, is embarking on an aggressive trajectory to transition into a Tier-1 placement ecosystem. We are benchmarking premier corporate alliances, high-ticket consulting roles, and premium brand empanelments.

We are seeking a visionary corporate relations leader to take on this Intrapreneurial mandate. The chosen leader will enjoy institutional autonomy to architect a modern corporate engagement roadmap from scratch, backed by an elite academic infrastructure (including our state-of-the-art Bloomberg Finance Lab) and a highly lucrative, performance-linked incentive architecture.

2. About MDI

Management Development Institute (MDI) was established in 1972 in Gurgaon with support from the Industrial Finance Corporation of India (IFCI). To impart management education, nurture local talent, and groom them to become global leaders, MDI launched its second campus at Murshidabad (West Bengal) in 2014. The foundation stone was laid on 31 October 2010 at Jangipur, Murshidabad, West Bengal, by the then Honourable Union Minister of Finance, Government of India, Late Shri Pranab Mukherjee.

The Board of Governors of MDI comprises eminent individuals from government, academia, and the corporate world. MDI Murshidabad (MDIM) is a young business school that aims to create a positive impact on people, companies, and society. In 2014, MDIM launched its Post Graduate Diploma in Management (PGDM), accredited by the National Board of Accreditation (NBA) and approved by the All-India Council for Technical Education (AICTE).

Our academic complex consists of air-conditioned lecture halls, an auditorium, syndicate rooms, an equipped computer centre, and a modern library powered by Bloomberg Terminals. Through targeted in-house and open Management Development Programmes (MDPs), MDIM has quickly built a strong reputation for institutional quality.

3. Core Position & Engagement Parameters

Management Development Institute invites applications from eligible candidates for the following non-academic position on a purely contractual basis:



Table 1: Position Specifications

Parameter	Details
Position Title	Training & Placement Officer
Department	Placement Office
Initial Tenancy	1 Year Contract (Renewable based on performance tracking)
Age Limit	Preferably below 60 years
Location	MDI Murshidabad Campus, West Bengal (Permits strategic hybrid deployment from a major metro hub like Delhi/NCR or Kolkata during peak engagement cycles)
Compensation	Fixed CTC + Variable incentives
Application Deadline	15th June 2026 by 11:59 PM IST

4. Remuneration & Performance Incentive Tracks

MDIM offers a highly competitive, market-linked compensation package, with room for higher parameters for exceptionally deserving corporate leaders. The variable performance component is explicitly co-authored and set collaboratively with the Chairperson (Placements) to ensure day-one strategic alignment. It features a transparent, dual-track incentive architecture: 70% weightage tied to audited Year-over-Year Average CTC Batch Growth, and 30% weightage tied to objective, unit-linked physical milestones.

Performance Incentive Tracks (70% Batch Growth & 30% Milestones)

The Core Variable Component (70% Weightage) rewards high-yield performance over market drift. It scales progressively across distinct growth brackets based on Year-over-Year Average CTC Batch Growth, measured against the designated baseline.

Table 2: Core Variable Component Brackets (70% Weightage)

Growth Bracket	Performance Level	Strategic Interpretation
Bracket 1	(0.1% to 10.0% Growth)	Standard Market Drift & Baseline Maintenance
Bracket 2	(10.1% to 25.0% Growth)	Active Brand Empanelment & High-Performing Target
Bracket 3	(25.1% to 30.0% Growth)	Massive Legacy Value & Elite Tier-1 Breakthrough




Table 3: Strategic Milestone Components (30% Weightage)

Milestone Component	Strategic Objective	Metric Baseline / Target Cap	Evaluation Metric
Milestone 1: Day-1 Premium	Secure new Tier-1 corporate empanelment for elite placement slots.	Pro-rata up to an institutional cap of 6 companies.	Per-unit new empanelment verified by the Placement Committee.
Milestone 2: Global Footprint	Secure verified International Campus Placement Offers.	Pro-rata up to an institutional cap of 3 unique offers.	Verified international offers within the active graduation cycle.
Milestone 3: Domestic Peak	Break the previous highest domestic CTC records.	Exceed the previous year's peak by a minimum threshold of 10% (Cap: 6 qualifying offers).	Verified domestic offer data exceeded the previous peak by at least 10%.

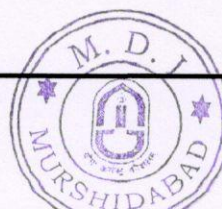
Mandatory Governance & Student-Protection Clauses:

- **Minimum Offer Safeguards:** Under no circumstances shall an empanelled recruiting organisation host a campus drive where the Guaranteed Fixed Component accounts for less than 75% of the total gross CTC. Additionally, the offered CTC must translate into a minimum absolute net in-hand salary of ₹10 Lakhs per annum. Any offer violating these thresholds shall be strictly excluded from the batch's Average CTC calculations.
- **Audit Timeline:** To ensure transparency, all incentive payouts shall be audited and finalised within 30 days of closing the final placement report. Performance milestone valuations are governed by an institutional committee comprising the Chairperson (Placements), the Dean (Academics), and the Director, whose decision is binding based strictly on verified physical offer data.

5. Applicant Profile (Qualifications & Experience)

- **Educational Qualifications:** An MBA / PGDM or equivalent Master's degree (preferably with a specialisation in Marketing or Human Resource Management) from a recognised, reputable Institute / University. Alumni of premier business schools (IITs, IIMs, XLRI, MDI, IIFT, Symbiosis, etc.) are strongly encouraged to apply.
- **Work Experience (Post-qualification):** 12 years of corporate experience, with at least 5 years leading corporate relations, campus placements, or executive search/headhunting firms. Alternatively, senior corporate leaders who have managed high-impact mandates, such as Vice President (VP) or Chief Human Resources Officer (CHRO), within reputable organisations are strongly encouraged to apply.
- **Desirable and Preferred:** Exceptional corporate storytelling, pitching, and executive presence; extensive data-driven decision-making capabilities using enterprise CRM tools, automated placement funnels, and executive networking platforms (e.g., LinkedIn Recruiter).

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6. Job Description: Duties & Responsibilities, including but not limited to the following:

- Formulate and scale a high-impact corporate engagement strategy to embed MDIM as a preferred talent acquisition partner for Fortune 500 companies, Tier-1 consulting firms, and elite conglomerates.
- Leverage personal networks and executive relationships to transition campus placement profiles from standard volume roles into premium, high-ticket domains (e.g., Management Trainees, Consultants, and Product Managers).
- Secure enterprise-level corporate empanelments and deepen high-value institutional trust to achieve predictable, compounding placement momentum year-over-year.
- Leverage institutional competitive advantages, such as the state-of-the-art Bloomberg Finance Lab, to position student capabilities effectively to premium recruiters in Banking, Financial Services, and Consulting sectors.
- Rigorously vet all incoming Job Descriptions (JDs) and corporate recruitment offers to safeguard student career stability.
- Execute Final Placements and Summer Internships for PGDM students by driving high-value lead generation and conversion metrics. The objective is to build an institutionalised, independent corporate engagement engine that seamlessly complements academic frameworks.
- Deploy, modernise, and leverage advanced AI-driven placement automation software, CRM platforms, and corporate outreach tracking systems to optimise the placement funnel.
- Design the annual placement activity calendar, budget, and outstation corporate tour plans; establish quantitative measurement systems to evaluate stakeholder and outreach effectiveness.
- Orchestrate student readiness and capability-building programs by empanelling top-tier external corporate trainers, industry mentors, and specialised resume-building agencies.
- Oversee the strategic alignment of student profiles with industry realities, ensuring corporate expectations match student competencies, previous work experience, and special attributes.
- Report directly to and work in close coordination with the Chairperson (Placements) to provide strategic updates and implement timely actions required to manage market dynamics.
- Lead, mentor, and manage the day-to-day operations of the Placement Office team, taking full ownership of the department's resource allocation, outstation outreach execution, and performance milestones.

7. General Instructions:

1. The appointment will be made purely on a contractual basis on a consolidated remuneration for a period of one year, extendable based on annual performance reviews and institutional requirements.
2. All qualifications must be from a UGC recognized University/Deemed University or AICTE-approved institutions (wherever applicable).



3. All applicants must fulfil the essential requirements of the post and other conditions stipulated in the advertisement as of the last date of application submission. They are advised to ensure their eligibility for applying for the post. No enquiry in this regard will be entertained.
4. The position demands high ownership, flexibility, and availability, particularly during peak corporate engagement timelines and placement seasons.
5. The Institute reserves the right to scale the number of vacancies, short-list candidates based on institutional requirements, or leave the position unfilled if no suitable candidate is identified. The Screening Committee's decision will be final and binding at all stages.
6. The Institute reserves the right to draw panels reserved against the possible vacancies in future.
7. In case of any inadvertent mistake, which can be detected at any stage, even after the issue of the offer letter, the Institute reserves the right to modify/withdraw/cancel any communications made to the candidate.
8. Applications received within the due date will be screened by the Screening Committee of experts, as per the MDI HR Policy and Service Rules. The shortlisted candidates will be informed via email about the venue, mode, date, and time of the Interview. No intimation shall be sent to the candidates who are not shortlisted for the interview.
9. Canvassing in any form at any stage will be considered a disqualification.
10. Institutional costs for travel and standard business lodging required during outstation corporate visits are fully covered as per the MDIM travel policy.
11. Efforts will be made for an online interview. In case of an offline interview, all candidates appearing for the Interview will be reimbursed AC-III/AC Chair Car rail fare on the shortest route, on production of proof of journey. No other allowances will be admissible.


8. How to apply:

Interested candidates are requested to download the prescribed application format from the MDIM web portal under the 'Careers with us' link (<https://www.mdim.ac.in/current-opening/>).

Email the completed form, along with a comprehensive Cover Letter detailing your corporate vision for MDIM placements, a detailed CV, and supporting documents, to recruitment@mdim.ac.in. & cao@mdim.ac.in

- **Submission Deadline:** June 15, 2026, by 11:59 PM IST.
- **Email Subject Line:** Application for Training & Placement Officer




Chief Administrative Officer

Chief Administrative Officer
MDI Murshidabad