

UNIVERSITY OF  
BIRMINGHAM

# WANT TO WORK IN INDIA?

GET TIPS FROM YOUR  
ALUMNI NETWORK!

Young professionals and graduate employers from the Birmingham alumni community share their experiences of living and working in India.

With more than 300,000 alumni, there are Birmingham graduates across the globe. India is one of the most popular destinations for our alumni, with almost 2,000 based there.

This guide will take you through the process of moving to India, with insights from alumni who have already made the move. It will cover what to plan before leaving, how to find and apply for jobs and how to integrate into society.

## THE BASICS

In case you haven't started your research yet, let our alumni talk you through the basics of life in India.

### MAIN NATIONALITIES

INDO-ARYAN  
AND DRAVIDIAN

### EMERGENCY NUMBERS

100 (POLICE), 101  
(FIRE), 102 (AMBULANCE)

### MAIN TRANSPORT

#### CAR AND PUBLIC TRANSPORT

‘All metropolitan cities have metros and bus transit systems, and good taxi networks.’

*Rishi Singh (MBA, 2014)*

‘In Mumbai, the local train service is the stuff of legend that makes travelling the length of the city much more doable. The rickshaws also always go by the meter which is rare but makes life easier.’

*Malcolm Pope (BSc Economics, 2005)*



### MAJOR RELIGION



### HINDUISM

### POPULATION

1.24 BILLION



### MAIN LANGUAGES

### HINDI AND ENGLISH

‘The fact that English is in many ways the main official language is immensely useful. This is a benefit for finding work and gives you an unparalleled opportunity to make amazing friends.’

*Malcolm Pope (BSc Economics, 2005)*

‘Signs are usually in English and Indian which means that you will rarely get lost.’

*Rishi Singh (MBA, 2014)*

### CURRENCY

INDIAN RUPEE (INR)



### INTERNET DOMAIN

WWW....

.IN



# THE LABOUR MARKET

What can you expect from working in India?

## LABOUR FORCE

481 MILLION (2013)

‘India is a booming economy with a growth rate of close to 9% annually. This makes moving up the corporate ladder quicker here than anywhere else in the world.’

*Dhruva Seroo (MSc Computer Security, 2012)*



## TAX RATE

RANGES FROM 0%–30%  
(DEPENDING ON SALARY)

## COST OF LIVING

CAN BE HIGHER OR LOWER THAN UK  
(VARIES HUGELY)

‘The UK is generally expensive compared to India.’

*Ajay Pal (MSc Computer Security, 2012)*

## AVERAGE STARTING SALARY

2100 INR PER MONTH



‘Compared to the UK, salaries tend not to be particularly good in India, especially if you are just starting out.’

*Malcolm Pope (BSc Economics, 2005)*

## AVERAGE WORKING WEEK

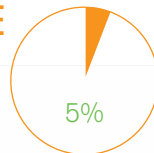
48 HOURS, 5.5-6 DAYS A WEEK

10AM-6PM (BUT MANY WILL WORK 60+ HOURS)



AVERAGE AGE  
AT GRADUATION

UNEMPLOYMENT  
RATE



## HOLIDAY ENTITLEMENT



18-24 DAYS AND  
10 BANK HOLIDAYS

For more information about each of these areas, Google ‘TargetJobs Working Abroad’ or ‘University of Birmingham Graduate Careers’.

Please note that these figures are averages or estimates that were deemed accurate at the time of print.

# WHAT TO PLAN

Don't forget anything! Let our recent graduates talk you through what they planned before they left, as well as what you can leave until you arrive.

- ✓ GET A VISA
- ✓ FIND A JOB WHILST IN THE UK
- ✓ FIND ACCOMMODATION
- ✓ RESEARCH THE CULTURE

‘As a non-Indian you will have to get through the Visa process. Visas are now reasonably attainable. You will need to be earning over a certain amount (but this is not much by UK standards).’

*Malcolm Pope (BSc Economics, 2005)*

‘Rented apartments and hotels are available, as well as shared accommodation or living with an Indian family. Students with limited budgets who want to immerse themselves in the culture usually do the latter.’

*Rishi Singh (MBA, 2014)*

‘There are four metropolitan cities in India: Delhi, Mumbai, Kolkata, and Chennai. These are the largest cities, the most cosmopolitan, and known as ‘A class’ cities. There are specific areas in each city which are ex-pat friendly. The UK Foreign Office may be able to help you identify these areas.’

*Rishi Singh (MBA, 2014)*

‘Getting a job in the UK that will send you to India would be great as you will earn an ex-pat salary.’

*Malcolm Pope  
(BSc Economics, 2005)*

‘Bangalore is a particularly good city to live in because of its temperate weather year round. Otherwise all the other metro cities are comparable in terms of cost of living, infrastructure, transport, etc.’

*Dhruva Seroo (MSc Computer Security, 2012)*

‘Start applying for jobs in India when you are in the UK as it takes time to get an offer from Indian companies. Also, if you have free time, undertake study (related to your field) while you are looking for jobs in India.’

*Ajay Pal (MSc Computer Security, 2012)*

‘There is a lot of body movement in the way people talk. These differ across the country. You should research these a little before moving. The *Hofstede* website is helpful for this.’

*Rishi Singh (MBA, 2014)*

For more detailed information on the legalities of moving abroad, consult the Careers Network's International Work Experience page or the High Commission of India website.

# FINDING JOBS

Our alumni have pursued a wide range of careers, but there are some key places that they all advise you look when searching for a job in India.



## WEBSITES

[www.monsterindia.com](http://www.monsterindia.com)  
[www.naukri.com](http://www.naukri.com)

‘*Monster and Naukri are best the best websites for finding jobs.*’

*Ajay Pal (MSc Computer Security, 2012)*

‘*Watch out as there are a lot of local job websites which are scams. Reliable websites, like **Monster**, do not advertise many jobs for fresh graduates. Instead, internships are available.*’

*Rishi Singh (MBA, 2014)*

‘*Jobs can be found using all conventional sources – classifieds, websites, recruitment agencies, etc.*’

*Dhruva Seroo  
(MSc Computer Security, 2012)*

‘*I got my second job by just knowing the right people. The culture is very much about trusting people who are known to them so it is important to meet people and ask family members and friends who might have connections over there.*’

*Malcolm Pope (BSc Economics, 2005)*



## NETWORKING



## RECRUITMENT AGENCIES

‘*Recruitment agencies are present in India and can be very useful.*’

*Rishi Singh  
(MBA, 2014)*

‘*Most of the companies visit different Indian universities to recruit students and hold events on campus.*’

*Ajay Pal (MSc Computer Security, 2012)*

For more information on where to look, use the TargetJobs Working Abroad pages.

# APPLYING FOR JOBS

Our alumni talk through some of their experiences of applying for jobs in India.



- “There is less stress on the cover letter. This is just seen as an introductory letter attached to a CV rather than the make or break of the job.”

*Rishi Singh (MBA, 2014)*

- “The recruitment process is generally a lot less formal. There is a tendency to differ from what is agreed and not much is thought of changing or cancelling plans at the last minute. Be prepared for this when looking for jobs.”

*Malcolm Pope (BSc Economics, 2005)*

- “The recruitment system is very different. We do not have graduate schemes (except for UK-based companies). Most companies offer jobs after several rounds of interviews.”

*Ajay Pal (MSc Computer Security, 2012)*

## CAREERS TO CONSIDER



- “After graduating, it is common for young people to do internships with large companies. These are usually unpaid but can often lead to a permanent paid position at the company.”

*Rishi Singh (MBA, 2014)*

- “I got my first job in India through the student organisation AIESEC. I would advise anyone who is interested in getting some good international experience anywhere to go and speak to them.”

*Malcolm Pope (BSc Economics, 2005)*

WHAT ARE THE KEY DIFFERENCES BETWEEN THE RECRUITMENT PROCESSES IN INDIA COMPARED TO THE UK?

WHAT IS THE BEST WAY TO MAKE A GOOD IMPRESSION?



## DESIRABLE SKILLS AND ATTRIBUTES

- “Recruiters respect UK education a lot so your degree from Birmingham will stand you in good stead.”

*Malcolm Pope (BSc Economics, 2005)*

- “Westerners tend to have a lot of desirable skills: analytical and critical thinking, efficient communication, extensive abilities using online tools and systematic planning.”

*Rishi Singh (MBA, 2014)*

## BUSINESS ETIQUETTE



- “Keeping ‘face’, or maintaining dignity, is very important. In meetings people will agree and will then discuss their actual thoughts with peers afterwards. There is a lot of hierarchy and disagreement with senior people is deemed very rude.”

*Rishi Singh (MBA, 2014)*

- “Indians don’t like saying “no” so it is important to be able to gauge when “yes” means “no”, “maybe” or even “yes”. Equally “no” does not necessarily mean “no”. There is always scope for persuasion!”

*Malcolm Pope (BSc Economics, 2005)*

- “India is a land of relationships. Often when calling a colleague, the first 10 minute of conversation will be general chit-chat.”

*Rishi Singh (MBA, 2014)*

Make the most of the Careers Network (CN). They can discuss your career options, give guidance on your CV, conduct mock interviews and much more. Google ‘University of Birmingham Graduate Careers’ for more info. Remember that CN is also available to you for two years after you graduate.

# HOW TO INTEGRATE

So you've made your plans, you've booked your flights and you've found your job... but what should you do when you actually arrive? Our alumni have loads of advice to give you to ensure that you feel a part of Indian society as quickly as possible.



## GET USED TO THE COMMUNICATION DIFFERENCES



- ‘Indians love to talk and can get very uncomfortable sitting in silence. In some cultures in India, not talking is a sign of snobbery.’

*Rishi Singh (MBA, 2014)*

- ‘Social community websites are a good way to meet people. The couch-surfing community is great to use to travel the country. There are also websites you can use to meet expats, e.g. [internations.org](http://internations.org).’  
*Chibuzor Uchea (PhD Toxicology, 2013)*

- ‘Strangers will always come up to you and start asking what we might find overly personal questions on things like age, salary and marital status. They are just being friendly.’

*Malcolm Pope (BSc Economics, 2005)*

## GET INVOLVED WITH LOCAL ACTIVITIES

- ‘Joining different societies and clubs helps you make friends and build a good social life.’

*Ajay Pal (MSc Computer Security, 2012)*

## GET A BALANCE BETWEEN LOCAL AND EX-PAT FRIENDS

- ‘There is a lively ex-pat scene in some of the major cities which is great, but you don't want to just get stuck meeting other non-Indians the whole time.’

*Malcolm Pope (BSc Economics, 2005)*

- ‘You do not need to wear a sari, but mixing Western with Indian clothing is common and would be something you could adopt.’

*Rishi Singh (MBA, 2014)*

## WEAR RESPECTFUL CLOTHING

## APPRECIATE DIFFERENCES IN LIVING STANDARDS

- ‘Don't get upset by the dirt, tribulations and poverty. Many Indians have to get through much tougher challenges than you will ever face there and they still manage to show great generosity and charm.’

*Malcolm Pope (BSc Economics, 2005)*

## KEEP SAFETY IN MIND

- ‘At night, you should not walk or take a taxi by yourself. You need to be a bit more cautious, especially if you are female.’

*Rishi Singh (MBA, 2014)*

## GET TO KNOW YOUR CO-WORKERS

- ‘It's easier to get acquainted at the work place and then broaden your social circle.’

*Dhruva Seroo (MSc Computer Security, 2012)*

## BE CAUTIOUS WITH FOOD AND DRINK

- ‘Many people fall sick in first month as food hygiene varies a lot. Do not be over-adventurous at the start, allow your stomach to get used to the cuisine. Make sure you drink a lot of sealed, bottled water and avoid ice. Also be careful with milk produce as we use buffalo milk which takes some getting used to.’

*Rishi Singh (MBA, 2014)*



# YOUR ALUMNI

A wide variety of alumni contributed to this guide. Here are just a few examples of what they're up to at the moment.

Degree: BSc

Economics

Year of graduation: 2005

Role: International Research and Planning, Vubiquity

Responsibilities: Researching and analysing marketing and performance indicators to improve the company's affiliates on demand platforms in the UK and overseas



MALCOLM POPE

Degree: Masters in Business Administration

Year of graduation: 2014

Role: Director of Consulting, TwentyFifty Ltd

Responsibilities: Sustainability consulting for large multinational corporations with a special focus on supply chains



RISHI SINGH

Degree: MSc

Computer Security

Year of graduation:

2012

Role:

Network Engineer, Microsoft

Responsibilities: Building high-value infrastructure and business services, such as data and analytics products, and security and management offerings



DHRUVA SEROO

Degree:

MSc Computer Security

Year of graduation:

2012

Role: Consultant, Deloitte

Responsibilities: Performing security assessments for different clients and Software Compliance Reviews for a large software vendors

Reason for moving: I tried to look for a job in the UK but could not get one so I moved in India to find a job that interested me



AJAY PAL

Want to stay in touch with other Birmingham graduates once you're in India?



University of Birmingham Alumni



University of Birmingham Alumni and Friends



@birminghamalum

The University is also very active in India and likes to keep alumni in India updated on relevant news, events and work.



University of Birmingham India Office

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