



KERALA STATE INDUSTRIAL DEVELOPMENT CORPORATION LTD.

Advt. No.: KSIDC/2024-25

09.04.2025

NOTIFICATION

The Kerala State Industrial Development Corporation (KSIDC) serves as the principal agency driving industrial and investment promotion for the Government of Kerala. As the State's dedicated investment promotion arm, KSIDC plays a critical role in advancing Kerala's economic objectives by facilitating seamless investor engagement, promoting large-scale projects, and streamlining approvals through a single-window framework.

To strengthen this sector-focused strategy, KSIDC proposes to recruit sector-based specialist for each priority area. These officials are envisaged to play a critical role in providing specialized knowledge, developing sector-specific strategies, and enhancing the service offerings of KSIDC and State Government. Their responsibilities will encompass conducting ongoing research, engaging with existing and potential investors, supporting collaboration between industry and academia, and liaising with key stakeholders including district authorities, external agencies, and embassies.

Eligibility Requirements

- **Position Title:** Sector Specialist
- **Number of vacancies:** 12, i.e., one per each of the sectors mentioned below (*May change based on requirement from time to time*)
- **Sectors:** Food Processing & Technology, Tourism & Hospitality, Electronics Systems Design & Manufacturing, Aerospace & Defence, Biotechnology, Life Sciences & Pharmaceuticals, Medical Devices & Medical Equipment, Information Technology / ITeS & Automotive Technology, Maritime, Logistics & Packaging, Artificial Intelligence & Robotics, High Value-Added Rubber Products & Plantation and Renewable Energy & Waste Management
- **Location:** Thiruvananthapuram, Kochi, Calicut or any other place as deemed necessary by KSIDC
- **Category:** Contractual
- **Minimum Experience Required:** 12+ years of relevant experience
- **Remuneration:** ₹ 75,000/- (Rupees seventy-five thousand only) per month [consolidated]
- **Reporting:** The Sector Specialist will report to the designated official of KSIDC, with performance evaluations conducted periodically based on investment mobilization, project facilitation, stakeholder engagement, and others.
- **Engagement Period:** The initial term of engagement will be for one year, extendable based on performance, institutional needs, and availability of funding, subject to administrative approval.
- **Nationality & Age:** Indian, not more than 50 years (& 0 months) as on 30.04.2025

Mode of Application and Time limit

Interested candidates fulfilling eligibility criteria, may apply via **ONLINE** mode only by filling the prescribed application form given in the website of KSIDC (www.ksidc.org) or Centre for Management Development (CMD), Thiruvananthapuram (www.cmd.kerala.gov.in)

- The online application submission link will be open on **09.04.2025 (10:00 am)**
- The last date for submitting the online application is **30.04.2025 (5:00 pm)**
- No application shall be entertained in KSIDC if it is submitted either online or offline.

Mandatory Criteria

- Candidates should possess a Master's degree in Engineering, Technology, Science, Business Administration, Economics, Management, Planning, Public Policy, or any related discipline relevant to the sector from a recognized university
- 12+ years of relevant experience
- Of which, minimum of 8 years of professional experience in the relevant sector (*one among the sectors detailed above*) is required

Desirable Criteria

- Sector-specific certifications, global fellowships, or specialized training relevant to the focus area
- Experience also preferred in roles involving investment promotion, marketing, international business, sectoral strategy, business facilitation, industrial ecosystem development, or policy advisory
- In-depth understanding of the assigned sector's trends, opportunities, challenges, and policy landscape (national and global)
- Exposure to public-private partnerships, Startup ecosystems, or engagement with central / state government institutions, international agencies, or consulting firms is highly desirable
- Strong business communication and etiquettes, networking skills, and stakeholder management
- Strong understanding of regulatory frameworks and market trends
- Highly motivated, multitasking, flexible to achieve task in hand
- Excellent Communication (verbal/written), People and Analytical skills
- Prior understanding on administrative set-up at a state and business ecosystem
- Expertise with Microsoft Excel, MS Word, Power-Point and Presentation Skills
- Language proficiency: Malayalam, English & Hindi

Scope of engagement

- Undertaking in-depth sectoral market research and feasibility assessments to identify investment opportunities and growth potential
- Advising on targeted investment promotion strategies to attract high-impact investments and align with the state's development goals
- Offering expert technical and regulatory guidance to investors and policymakers for effective decision-making and compliance

- Possess a strong understanding of the business climate in the assigned sector
- Responsible for preparing knowledge reports, sectoral intelligence notes, investment pitch decks, and market opportunity assessments
- Supporting day-to-day project operations, including organizing key stakeholder meetings, facilitating inter-agency coordination, and developing robust knowledge infrastructure for ongoing and upcoming initiatives
- Serve as a point of contact to resolve queries and address grievances raised by stakeholders, in a timely and efficient manner, ensuring high service quality and stakeholder satisfaction
- Proficiency in preparing sectoral strategies, investment proposals, policy briefs, and project concept notes is essential
- Provide sector-specific insights and recommendations
- Prepare sectoral reports, investment roadmaps and offer advisory services on emerging trends, policies, and technologies
- Conduct a market potential study, identify potential areas for expansion & develop a market expansion strategy for Kerala

Selection Process

- Applications will be screened in accordance with the eligibility conditions specified in this notification. This includes verification of academic qualifications, years of relevant experience, sector-specific exposure, and any other criteria outlined in the job description.
- Only candidates who fully comply with the eligibility requirements will be shortlisted for the next phase of the evaluation process. Incomplete or inaccurate applications may be summarily rejected.
- The evaluation process will consider demonstrated professional excellence, domain knowledge, strategic acumen, and familiarity with key trends and challenges in the relevant sector.
- Preference may be given to candidates with prior experience in government advisory roles, industry bodies, think tanks, multilateral organizations, or institutions involved in industrial development and investment promotion.
- The candidate's ability to contribute to policy formulation, program implementation, stakeholder coordination, and ecosystem building will be considered a significant advantage.
- Demonstrated ability to work across departments, engage with private and public sector stakeholders, and provide actionable recommendations in high-stakes environments will be regarded positively.
- Proficiency in report writing, policy analysis, data interpretation, and use of sector-specific tools or platforms may be evaluated as part of the assessment.
- Candidates with exposure to best practices from other states or countries, particularly in the context of industrial transformation, sustainability, ESG integration, or digital innovation with respect to sector concerned, will be viewed favourably.
- The candidate's communication and presentation skills, including ability to effectively articulate ideas, present technical information to non-expert audiences, and influence decision-making.
- Only shortlisted candidates will be notified through letter, email, SMS, or direct phone calls for further stages of the selection process. It is the responsibility of the applicant to regularly check their registered address, email and messages for updates related to the selection process.

- The selection process may comprise one or more of the following: written test, case study analysis, group discussion, technical presentation, and/or personal interview. The stages will be designed to evaluate both technical capabilities and alignment with organizational objectives.
- KSIDC / CMD reserves the right to introduce additional stages or modify the selection process, depending on administrative requirements, number of applicants, and strategic considerations.
- Final selection will be based on merit, subject to satisfactory verification of credentials, references, and background checks as may be deemed necessary by the organization.
- Final appointment will not confer any right of permanent employment and will be subject to the terms and conditions stipulated in the contract or engagement order.

Special conditions

- KSIDC reserves the right to modify the eligibility criteria at any stage, accept or reject any application without assigning any reason, annul the qualification or recruitment process in whole or in part, accept new applications or discontinue the recruitment process at any time, and increase, decrease, or withhold the filling of advertised posts as deemed necessary.
- KSIDC may determine the mode of selection based on requirements, which may include application screening, criteria-based shortlisting, written test, group discussion, skill/proficiency test, interview, or any combination thereof.
- Applicants must ensure that they meet all eligibility criteria before submitting the online application. Incomplete, incorrect, or non-responsive applications, or those not meeting the prescribed eligibility conditions, will be summarily rejected.
- Candidates are liable for disqualification or appointment is liable to be cancelled or terminated without notice at any stage if they provide false, tampered, or misleading information; suppress material facts; submit fabricated documents; are blacklisted by KSIDC or any other government department; or attempt to influence the selection process through canvassing or other means.
- Discrepancies between information provided in the application and original documents will result in rejection of candidature, even if discovered at a later stage after selection.
- Only post-qualification experience will be considered. Experience certificates must clearly mention the date of joining, relieving, nature of duties, and must bear the signature and seal of an authorized official.
- KSIDC/CMD will not be responsible for any issues arising from incorrect or incomplete submission of the application. Candidates must ensure the accuracy of all details provided.
- KSIDC/CMD reserves the right to request additional documentary evidence in support of educational qualifications, experience, or other eligibility criteria at any stage of the selection process.
- Candidates must have a valid personal email ID and mobile number, which should remain active throughout the recruitment process.
- Candidates are advised to enable email notifications and regularly check their email inbox, including the spam or junk folder, for communications related to the recruitment process.
- CMD / KSIDC reserves the right to cancel or modify the recruitment notification or revise the number of posts at any stage without assigning any reason.
- CMD / KSIDC reserves the right to debar any candidate found involved in any malpractice, including fraudulent claims related to benefits, relaxation, or eligibility.

- Mere submission of the application or fulfilment of the eligibility criteria does not entitle the applicant to be called for any stage of the selection process.
- No TA/DA (Travel Allowance / Dearness Allowance) will be paid for attending the selection process.
- The decision of KSIDC / CMD in all matters relating to eligibility, acceptance or rejection of applications, mode of selection, and conduct of the selection process will be final and binding on all candidates. No correspondence or personal inquiries will be entertained in this regard.
- Engagement, if any, on a contractual basis will be governed by the terms and conditions specified in the contract and shall not confer any right for future regular employment.

Communication

- For technical assistance or issues faced while filling out the online application, candidates may contact the Help Desk at 0471-2320101 (Ext: 237, 250) between 10:00 a.m. and 5:30 p.m. on working days (Monday to Friday).
- For any queries, please contact:
HR & Administration Division,
Kerala State Industrial Development Corporation Ltd. (KSIDC)
Keston Road, Kowdiar, Trivandrum, 695 003.
Email: enquiry@ksidcmail.org
Phone: 0471 2318922

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MANAGING DIRECTOR