

AAVIN-SALEM

WALK-IN-INTERVIEW

We require Marketing Executives on contract basis for sale of our Milk and Milk by-products.

Qualification:

Must be a MBA Graduate

Age: Below 35 years

Should be a local Resident

Possession of two wheeler with license and cell phone (android)/Laptop (Preferable)

Experience in the distribution/selling/surveying of FMCG [Desirable]

Must know the Tamil / English

Eligible candidates appear for Walk-in-Interview on 05-09-2018 at 10.00 AM at Administrative Office of the Salem-Namakkal District Cooperative Milk Producers' Union Limited, Thalavaipatty Post, Sithanur, Salem-636 002 with all relevant original certificate.

Note: Job description and other details are available in Website www.aavinmilk.com.

Sd/- R.S.PUGALENDHI
GENERAL MANAGER

//True Copy//

For General Manager

ANNEXURE - I

JOB DESCRIPTION

1	A candidate selected should canvas for the appointment of retailers for milk and by products.
2	Daily he should visit atleast 10 nos. of new shops and will maintain a Log Book for shops visited.
3	Field Executive will identify a minimum of 5 retailers for appointment for milk and 5 Retailers for by products in a month.
4	Field Executive should achieve minimum Target for milk and by products every month.

MINIMUM TARGET:

a). Milk :

Target for No. of Retailers	10
Minimum sale/day/retailer	25 lits.
Minimum sale/day	250 lits.
Sale per month	250 x 30 days = 7500 lits.
Sales Revenue	= 7500 lits x Rs.40/- /lit = Rs. 3,00,000

b). By-Products:

No. of Retailer	5
Minimum sales/Retailer	Rs.2,000/-
Sales/Day	Rs.2,000 x 5 = Rs.10,000/-
per month	Rs.10,000/- x 30 days = Rs.3,00,000/-
Total Revenue	Rs.3,00,000 + 3,00,000 = 6,00,000/-

A) SALARY

A Field Executive will be paid a minimum pay of Rs.7500/- on his first month in order to gain adequate knowledge about the retailers, products and other necessary information about the company. From the second month onwards he will be paid a consolidated pay of Rs.15,000/- per month subject to the achievement of minimum target of Rs. 6.00 lakhs per month generated by the appointment of 10 retailers for milk and 5 retailers for bi-products.

If the Field Executive does not meet the minimum requirement of Rs.6.00 lakhs (i.e) if he/she achieves only Rs.2.0 lakh in a month his/her salary would be worked out proportionately. (ie) $12000/300000 \times 200000 = \text{Rs.}5,000/-$

Only the sale quantity of newly appointed retailers should be taken into account for the payment of salary.

The concerned Manager (Mkg) will inspect newly appointed retailers for milk and bi products and will authorize the sale quantity is additional before the disbursement of salary. Exchange/transfer of sales quantity from 1 retailer to another retailer for the purpose of achievement of minimum target should not be entertained.

B) INCENTIVE:

Apart from the salary, a Marketing Executive will be given Rs.0.50 ps. per lit as an incentive for the additional sale of milk achieved over and above minimum target of 250 lits./day. Also, for bi products sale, he/she will be given 2% of the additional revenue generated by new retailers over and above a minimum target of Rs.3.00 lakhs/month.

For example if a Field Executive achieves average 500 lits./day and Rs. 4.0 lakhs by products sale from the new retailers,

His incentive would be : $250 \times 0.50 \times 30 = 3750$
 $0.2 \times 1,00,000 = 2000$

Total incentive : Rs. 5750/-

Allowance:

A Field Executive will get Petrol allowance of Rs. 1000/- monthly.

Contract:

A Field Executive is engaged on contract basis. The contract for the engagement of Field Executive will be valid for a period of one year. At the end of the year the contract may renewed based on the performance and the necessity of the Field Executive.

Place of Posting

The Field Executive would be posted in major cities, Taluk Headquarters, towns of the districts where the market for milk and by products is yet to be tapped.

OTHER:

Mobile Sim will be given by the Union and Sim/GPS tracking would be effected to monitor daily work.

for Salem-Namakkal District
Co-operative Milk Producers' Union Ltd.,
SD/- R.S.PUGALENDHI
GENERAL MANAGER

For General Manager