

# The Global Recruit Program

# Table of contents

- 1. What We Look For .....3
- 2. Application Process .....3
- 3. Benefits .....3
- 4. Growth Opportunities.....4
- 5. Contact Information .....4
- Thank You .....6

## 1. What We Look For

critical thinkers · creativity · open-minded · self-directed · proactive · flexible

Succeeding in the Global Recruit Program demands a particular mix of professional and personal attributes. We are looking for creative, adventurous thinkers who take initiative and are self-motivated to pursue their own ideas and deliver their best. We look for applicants with robust academic, work, and travel experience. Adapting to a foreign country and business culture will challenge you in every dimension. We seek open-minded, flexible people who are interested in both a demanding work environment and in getting to know India. However, we do and have hired outstanding applicants without private sector business experience or international experience. Our goal is to find creative, self-directed thinkers; often, the best applicants don't fit into a mold.

## 2. Application Process

The recruitment process begins in September with a round of campus visits. A team of senior executives and the Global Recruit Program Coordinator, a second-year Global Recruit, hold a series of on-campus information sessions. Currently, we recruit from Columbia University, Cornell University, Dartmouth College, Harvard University, the University of Pennsylvania, and Yale University. Applicants submit their resume, transcript, and cover letter through their college's career services. The recruitment team reviews applications, looking for the right balance of the requisite academic and leadership achievements with the atypical experiences that facilitate success in a foreign country and business environment. In mid-October or early November, the recruitment team travels to New York City to conduct interviews. Applicants from all universities meet us in NYC for a panel interview designed to investigate applicants' professional skills and the personal qualities that prepare them for the challenge of integrating into Mumbai and India. Offer letters are sent 1-2 weeks after the interview.

## 3. Benefits

*Salary* You will receive a generous Indian salary that will give you a spending power favorably comparable with that of entry-level consulting positions in the United States. To give you a sense of the lifestyle you can expect, you will be in the upper-middle class of Mumbai. You'll be well able to eat out, enjoy Mumbai's famous nightlife, join a gym, and travel. Because of the exchange rate, however, you will not be able to save a substantial amount of money once converted back into dollars. This is an important consideration for candidates with student loans. *Housing* We provide furnished apartments in Bandra, a coveted neighborhood north of the city center. You'll live with one or two other Global Recruits in flats with individual bedrooms, a kitchen, and a living/dining room. We handle all interactions with your landlord from paying rent to maintenance. *Phones and Utilities* When you arrive, we will provide you with SIM cards for your mobile phones. We also provide your gas and water and subsidize your electricity bills. *Vacation* We want you to explore

India. Global Recruits enjoy 30 days of vacation per year, plus a long list of Indian holidays. As a Mahindra employee, you can stay free in Mahindra guest houses across the country for up to three nights. During your two years with us, we also pay for one round-trip ticket back to your home country. *Health Insurance* We have a special health insurance plan for our foreign employees. *Fitness Center* Enjoy free access to the Mahindra fitness center at our corporate headquarters.

#### **4. Growth Opportunities**

The Global Recruit Program is an incredible opportunity to develop professionally in an increasingly international business climate. Global Recruits are encouraged to take the initiative to form and act on their own insights, driving their own professional growth. Past Recruits have instigated corporate Sustainability Reports, built new businesses, and taken leadership of Group-wide marketing initiatives. The program is also a stepping stone to long term positions with Mahindra. At the end of the two year contract, successful Global Recruits may be offered full time positions. Past Global Recruits have moved into key positions in the real estate and corporate strategy divisions.

##### ***Diversity***

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The Global Recruit Program is inspired by the value of cultural diversity in a global business world. Past Global Recruits have come from China, Italy, Greece, the United Kingdom, and the United States. We welcome Global Recruits from every country and background, regardless of gender, age, culture, caste, creed, race, or ethnicity. We are an equal opportunity employer.

##### ***Career Events and Calendar***

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September-October—On-campus information sessions End of October—Deadline for submission of CV and cover letter Mid-November—Interviews November-December—Offer letters and information packets For specific dates and queries about events on your campus, please contact your college's Career Services department.

#### **5. Contact Information**

If you have any questions about the program, please do not hesitate to contact the GRP Coordinator at [GRP@mahindra.com](mailto:GRP@mahindra.com)

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**Thank You**

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