



## Talent Taxonomy Definitions List

Please refer to the following glossary to understand how talent is classified within each Domain and Function.

You may not have access to some Domains or Functions based on your account settings. To request additional access, please reach out to [TNSupport@gartner.com](mailto:TNSupport@gartner.com).

### Domains

DOMAIN	DEFINITION
AEROSPACE ENGINEERING	Aerospace Engineering domain consists of the skilled employees involved with the design, development, maintenance, and assembly phase of aircraft, spacecraft, and allied parts. It includes talent, which is involved in stages starting from the design, testing, compliance verification to Aerospace Standards, and finally assembly of aerospace products and parts.
BEAUTY AND COSMETICS	Beauty and Cosmetics domain includes companies that are into Research & Development of beauty and cosmetic products. It does not include manufacturing talent pool.
BUSINESS SUPPORT FUNCTIONS	Business Support Functions domain include talent engaged in the support activities of the organizations across all industries. Some of the major support functions are Administrative and Desktop Support, General Business Management, Corporate IT Support, Corporate Accounting and Finance, Human Resources, Legal, Procurement, Supply Chain and Logistics, Marketing, Advertising, Business Operations and Planning, etc. The talent pool in the Business support functions include in-house as well as the talent of the companies that provides support services to other enterprises. Example: The Marketing function covers the in-house Marketing talent pool as well as the talent from Marketing companies which provide Marketing services to other companies.
CLINICAL DEVELOPMENT	Clinical Development domain include companies involved in post pre-clinical development phase involving clinical trials, regulations, and port approval research and monitoring. It includes functions such as toxicology, biostatistics, clinical affairs, clinical operations, clinical trials, regulatory affairs etc.
CONSUMER HEALTHCARE - NUTRITION AND FOOD SCIENCE	The talent pool in the Consumer Healthcare, Nutrition and Food Science includes the talent involved in Consumer Healthcare Product Development, Biotechnology, Deficiency Study, Food Grading, Food Processing and Production, Nutrient Study, and Nutrient and Food Testing.
CONTACT CENTER	Contact Center domain comprises of companies which are involved in voice and non-voice based after sales support, billing support, inbound tele sales, outbound tele sales, procurement and remote support processing across all industries.
DIGITAL MARKETING	The Digital Marketing talent pool uses the digital channels to promote or market products and services to consumers and businesses. Digital marketing includes Internet marketing techniques,

	such as search engine optimization (SEO), search engine marketing (SEM), e-mail marketing etc.
ELECTRICAL ENGINEERING	Electrical Engineering domain consists of engineers involved in the research, design, development, and testing of electrical equipment, components, or systems. The people profiled under this domain work on various sub-disciplines of electrical engineering such as Microelectronics, Power Electronics, Control Engineering, Signal Processing, Telecommunications and Bioelectrical Engineering.
FINANCIAL SERVICES	Financial services domain comprises of companies who assess financial operations for the Clients. Some of the major services provided by these companies are accounting and financial reporting, advisory support, tax management, personal financial services, trade and equipment financial services, etc. This excludes talent focused on in-house/captive financial activities.
HARDWARE PRODUCT DEVELOPMENT	Hardware Product Development domain consists of computer engineers who are involved in the research, design, development, and testing of microprocessors, microcontrollers and other very large-scale integrated circuits. Hardware engineers perform computer programming in a hardware description language (HDL), which describes the digital circuits in hardware. Using this language, computer hardware engineers simulate how the hardware design would work, test for errors, and then fix the design. The domain also include talent involved in network design, planning, and modeling.
HEALTHCARE SERVICES - NURSING, LABORATORY AND ADMINISTRATION	Healthcare Services - Nursing, Laboratory and Administration domain include talent involved in the nursing, laboratory, and hospital administration of an entire medical facility, a specific clinical area or department, or a medical practice for a group of physicians. It does not include Physician and Surgeons talent pool.
HEALTHCARE SERVICES - PHYSICIANS AND SURGEONS	Healthcare Services - Physicians and Surgeons domain include healthcare practitioners who diagnose and treat injuries or illnesses. It includes dentists, psychiatrists, surgeons, physicians, and veterinarians.
INDUSTRIAL ENGINEERING	Industrial Engineering Domain consists of skilled employees involved in the different aspects of efficiency enhancement within all types of organization, whether manufacturing or non-manufacturing. The people profiled under this domain work on various sub-disciplines of Industrial Engineering such as Facility Layout Improvement, Project Implementation Improvement, Process Improvement, Ergonomics Improvement, Cost Improvement, Quality Improvement and Safety Improvement.
INSURANCE	Insurance domain includes companies which develop and manage insurance products and services. This domain includes insurance companies, which provide both B2B and B2C products and services. Some of the activities handled by such organizations include Underwriting, Actuarial services, Risk Management, Claims etc.
INVESTMENT BANKING	Investment Banking domain includes companies which provide financial investment services such as Trading, Investment Management, Treasury, Strategy and Development, for individuals and corporations/organizations.
IT SERVICES	IT Services domain includes companies that provide software application and maintenance, infrastructure management, storage, and other technology support services to the clients. The client includes those companies who want the benefits and value of services but don't want to

	take on the burden of managing those tasks themselves
MANUFACTURING	Manufacturing domain includes companies that are engaged in the mechanical, physical, or chemical transformation of materials, substances, or components into new products. It includes all the talent pool working in the production of merchandise across the various industries which include: Food, Beverage and Tobacco Products, Textile and Apparel, Leather and Applied Products, Wood / Paper / Printing and Related Manufacturing, Chemical, Petroleum and Coal Products, Plastics and Rubber Products, Nonmetallic Mineral Products, Primary and Fabricated Metals, Machinery and Transportation Equipment, Aerospace, Beauty and Cosmetics, etc.
MECHANICAL ENGINEERING	Mechanical Engineering Domain consists of skilled employees involved in the various stages of mechanical devices manufacturing from design, testing, compliance verification to manufacturing. The talent profiled under this domain work on various sub-disciplines of mechanical engineering viz. mechanics, mechatronics (mechanical+electronics), structural analysis and thermodynamics.
MEDICAL DEVICES ENGINEERING	Medical Devices talent Pool includes all the employees who are working in the design and development of Medical Devices across a broad range of products, used primarily by health care professionals in the fields of orthopedics, neurovascular, surgery, vision care, diabetes care, infection prevention, cardiovascular disease, sports medicine, and aesthetics etc. Medical Devices Engineering consists of skilled employees involved in the various stages such as research, design, testing, documentation, and compliance adherence. It does not include talent pool involved in the manufacturing of Medical devices.
OIL AND GAS	The talent pool working in the Oil and Gas domain includes all the employees who are involved in the global processes of exploration, extraction/drilling, and refining of Oil and Gas.
PRE-CLINICAL DEVELOPMENT	Pre-Clinical Development domain include the companies involved in bioanalysis, CMC and drug formulation, pharmacokinetics and pharmacodynamics and pre-clinical toxicology testing before the drug enters the clinical development phase. It includes talent involved in the pre-clinical research and assessment of various parameters of drug development such as safety, toxicity, pharmacokinetics, and metabolism prior to clinical trials.
RETAIL	Retail domain includes companies engaged in the development and management of retail stores and outlets. Some of the key functions include, Merchandising and Planning, Loss prevention, Property management, Store operation management, etc. This excludes the talent focused on sale of retail products and services.
RETAIL BANKING	Retail Banking domain includes companies which provide financial banking products and services to both individuals and corporations/organizations. Key activities performed such companies include, Banking Front office, Loan and Mortgages, Foreign exchange, Banking Operations, Advisory etc.
SALES	Sales domain includes companies primarily focused on Sale of various products and services, to both individuals and corporations/organizations. It also includes talent, who are focused on sale of in-house products and services. This domain includes the sale of products and services such as, Energy, Insurance, Financial Products, Retail, Medical Devices, Pharmaceutical, Real estate, Technology etc.
SOFTWARE PRODUCT DEVELOPMENT	Software Product Development domain includes companies that are involved in the development of proprietary software products often available for purchase by customers/clients or it can be a captive center such as Google where it develops software for exclusive use of the organization. In some cases, these captive centers may also roll out software products for external market.
TECHNICAL	Technical Support Services are offered by an organization to aid users of technology products.

SUPPORT

Technical Support is primarily used to troubleshoot specific problems with the computer or electronic product. The multiple tiers of technical support range from Tier-1 to Tier-4 and are used to resolve problems of increasing complexity. Larger organizations generally have internal technical support talent. Fee-based service companies also provide technical support services.

## Functions

<b>DOMAIN</b>	<b>FUNCTION</b>	<b>FUNCTION DEFINITION</b>
AEROSPACE ENGINEERING	Aerospace Compliance and Regulatory	This function comprises of talent involved in securing product certifications. They coordinate all permits, licenses, approvals, notifications and consents from the applicable regulatory parties during all phases of the project. The talent pool also monitors standards and continually evaluate conformance to the latest versions/amendments ensuring that products claim conformity to the latest standards.
AEROSPACE ENGINEERING	Aerospace Engineering and Design	This function comprises of talent that is involved in the designing of aircraft, spacecraft, helicopter, and satellite.
AEROSPACE ENGINEERING	Aerospace Maintenance, Repair and Overhaul (MRO)	This function comprises of talent that is involved in maintenance, repair and overhaul of Aircraft, Spacecraft and allied parts, commonly known as the MRO Industry.
AEROSPACE ENGINEERING	Aerospace Products and Parts Assembly	This function comprises of the talent involved in the assembly of aerospace products and parts. The Aerospace manufacturing and assembly process is governed by stricter regulations and is comparatively more technology driven than other vehicle manufacturing process, hence involves more skilled workers.
AEROSPACE ENGINEERING	Aerospace Quality and Reliability Testing	This function comprises of the talent involved in the testing process of aircraft and spacecraft product and parts before they apply for the certification process. All mechanical, electrical and environmental testing of aircraft parts and systems (and subsystems) is carried out in this stage.
AEROSPACE ENGINEERING	Aerospace Software and Frameworks	This function comprises of talent which uses specialized aerospace software analysis tools and software products such as Trajectory Planner, Rocket Engine Transient Simulations (ROCETS), etc.
AEROSPACE ENGINEERING	Aerospace Stress Analysis	This function comprises of the talent involved in the experimental calculations for various parameters of the aircraft relating to the stresses on aircraft. The stress analysis helps the designers to redesign certain sections of the aircraft to best compromise between aircraft performance and safety.
BEAUTY AND COSMETICS	Cosmetics - Advanced Research and Innovation	This function comprises of talent which is primarily engaged in creating new models for evaluating the safety and performance of active ingredients, by using varied tools and methods. The talent works in scientific fields such as biology, biotechnology, biophysics, chemistry, physics, physical chemistry, modelling, etc.
BEAUTY AND COSMETICS	Cosmetics - Applied Research and Support	This function comprises of talent that create the prototype formulas of the active ingredients that stem from Advanced Research. They also select the formulas that lead to new cosmetic properties or improve those already in existence. They are also involved in various support activities such as analytical evaluation, safety and global efficiency evaluation of raw materials and formulas, consumer insights, regulations for product validation, etc.

BEAUTY AND COSMETICS	Cosmetics - Creative Operations	This function comprises of talent which is primarily engages in creative aspects such as in-store design, merchandise placement, packaging, etc.
BEAUTY AND COSMETICS	Cosmetics - Product and Services Training	This function comprises of talent which is primarily engaged in planning the organizational training strategy, oversee its implementation and assess its outcomes. It also includes the talent involved in identifying training and developmental needs and drive suitable training initiatives with an objective to enhance employees' skills and quality of work.
BUSINESS SUPPORT FUNCTIONS	Administrative and Desktop Support	This function comprises of talent which is primarily engaged in providing administration, management and desktop support services to its internal employees.
BUSINESS SUPPORT FUNCTIONS	Advertising	This function comprises of professionals engaged in all aspects of advertisement services such as campaign development, digital advertising strategy, celebrity endorsement, radio and TV advertising etc.
BUSINESS SUPPORT FUNCTIONS	Business Intelligence	This function comprises of professionals engaged in collecting, integrating, analyzing and presenting business information services by using tools and technologies such as Splunk, Jasper soft BI suite, Karmasphere etc.
BUSINESS SUPPORT FUNCTIONS	Business Operations and Planning	This function comprises of professionals engaged in planning, organizing, coordinating activities such as business analysis, accreditation and merchandising operation, government policy analysis etc.
BUSINESS SUPPORT FUNCTIONS	Business Risk Management	This function comprises of the backend(in-house) talent pool engaged in providing business risk management services such as contract assessment, vendor risk management, business risk analysis etc., across all industries.
BUSINESS SUPPORT FUNCTIONS	Corporate Accounting and Finance	This function comprises of talent involved in the backend(in-house) financial support across all the industries. The compliance talent present in this function includes the back-office talent pool of major Banking and Financial companies who help in the Financial Compliance activities. The talent also includes the internal financial compliance talent pool across various industry sectors which also include other SMEs which are not a part of Banking and Financial Sectors.
BUSINESS SUPPORT FUNCTIONS	Corporate IT Support	This function comprises of professionals engaged in providing all aspects of corporate IT support services such as network system support, data recovery, trouble shooting, software installation etc.
BUSINESS SUPPORT FUNCTIONS	Enterprise Modelling Techniques	This function comprises of talent engaged in improving the performance of an enterprise business processes with the help of statistical models and techniques. Some of the key skills include, statistical classification, metrological analysis, pattern recognition, predictive modelling etc.
BUSINESS SUPPORT FUNCTIONS	Enterprise Modelling Tools	This function comprises of talent engaged in monitoring, analyzing and reporting of enterprise business processes and their performance by using various technology tools such as such as ER/Studio, SAP PowerDesigner, Astah etc.
BUSINESS SUPPORT FUNCTIONS	General Business Management	This function comprises of talent engaged in business management activities such as client engagement, business communications, corporate strategy, product management, business process reengineering, etc.

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BUSINESS SUPPORT FUNCTIONS	Human Resources	This function comprises of professionals engaged in providing human resource services such as talent management, conflict management, investigations and reporting, benefit pension plan, strategy and governance, employee wellness programs etc. across various industries.
BUSINESS SUPPORT FUNCTIONS	Legal	This function comprises of talent engaged in legal support activities such as arbitration, litigation analysis, paralegal support etc. across all companies.
BUSINESS SUPPORT FUNCTIONS	Marketing	This function comprises of talent primarily engaged in the design, development and implementation of marketing activities, focused on the various products and services offered by enterprises/organizations. Some of the key skills include, marketing planning, brand management, market intelligence, visual marketing etc.
BUSINESS SUPPORT FUNCTIONS	Procurement, Supply Chain and Logistics	This function comprises of talent primarily engaged in the planning, implementation and management of procurement, supply chain and logistics of an enterprise/organization. Some of the key activities include, vendor management, freight forwarding, logistics management, supply chain co-ordination etc.
CLINICAL DEVELOPMENT	Biostatistics	This function comprises of talent which is primarily engages in design of biological experiments with the use of applies mathematics, statistics, information technology and computer science to collect, summarize and analyze data from those experiments concerned with medicine and health.
CLINICAL DEVELOPMENT	Clinical Affairs	This function comprises of talent which is primarily engages in clinical project management by planning and managing all aspects of clinical development ensuring compliance with protocols and overall clinical objectives.
CLINICAL DEVELOPMENT	Clinical Development - Imaging	This function comprises of talent which is primarily engaged in imaging technologies to support clinical trials.
CLINICAL DEVELOPMENT	Clinical Development - Product Management and Market Access	This function comprises of talent which engages in product management using their clinical and product expertise to drive growth and marketing activities. The function also includes professionals that are involved in creating access to the market for the products which is to understand the changes in the market that would affect the product, create a positive environment for product as well as communicate the "value" to the customers.
CLINICAL DEVELOPMENT	Clinical Development - Quality Control and Assurance	This function comprises of talent which is primarily engages in performing various testing processes such as stability testing, microbial limit testing, raw material testing, and robustness testing etc. relevant to clinical development. This function also includes the professionals who are in quality assurance and perform verifications, validations and quality audits.
CLINICAL DEVELOPMENT	Clinical Development - Regulatory Affairs	This function comprises of talent which is primarily engages in ensuring that various regulations concerned to health and safety in clinical development arena are met. Prepare required submissions to facilitate the continuation of clinical studies. Support product registrations for international markets as required.
CLINICAL DEVELOPMENT	Clinical Development - Safety	This function comprises of talent which is primarily engages in monitoring and studying the safety of medicines and take actions to reduce risks associated, while simultaneously increasing the benefits of medicines.

	and Pharmacovigilance	
CLINICAL DEVELOPMENT	Clinical Development - Toxicology	This function comprises of talent which is primarily engages in drug development process by screening out targets and chemicals which would be unsafe and conduct tests which ensure the safety of drug usage by patients. This function includes professionals who help studying adverse effects of chemical substances on living organisms.
CLINICAL DEVELOPMENT	Clinical Operations	This function comprises of talent which is primarily engages in clinical trial and site management, clinical trial monitoring, clinical data management, vendor or contract management and expense reimbursement.
CLINICAL DEVELOPMENT	Clinical Trials	The function is comprised of professionals who are engaged in clinical research, design, management and organization of clinical trials. Researchers design clinical trials to answer specific research questions related to a medical product. Before a clinical trial begins, researchers review prior information about the drug to develop research questions and objectives.
CLINICAL DEVELOPMENT	Medical Writing and Publishing	This function comprises of talent which is primarily engages in writing service spanning from individual documents to extensive medical writing programs such as regulatory publishing, clinical study reports, publications, posters, and abstracts, investigator brochures and patient narratives etc.
CLINICAL DEVELOPMENT	Pharmacology and Pharmacokinetics	This function comprises of talent who reviews preclinical studies and focus on the drug's absorption, distribution, metabolism, and excretion processes. Interprets blood-level data at different time intervals from clinical trials, to assess drug dosages and administration schedules.
CONSUMER HEALTHCARE - NUTRITION AND FOOD SCIENCE	Agricultural and Industrial Biotechnology	This function comprises of professionals who apply biotechnological processes like biosynthesis, bioprocessing engineering, clinical synthesis, and fermentation etc. in food and nutrition.
CONSUMER HEALTHCARE - NUTRITION AND FOOD SCIENCE	Consumer Healthcare - Product Development	This function comprises of professionals who are engaged in design and development of consumer healthcare products.
CONSUMER HEALTHCARE - NUTRITION AND FOOD SCIENCE	Food Deficiency and Nutrition Study	The function Nutrition Study comprises of professionals who conduct food nutrition analysis such macronutrient study, mineral Study, sports nutrition study, vitamin study, etc. Food Deficiency includes professionals who study the deficiencies of vitamins, minerals, and nutrients in food.
CONSUMER HEALTHCARE - NUTRITION AND FOOD SCIENCE	Food Grading	This function comprises of professionals who inspect, assess and sort foods based on the parameters like quality, freshness, legal conformity and market value.
CONSUMER HEALTHCARE - NUTRITION AND FOOD	Food Processing and	The function Food processing involves professionals who process raw food materials to marketable food products. The activities typically involve - assembling, packaging, labelling, running quality checks etc.



SCIENCE	Production	
CONSUMER HEALTHCARE - NUTRITION AND FOOD SCIENCE	Food Regulation and Compliance	This function comprises of professionals who ensure that the compliance of standards, labels, and other regulatory requirements for food are met.
CONSUMER HEALTHCARE - NUTRITION AND FOOD SCIENCE	Nutrient and Food Testing	This function comprises of professionals who conduct food testing such as micronutrient testing, contaminant testing, allergen testing, fungicide testing etc.
CONTACT CENTER	Call Center Process Improvement	This function comprises of talent which is primarily engaged in the identification, analysis and improvement in the process methodology within contact center firms, such as knowledge management, quality control, quality audit and inspection, etc.
CONTACT CENTER	Call Center Supervision and Operations	This function comprises of talent which is primarily engaged in management, supervision and execution of call center operations. It includes activities such as call monitoring, conflict resolution, customer insights analysis, quality analysis etc.
CONTACT CENTER	Non-Voice Support	This function comprises of professionals who are engaged in all aspects of non-voice support services such as chat and e-mail support, fault diagnostics, remote support, setup and installation etc.
CONTACT CENTER	Voice Based - After Sales Support	This function comprises of talent engaged in providing voice based after sales support.
CONTACT CENTER	Voice Based - Billing Support	This function comprises of voice-based talent who interact with customers and solve the issues/queries related to billing statement charges, interest rates etc.
CONTACT CENTER	Voice Based - Collections	This function comprises of talent engaged in voice-based collection support, and work on resolving customer issues such as financial discrepancies and short payments.
CONTACT CENTER	Voice Based - Cross-Selling	This function comprises of voice-based talent engaged in encouraging customers to buy additional products that can complement or be integrated into the original product purchased.
CONTACT CENTER	Voice Based - Fault Diagnostics	This function comprises of talent engaged in providing voice-based support services such as fault detection, diagnosis, predictive maintenance services to customers.
CONTACT CENTER	Voice Based - General Call Handling	This function comprises of talent engaged in handling all incoming calls and collecting and recording appropriate information about companies' products and services.

CONTACT CENTER	Voice Based - Inbound Tele sales	This function comprises of talent engaged in providing voice based inbound tele sales services.
CONTACT CENTER	Voice Based - Order Processing	This function comprises of voice-based talent engaged in providing order processing services, such as order collection, order placement, and order delivery.
CONTACT CENTER	Voice Based - Outbound Tele sales	This function comprises of talent engaged in providing voice based outbound tele sales services.
CONTACT CENTER	Voice Based - Problem Resolution	This function comprises of talent engaged in providing complaint resolution services in accordance to company policies.
CONTACT CENTER	Voice Based - Procurement	This function comprises of talent engaged in providing voice-based procurement services such as business requirement analysis, procurement management process, cost and service negotiation etc.
CONTACT CENTER	Voice Based - Remote Support	This function comprises of talent engaged in providing voice based remote support such as upgrading applications, checking workstation performance, diagnosing faults, remote troubleshooting and resolution.
DIGITAL MARKETING	Affiliate Marketing	This function comprises of talent involved in developing and managing online affiliate network and advertising partner relationships. Communicate with affiliates on a regular basis via e mail and phone for exclusive offers and design special campaigns for maximizing results.
DIGITAL MARKETING	Content Marketing	This function comprises of talent involved in creating content strategies and assess plans to target unique influencers and buyers with compelling assets and digital experiences.
DIGITAL MARKETING	Conversion Rate Optimization (CRO)	This function comprises of talent which primarily engages in analyzing and understanding website traffic by gathering direct responses from visitors using tools like Google Website Optimizer, Adobe Test and Target, etc.
DIGITAL MARKETING	Digital Content Design	This function comprises of talent which primarily engages in creation, development and management of digital marketing content. Majorly responsible for creation and curation of web content.
DIGITAL MARKETING	Digital Marketing - Analytics	This function comprises of talent that analyze qualitative data and turn it into actionable insights so the business can improve their customer experience. Some of the tasks include reporting, insights, recommendations, and verifying data integrity to make data understandable and actionable to the end user.
DIGITAL MARKETING	Email Marketing	This function comprises of talent which primarily engages in lead generation, e-mail campaigns, designing newsletter and announcing of loyalty programs through commercial emailing activities.

DIGITAL MARKETING	Marketing Automation	This function comprises of talent proficient in technology and software platforms like Marketo, IBM Unica, Salesforce.com, etc. that automate repetitive marketing activities such as email, social media, etc. to achieve efficiency
DIGITAL MARKETING	Mobile Advertising	This function comprises of talent which is primarily engaged in designing of services like messaging (text, graphic and voice), interactive apps and advertisement for mobile devices. They are involved in marketing and acquisition strategy for the mobile channel.
DIGITAL MARKETING	Online Advertising	This function comprises of talent which primarily engages in the use of online platforms like AdSense, Podcasts, Viglink, etc. via internet to deliver promotional marketing messages to consumers.
DIGITAL MARKETING	Search Engine Marketing (SEM)	This function comprises of talent which primarily engages in creating strategies with prominent search engines, developing and testing new keywords, managing Pay-Per-Click campaigns that will drive traffic to a website.
DIGITAL MARKETING	Search Engine Optimization (SEO)	This function comprises of talent which primarily engages in managing of all SEO activities such as content strategy, link building, site speed optimization and keyword strategy to maximize the volume of inbound traffic to website.
DIGITAL MARKETING	Social Media Marketing	This function comprises of talent which primarily engages in the use of social media platforms like Facebook, Twitter, YouTube and more for promotional & advertising activities
ELECTRICAL ENGINEERING	Bioelectrical Engineering	This function comprises of talent that deals with bio signal systems and applications, bio sensors and bio medical devices, imaging and information processing.
ELECTRICAL ENGINEERING	Circuit and Component Design	This function comprises of talent involved in designing, developing, modifying and evaluating complex analog and mixed signal electronic parts for analog and mixed signal electronic equipment and other hardware systems. Responsible for defining, layout, and characterization of various analog/power circuits for automotive, consumer, and industrial market.
ELECTRICAL ENGINEERING	Control Engineering	This function comprises of talent who apply automatic control theory to design systems with desired behaviors in control environments. Ensure the smooth running of the controls section within the production plant, respond to breakdowns, etc.
ELECTRICAL ENGINEERING	Electrical Communications	This function comprises of talent involved in the design and development of communication devices used in the transmission and reception of information in electrical form. They deal with various modes of communication such as satellites, radio, internet and broadband technologies and wireless telephone services.
ELECTRICAL ENGINEERING	Electrical Engineering - Compliance	This function comprises of talent involved in securing product certifications. They coordinate all permits, licenses, approvals, notifications and consents from the applicable regulatory parties during all phases of the project. The talent pool also monitors standards and continually evaluate conformance to the latest versions/amendments ensuring that products claim conformity to the latest standards.
ELECTRICAL ENGINEERING	Electrical Engineering - Testing	This function comprises of talent that perform electrical verification tests, write reports, and provide recommendations for improvements. Execute verification and validation activities for multiple new product development and life cycle

G	and Verification	engineering projects with specific focus on electrical design verification.
ELECTRICAL ENGINEERING G	Power and Electronics Engineering	This function comprises of talent involved in the design and development of power related systems. They are involved in the design, selection, specification, and validation of critical power components such as IGBTs, Transistor, Rectifier, CMOS, etc. Participate in FMEA and risk assessment activities
ELECTRICAL ENGINEERING G	Signal Processing	This function comprises of talent involved in the various aspects of signal processing such as audio processing, video processing and image processing. The signal involved may either be analog or digital. They are involved in developing and optimizing signal processing algorithms and implementing these algorithms into prototype systems.
FINANCIAL SERVICES	Accounting and Financial Reporting	This function comprises of talent primarily engaged in providing accounting and financial reporting services such as accounting collections, financial analysis, financial reporting, risk analysis, credit management etc.
FINANCIAL SERVICES	Capital Markets	This function comprises of talent which primarily involves in capital market services with respect to bonds, hedge funds, stocks and equity management, underwriting, pension funds, and sovereign wealth funds.
FINANCIAL SERVICES	Commercial Real Estate	This function comprises of talent which primarily involves in providing commercial real estate services with respect to asset analysis, commercial mortgage, letters of credit, due diligence, asset valuation etc.
FINANCIAL SERVICES	Corporate Tax Management	This function comprises of talent primarily engaged in various aspects of taxation services such as corporate tax, income tax, tax analysis, tax compliance, tax reporting etc.
FINANCIAL SERVICES	Employer Services	This function comprises of talent which provides Employer services such as benefits planning, planning of employee loan, payroll management, retirement planning, and stock options.
FINANCIAL SERVICES	Financial Advisory Support	This function comprises of talent primarily engaged in providing financial planning support to clients such as credit management, pricing recommendation, investment advisory etc.
FINANCIAL SERVICES	Financial Audit	This function comprises of talent primarily engaged in providing audit services such as financial audit, financial compliance, report preparation etc.
FINANCIAL SERVICES	Financial Trust Services	This function comprises of talent primarily engaged in providing trust services to institutions/organizations such as escrow fund management, reconciliations, corporate trust services etc.
FINANCIAL SERVICES	Personal Financial Services	This function comprises of talent primarily engaged in providing services such as microfinancing, rent-to-own agreements, insurance and risk management, succession planning etc.
FINANCIAL SERVICES	Trade and Equipment Finance	This function comprises of talent primarily engaged in providing trade and equipment financing services to organizations such as letters of credit, term loan, trade finance, commercial finance etc.
FINANCIAL SERVICES	Treasury and Cash	This function comprises of talent primarily engaged in providing cash and treasury management services such as working capital management, currency hedging,

	Managem ent	and currency conversion etc.
HARDWARE PRODUCT DEVELOPME NT	Hardware Coding and Programmi ng	This function comprises of talent involved in the coding and programming for microprocessors, microcontrollers and other very large-scale integrated circuits. Various tools and technology that they work on are firmware, compiler technology, OpenCL & Parallel programming, video processing algorithms, digital signal processing, etc.
HARDWARE PRODUCT DEVELOPME NT	Hardware Conceptuali zation, Design, and Architecture	This function comprises of talent involved in the process of establishing design requirements, conducting requirement analysis, conceptualization, product viability analysis, prototyping, and designing of hardware electronic components and related hardware architecture. Their role includes responsibilities in one or more of the following areas such as micro architectural definition, digital design (RTL), synthesis, static timing analysis, gate-level simulations, etc.
HARDWARE PRODUCT DEVELOPME NT	Hardware Developme nt	This function comprises of talent involved in the development of prototypes based on the design and architecture specifications at circuit and network level. They integrate the industrial design, mechanical, embedded engineering (PCB, cable harness development, firmware development) and software engineering aspects at circuit and network level, to create a fully integrated prototype with production intent. They deal with technologies and tools such as modulation/simulation, RF, bus protocols, IC integration, etc.
HARDWARE PRODUCT DEVELOPME NT	Hardware Modeling and Simulation	This function comprises of talent working on simulation solutions to check the output of the individual circuits and the network. They work on software such as MATLAB/Simulink and provide logic synthesis, performance modeling, time modelling and power modelling.
HARDWARE PRODUCT DEVELOPME NT	Hardware Product Implementa tion	This function comprises of talent involved in the physical implementation of the technology and is instrumental in the development of physical design strategy and takes ownership of all the implementation and layout of highly complex circuits.
HARDWARE PRODUCT DEVELOPME NT	Hardware Product Security	This function comprises of talent involved in security aspects of hardware electronic products such as secure coding, security devices, security policies, data loss prevention, enterprise security, etc.
HARDWARE PRODUCT DEVELOPME NT	Hardware Verification and Validation	This function comprises of talent involved in the verification and validation aspects of software (or firmware) and hardware for microprocessors, microcontrollers, very large-scale integrated circuits and networks. Some aspects involved are regression testing, automation testing, firmware validation and debug, reliability testing, pre silicon validation/ testing, etc.
HARDWARE PRODUCT DEVELOPME NT	Network Planning and Provisionin g	This function comprises of talent facilitates the implementation and service assurance of customer projects. They ensure that the project's technical design and implementation is delivered with a heightened focus on quality and the customer's operational objectives.
HARDWARE PRODUCT DEVELOPME NT	Networking and Network Engineering	This function comprises of talent involved with various aspects of network engineering. They mostly deal with Layer 1, Layer 2, and Layer 3 aspects of the network.
HEALTHCARE SERVICES -	Behavioral and Mental	This function comprises of talent from medical centers, hospitals or private clinics which engages in dealing issues associated with mental, emotional or substance

NURSING, LABORATORY AND ADMINISTRAT ION	Healthcare Aides	abuse problems including addictions, family, parenting, marital problems, stress management, self-esteem and aging. This function does not include social workers and psychiatrists.
HEALTHCARE SERVICES - NURSING, LABORATORY AND ADMINISTRAT ION	Healthcare Aides and Clinical Laboratory	This function comprises of talent from medical centers, hospitals or private clinics which engages in complex or routine medical laboratory tests for the diagnosis, treatment and prevention of disease.
HEALTHCARE SERVICES - NURSING, LABORATORY AND ADMINISTRAT ION	Healthcare Compliance	This function comprises of talent from medical centers, hospitals or private clinics which engages in monitoring and evaluating regulations in compliance processes to assist healthcare industry or facility to understand and address legal obligations, to promote organizational integrity through effective compliance programs and to systematically approach to maintain and improve the quality of patient care within a healthcare system.
HEALTHCARE SERVICES - NURSING, LABORATORY AND ADMINISTRAT ION	Healthcare Social Work	This function comprises of talent which engages in providing individuals, families or groups with psychosocial support to cope up with chronic, acute or terminal illnesses including advising family care-givers, providing patient education and counseling and making referrals for other services and also providing care and case management or interventions designed to promote health, prevent disease and address barriers to access to healthcare.
HEALTHCARE SERVICES - NURSING, LABORATORY AND ADMINISTRAT ION	Hospital Administrati on	This function comprises of talent from medical centers, hospitals or private clinics which engages in managing and administrating public health systems, health care systems, hospitals and hospital networks.
HEALTHCARE SERVICES - NURSING, LABORATORY AND ADMINISTRAT ION	Hospital- Food and Nutritional Care	This function comprises of talent from medical centers or hospitals which engages in food service management with responsibility for feeding of groups of people. This includes diet administration, artificial nutritional support, clinical nutrition and maintaining food service standards for Hospitals or medical centers.
HEALTHCARE SERVICES - NURSING, LABORATORY AND ADMINISTRAT ION	Hospital Pharmacy	This function comprises of talent from medical centers, hospitals or private clinics which engages in choosing, preparing, storing, compounding, and dispensing medicines and medical devices, advising healthcare professionals and patients on their safe, effective and efficient use.
HEALTHCARE SERVICES - NURSING, LABORATORY	Medical Records and Health Information	This function comprises of talent from medical centers, hospitals or private clinics which engages in organizing and managing health information data by ensuring that it maintains its quality, accuracy, accessibility, and security in both paper files and electronic systems. it also includes classification systems to code and

AND ADMINISTRAT ION		categorize patient information for insurance reimbursement purposes, for databases and registries and to maintain patients' medical and treatment histories.
HEALTHCARE SERVICES - NURSING, LABORATORY AND ADMINISTRAT ION	Nursing	This function comprises of talent from medical centers, hospitals or private clinics which engages in developing and implementing nursing care plans and maintain medical records by working as support/ part of healthcare team or independently to diagnose and treat acute, episodic, or chronic illness.
HEALTHCARE SERVICES - NURSING, LABORATORY AND ADMINISTRAT ION	Rehabilitati on Services	This function comprises of talent from medical centers, hospitals or private clinics which engages in helping a person to overcome or manage physical, mental or cognitive abilities that have been lost or impaired as a result of disease, injury or treatment. These services include professionals' physical therapy, occupational therapy, speech and language therapy, cognitive therapy, and mental health rehabilitation services.
HEALTHCARE SERVICES - PHYSICIANS AND SURGEONS	Dentists	This function comprises of physicians who provide diagnosis, prevention and treatment of diseases or disorders of teeth, gum and oral cavity.
HEALTHCARE SERVICES - PHYSICIANS AND SURGEONS	Psychiatrist s	This function comprises of physicians who provide diagnosis and treatment of mental illness.
HEALTHCARE SERVICES - PHYSICIANS AND SURGEONS	Surgeons and Physicians	This function comprises of physicians who provide diagnose and treat injuries or illnesses. Physicians examine patients, medical history, prescribe medications, order or perform diagnostic tests and counsel patients on diet, hygiene and preventive healthcare. Surgeons operate on patients to treat injuries, such as broken bones, diseases and deformities etc.
HEALTHCARE SERVICES - PHYSICIANS AND SURGEONS	Veterinaria ns	This function comprises of physicians who provide diagnose, treatment or research diseases and injuries of animals. This function includes veterinary physicians and surgery who conduct research and development, inspect livestock, or care for pets and companion animals.
INDUSTRIAL ENGINEERIN G	Applied Industrial Research	This function comprises of talent involved mainly in the ergonomics/ human factors, operating plans, recovery planning, and capacity planning related research. The talent is involved in designing products, systems or processes that take account of the interaction between them and the people that use them.
INDUSTRIAL ENGINEERIN G	Industrial Design Tools and Techniques	This function comprises of the talent working on new products or improving the existing ones to deliver innovative concepts and use the understanding of technology, materials and manufacturing methods to improve the appearance and usability of the items. They use various design tools and technique to achieve the objective.
INDUSTRIAL ENGINEERIN G	Industrial Engineering Cost	This function comprises of the talent involved in the cost estimation and devising methods to cut down on costs of various processes and sub-processes without hampering the quality of the product/service. The talent is involved in management

	Control	of project cost and involves activities such as cost and control estimating, cost forecasting, value analysis, and risk analysis.
INDUSTRIAL ENGINEERING	Industrial Facility Design	This function comprises of the talent involved in establishing strong processes and system to ensure hassle free production and timely deliveries to the customer. They are also involved in establishing strong maintenance systems to prevent machine breakdown and create sustainable manufacturing processes.
INDUSTRIAL ENGINEERING	Industrial Production Support	This function comprises of the talent involved in the lending of support to the main production process by analyzing the project progress at regular stages and identification of project constraints. Assist in the identification of tooling requirements and process tooling based on manufacturing and engineering requirements.
INDUSTRIAL ENGINEERING	Industrial Quality and Reliability	This function comprises of the talent involved in improving the quality and reliability of the product or service offered by the company as well as the processes that lead to the product/service. They employ various statistical methods to achieve this. They help the organizations meet the quality standards set by different national and international quality regulatory bodies.
INDUSTRIAL ENGINEERING	Industrial Safety	This function comprises of the talent involved in the management of all operations and events within an industry, for protecting its employees and assets by minimizing hazards, risks, accidents and near misses. They help employers adhere to the relevant laws, compliance and best practices in the industry for the best protection possible.
INDUSTRIAL ENGINEERING	Lean and Process Improvement	This function comprises of the talent involved in the task of identifying, analyzing and improving upon existing business processes within an organization for optimization and to meet higher productivity or standards of quality or lower costs. They employ proven process improvement techniques such as Lean, Six Sigma, DMAIC which focus on continuous improvement by eliminating wastes and ensuring consistent quality to reduce costs.
INSURANCE	Actuaries	This function comprises of talent pool engaged in providing actuarial services, such as actuarial valuation, financial modelling, catastrophe modelling, etc. in Insurance firms.
INSURANCE	Insurance - Compliance and Regulation	This function comprises of the talent pool employed in insurance companies, engaged in providing compliance and regulatory services such as internal control, subrogation, litigation etc. The talent pool present in this function monitor industry and regulatory developments relevant to the insurance sector. They Interpret regulatory rules and work with the business to ensure compliance is ensured.
INSURANCE	Insurance - Corporate Functions	This function comprises of professionals within an insurance organization that provide business advisory, financial analysis, strategy planning, treasury operations, and corporate governance services to its clients.
INSURANCE	Insurance - Risk Management	This function comprises of the talent pool employed in insurance companies engaged in providing risk management services such as fraud management, loss control, process improvement etc.
INSURANCE	Insurance Accounting and Audit	This function comprises of professionals who conduct an official examination and evaluation of financial accounts and records in an insurance company.
INSURANCE	Insurance	This function comprises of the talent pool who process all claims submitted. They



	Claims	investigate the loss, evaluate the damage and assign an estimated value.
INSURANCE	Underwriting	This function comprises of professionals who are engaged in all aspects of underwriting within an insurance organization
INVESTMENT BANKING	Corporate Finance	This function comprises of the talent pool who provide corporate financing services such as valuation, M&A negotiation, fund raising, capital budgeting etc. for Customers/clients.
INVESTMENT BANKING	Corporate Treasury	This function comprises of talent engaged in providing corporate treasury services such as treasury management, capital management, liquidity risk management etc.
INVESTMENT BANKING	Investment Banking - Compliance and Regulation	This function comprises of the talent pool employed in investment banking organizations, engaged in providing compliance and regulatory services such as due diligence, legal compliance, litigation etc.
INVESTMENT BANKING	Investment Banking - Corporate strategy and Development	This function comprises of talent engaged in providing corporate strategy development services such as global risk exposure, governance, product management, process management, strategic alliance etc.
INVESTMENT BANKING	Investment Banking - Market Insights	This function comprises of talent engaged in market insight services such as equity research, mutual fund research, macroeconomic research etc.
INVESTMENT BANKING	Investment Banking - Operations and Support	This function comprises of talent engaged in activities related to operations and support services such as clearing trades, documentation, settlements and trade support etc.
INVESTMENT BANKING	Investment Banking - Risk Management	This function comprises of the talent pool employed in investment banking firms, engaged in providing risk management services such as credit risk analysis, portfolio risk management, trade compliance etc.
INVESTMENT BANKING	Investment Banking - Sales and Trading	This function comprises of talent engaged in trading and sales of various products and services of an investment banking corporation.
INVESTMENT BANKING	Investment Management	This function comprises of talent engaged in customer investment management services such as capital management, portfolio management, portfolio construction, account management etc.
IT SERVICES	Application Development and Maintenance	This function comprises of talent involved in the development and maintenance of critical applications for IT intensive organizations. They are responsible for application software installation, implementation of software solutions, testing, and trouble shooting.

IT SERVICES	Business and IT Strategy	This function comprises of talent involved in determining the information technology goals of an organization and are responsible for implementing computer systems to meet those goals. Assess the costs and benefits of new projects, analyze their organization's computer needs and recommend possible upgrades, and plan and direct the installation and maintenance of computer hardware and software.
IT SERVICES	IT Infrastructure Management	This function comprises of talent involved in the management and operation of an enterprise IT environment. Some of the major components of IT infrastructure are servers, computers, data centers, switches, hubs and routers, enterprise resource planning (ERP), customer relationship management (CRM), network enablement, internet connectivity, firewall, etc.
IT SERVICES	IT Networking and Operations	This function comprises of talent involved in various aspects of networking such as implementation of secure networks, systems analysis and development, windows server administration, etc. Monitor network to ensure network availability to all system users and may perform necessary maintenance to support network availability. Also administer network security measures.
IT SERVICES	IT Services - Testing	This function comprises of talent involved in the process of validating and verifying IT applications and its associated components to deliver robust and high-performing applications.
IT SERVICES	IT System Integration	This function comprises of talent involved in integrating multiple IT systems that cater to different functions, departments and stages in product lifecycles. They primarily deal in the integration of a vendor software application within the business processes and in achieving the required efficiency out of the implemented solution. Some aspects of system integration include advisory services, implementation services, migration / upgrades, etc.
IT SERVICES	Virtualization	This function comprises of talent includes those professionals who are involved in virtualized application deployment and maintenance. They enable organizations achieve IT agility and flexibility across on-premises and cloud resources with virtualization solutions, thus helping organizations cut infrastructure costs.
MANUFACTURING	Aerospace Products and Parts Manufacturing	This function comprises of talent, which is engaged in manufacturing of aircraft, space vehicles, aircraft engines, propulsion units and allied parts.
MANUFACTURING	Beauty and Cosmetics Products Manufacturing	This function comprises of talent which is engaged in manufacturing of beauty and cosmetics products such as lipstick, mascara, eye shadow, foundation, skin cleansers and skin lotions, shampoo, hairstyling products (gel, hair spray, etc.) and perfume.
MANUFACTURING	Chemical, Petroleum and Coal Products Manufacturing	This function comprises of talent which is primarily engaged in transforming crude petroleum and coal by organic and inorganic raw materials by a chemical process and the formulation of products into intermediate and usable products.
MANUFACTURING	Electrical and Electronic	This function comprises of talent which is primarily engaged in manufacturing of Electrical and Electronic Products. The Electrical products includes devices such as motors, generators, batteries, etc. Electronic products include computers,

	Products Manufacturing	computer peripherals, communications equipment, and similar electronic products.
MANUFACTURING	Food, Beverage and Tobacco Products Manufacturing	This function comprises of talent primarily engaged in transforming of agricultural products into products for consumption; also include those that manufacture alcoholic/nonalcoholic beverages through the fermentation process and who involves in production of tobacco products, such as cigarettes and cigars.
MANUFACTURING	Leather and Applied Products Manufacturing	This function comprises of talent which is primarily engages in manufacturing of leather products and footwear by tanning or curing and fabricating the leather into products for final consumption.
MANUFACTURING	Machinery Manufacturing	This function comprises of talent which is primarily engages in manufacturing of heavy machinery and equipment used by other industries (for example machinery used in Steel, Construction, and Agriculture industries).
MANUFACTURING	Medical Device Manufacturing	This function comprises of talent which engages in manufacturing of electro-medical equipment, high-energy radiation equipment or machinery, surgical and medical instruments, surgical appliances and supplies, and dental equipment and supplies.
MANUFACTURING	Nonmetallic Mineral Products Manufacturing	This function comprises of talent which is primarily engaged in transforming mined or quarried nonmetallic minerals, such as sand, gravel, stone, clay, and refractory materials, into products for intermediate or final consumption
MANUFACTURING	Pharmaceutical and Medicine Manufacturing	This function comprises of talent which engages in manufacturing of industrial-scale synthesis pharmaceutical drugs or medicines. This may also include Over the counter (OTC) medicines.
MANUFACTURING	Plastics and Rubber Products Manufacturing	This function comprises of talent which is primarily engages in manufacturing of goods by processing plastics materials and raw rubber materials.
MANUFACTURING	Primary and Fabricated Metals Manufacturing	This function comprises of talent which is primarily engages in manufacturing of ferrous and nonferrous metals from ore, pig or scrap by using metallurgical techniques and transform metal into end products. They also include talent that transform metal into intermediate or end products, other than machinery, computers and electronics, and metal furniture, or treat metals and metal formed products fabricated elsewhere.
MANUFACTURING	Textile and Apparel Manufacturing	This function comprises of talent which is primarily engages in manufacturing of yarn, cloth and ready-to-wear garment by transforming fiber into yarn, yarn to fabric from the natural available fiber like cotton or from or synthetic raw material.
MANUFACTURING	Transportati	This function comprises of talent which is primarily engages in manufacturing

RING	on Equipment Manufacturing	motor vehicles, vehicle body, trailer and parts, railroad rolling stock, ships, boats and other transportation equipment. It does not include the talent engaged in aerospace products and parts manufacturing.
MANUFACTURING	Wood, Paper, Printing and Related Manufacturing	This function comprises of talent which is primarily engages in manufacturing of wood containers and prefabricated wood and as well as who manufactures pulp, paper into intermediate paper products and print products such as newspapers, stationery Items (for example Books, Business cards, office files and Labels etc.).
MECHANICAL ENGINEERING	Fluid and Pneumatics	This function comprises of talent involved in the use of Fluid Power in the design of machinery and mechanical equipment. They deal with both hydraulics, which uses pressurized liquids and pneumatics which uses pressurized gas.
MECHANICAL ENGINEERING	Mechanical Engineering - Compliance	This function comprises of talent involved in securing product certifications. They coordinate all permits, licenses, approvals, notifications and consents from the applicable regulatory parties during all phases of the project. The talent pool also monitors standards and continually evaluate conformance to the latest versions/amendments ensuring that products claim conformity to the latest standards.
MECHANICAL ENGINEERING	Mechanical Engineering - Design and Conceptualization	This function comprises of talent responsible for the design of new products and modifications/improvements to existing products. They integrate various sub-disciplines of mechanical engineering such as mechanics, robotics, mechatronics and thermodynamics.
MECHANICAL ENGINEERING	Mechanical Engineering - Fabrication	This function comprises of talent responsible for the fabrication, modification, and assembly of prototype parts, fixtures. They supervise basic mechanical production processes such as metal cutting, casting, fitting, forming, etc.
MECHANICAL ENGINEERING	Mechanical Engineering - Testing and Verification	This function comprises of talent involved in product, service, or system check. They also make sure whether products meet requirements and specifications as per national and international standards and fulfill their intended purpose.
MEDICAL DEVICES ENGINEERING	Clinical Investigations	This function comprises of talent which engages in evaluating and monitoring of medical devices effectiveness using human subjects and to determine the product's risks/ benefits for ensuring safety while using on large group of people and designing of strategic and regulatory initiatives by providing guidance on regulatory expertise for product development and optimization.
MEDICAL DEVICES ENGINEERING	Medical Devices - Quality Control and Quality Assurance	This function comprises of talent which engages in analyzing the products/devices to ensure Food and Drug Administration (FDA), ISO regulatory and other international regulatory requirements are met.
MEDICAL DEVICES ENGINEERING	Medical Devices - Research and	This function comprises of talent which engages in research and development of medical devices by developing novel preparation and characterization for unique material choice; developing of engineering systems and layouts for devices from concept research; developing computer aided designs, control systems by robotics

	Development	and integrating of embedded software system for new or existing devices.
MEDICAL DEVICES ENGINEERING	Medical Devices - Testing and Verification	This function comprises of talent which is primarily engages in design and develops verification and validation strategies to deliver against that testing and providing feedback and suggestions on the product.
MEDICAL DEVICES ENGINEERING	Medical Devices - Writing and Documentation	This function comprises of talent which is primarily engages in documenting processes and procedures and maintains detailed and accurate laboratory records.
MEDICAL DEVICES ENGINEERING	Medical Devices Development Support	This function comprises of talent which engages in areas as cytopathology, histopathology, cytogenetics, medical microbiology and toxicology by primarily focusing on cells, tissue-based diagnostic services, chromosomes, test on infectious diseases and monitoring on adverse effects on living organisms.
OIL AND GAS	Geological Exploration and Survey	This function comprises of talent which is primarily engages in conducting exploration and seismic surveys to determine the presence, size and location of oil and gas deposits.
OIL AND GAS	Oil and Gas - Facilities Engineering	This function comprises of talent which is primarily engages in facility design, engineering, technical support and facility operations including from power sources, climate control, water and lighting to more specialized systems such as processing chemicals or environmental control ranging from offshore platforms to onshore plants.
OIL AND GAS	Oil and Gas - Health, Safety and Environment (HSE)	This function comprises of talent which is primarily engages in the process and operations do not inflict harm on personnel, public and the environment (for example protection of soil or fire protection etc.).
OIL AND GAS	Oil and Gas - Offshore Operations	This function comprises of talent which is primarily engages in maritime/offshore activities associated with ships, vessels, ports and offshore oil rigs where drilling operation takes place. They carry out under water operations like diving, ROV (Remote Operated underwater vehicle) operations and others.
OIL AND GAS	Oil and Gas - Research and Development	This function comprises of talent, which is primarily engages in scientific and engineering developing, researching new designs and technologies used in oil and gas industry.
OIL AND GAS	Oil and Gas - Reservoir Engineering	This function comprises of talent which is primarily engages in oil and gas reserves developing the most efficient ways to extract the resources. Their duties include simulation and surveillance of the well, production forecasting and development planning.
OIL AND GAS	Oil and Gas - Support and Maintenance	This function comprises of talent which is primarily engages in design and oversee field and plant operations including general support and execution, repair & maintenance and control systems management.

OIL AND GAS	Oil and Gas Ethics and Compliance	This function comprises of talent which is primarily engages in regulatory affairs, ethics and compliance management in Oil and Gas industry.
OIL AND GAS	Oil and Gas Production	This function comprises of talent which is primarily engages in the process of extracting hydrocarbons to the surface and preparing them for processing, marketing and usage.
OIL AND GAS	Pipeline and Civil Engineering	This function comprises of talent which is primarily engages in efficient transport of fluids. Pipeline Engineering is comprised of professionals who plan, design, construct, integrate, maintain and operate pipelines and associated facilities in both offshore and onshore plants. Civil engineering is comprised of professionals who design, construct and maintain works such as roads, bridges, canals and buildings. They aim to design and build structures that meet safety, reliability and cost requirements.
OIL AND GAS	Refineries	This function comprises of talent which is primarily engages in oil refineries where crude oil is processed into various products. Their tasks also include operating and controlling chemical process, machines and panel boards.
OIL AND GAS	Up-Stream Operations and Drilling	This function comprises of talent which engages in upstream sector of oil and gas industry, generally known as exploration and production (E&P) which includes examining potential underground/ underwater crude oil and natural gas fields, drilling exploratory wells that recover and bring the crude oil or raw natural gas to the surface.
PRE-CLINICAL DEVELOPMENT	Analytical Chemistry and Bioanalysis	The function comprises of talent which is primarily engages in carrying out various chemical and biochemical studies to separate, detect, identify and quantify biological samples. Their duties also include the study of chemical and biochemical mechanisms of the body relative to a disease.
PRE-CLINICAL DEVELOPMENT	Bioinformatics	This function comprises of talent which is primarily engages in applying informatics techniques such as applied math, computer science and statistics into the area of biology to understand and organize the information associated with these molecules on a large scale.
PRE-CLINICAL DEVELOPMENT	Clinical Data Reporting and Documentation	This function comprises of talent which is primarily engages in documentation, reporting and management of high-quality, reliable and statistically sound clinical data.
PRE-CLINICAL DEVELOPMENT	CMC and Drug Formulation	This function comprises of talent which is primarily engages in providing services of Chemistry, Manufacturing and Controls (CMC) for drug development. They are engaged in formulation development, pre-clinical and CMC aspects of drug development.
PRE-CLINICAL DEVELOPMENT	Experimental Pathology	This function comprises of talent which is primarily engages in carrying out microscopic/ molecular examination of organs, tissues, cells or body fluids.
PRE-CLINICAL DEVELOPMENT	Experimental Pharmacokinetics and Pharmacodynamics	This function comprises of talent which is primarily engages in the study of physiological and biochemical effects of drugs on an organism and how the organism affects the drug to determine dosing, benefit and adverse effects.

	ynamics (PK/PD)	
PRE-CLINICAL DEVELOPMENT	Immunology and Microbiology	This function comprises of talent which is primarily engages in study and research of microscopic organisms and immune systems to diagnosis of abnormal cells (such as cancerous tumor).
PRE-CLINICAL DEVELOPMENT	Organic Synthesis	This function comprises of talent which is primarily engages in providing services of medicinal chemistry, pharmaceutical chemistry and other organic chemistry with construction of organic compounds through organic reactions to aid to the process of drug discovery.
PRE-CLINICAL DEVELOPMENT	Pre-Clinical Quality Control	This function comprises of talent which is primarily engages in performing various testing processes such as stability testing, microbial limit testing, raw material testing and robustness testing etc. for validating process and to maintain good laboratory practices.
PRE-CLINICAL DEVELOPMENT	Pre-Clinical Toxicology Testing	This function comprises of talent which is primarily engages in helping drug development process by screening out targets and chemicals which would be unsafe and conduct tests to study nature, effects and detect any adverse effects on organisms.
RETAIL	Merchandising and Planning	This function comprises of talent engaged in visual display merchandising whereby they use the product design, selection, packaging and pricing to entice the customer into buying their products. They also decide on the discounting process and patterns, physical presentation of products and display of suitable products to potential customers.
RETAIL	Private Label Brand Management (PLB)	This function comprises of talent involved in the brand management of private label brands, that is, brands developed by the retail store themselves or marketed under their own name. They analyze the receptivity of the brand within the market and develop ways to maintain or improve the brand's value.
RETAIL	Retail Loss Prevention	This function comprises of talent primarily engaged in managing activities for reducing preventable losses caused by human or natural actions either by Internal loss (individuals from within the business involved in stealing products, Payments shrinkage and Package pilferage) or External loss (when customers intentionally cause shrink by theft, fraud and waste). Security measures such as fire management, fraud & credit investigations, building security (CCTV monitoring and electronic sensor barriers) are used.
RETAIL	Retail Property Management	This function comprises of talent primarily engaged in the activities of housekeeping and managing of facilities, property and work order management, installation, repair, and maintenance, etc.
RETAIL	Retail Store Operations (Except Sales)	This function comprises of talent which primarily works in retail outlets and departmental stores. They are mainly tasked with the stock, inventory and logistics management.
RETAIL BANKING	Banking Front Office	This function comprises of talent primarily engaged in front desk services, such as account management, tellers, post-closing, relationship management etc. within retail banks.

RETAIL BANKING	Banking Operations Support	This function comprises of talent engaged in providing support services such as customer support, documentation and verification, treasury operation etc.
RETAIL BANKING	Banking Product Design	This function comprises of talent engaged in product designing services within retail banks, such as product strategy and development, channel design, interaction design, pricing analysis etc.
RETAIL BANKING	Foreign Exchange	This function comprises of talent employed in retail banks primarily engaged in providing foreign exchange services such as currency exchange, remittance, travel money etc.
RETAIL BANKING	Loan and Mortgage	This function comprises of talent engaged in providing all aspects of loan and mortgage services within retail banks, such as mortgage underwriting, debt settlement, fund management etc.
RETAIL BANKING	Retail Banking - Advisory	This function comprises of talent employed in retail banks, engaged in providing advisory services such as business analysis, pricing recommendations, wealth management etc.
RETAIL BANKING	Retail Banking - Compliance and Regulation	This function comprises of the talent pool employed in retail banks engaged in providing compliance and regulatory services such as due diligence, Anti-money laundering, transaction monitoring etc. The talent within the function assess and help in containing compliance risk of the Bank across various locations.
RETAIL BANKING	Retail Banking - Risk Management	This function comprises of the talent pool employed in retail banks, engaged in providing risk management services such as financial risk analysis, risk assessment, risk control etc.
RETAIL BANKING	Retail Banking Strategy and Management	This function comprises of talent engaged in providing strategic management services such as strategic analysis, portfolio management, process improvement etc.
SALES	Advertising Sales	This function comprises of the sales agents involved in Advertising field who are responsible for contacting potential clients, making sales presentations, providing advertising spaces and maintaining client accounts.
SALES	Consumer Healthcare, Nutrition and Food Science Sales	This function comprises of the sales executives involved in Consumer Healthcare, Nutrition and Food Science field. Their major activity is to sell, and market portfolio of products related to healthcare and food science.
SALES	Energy Sales	This function comprises of the sales executive involved across the sales process in the Energy sector. More specifically, these salespersons are tasked with the sales and distribution of petroleum, gas, coal, electrical power, nuclear power, renewable energy and traditional energy (comprising of firewood) products.
SALES	Insurance and	This function comprises of the sales agents who connect buyers and sellers in financial markets. They sell securities to individuals, advice companies in search of



	Finance sales	investors, and conduct trades. Whereas Insurance sales agents sell one or more type of Insurance to potential buyers they identify.
SALES	Manufacturing Sales	This function comprises of the sales representatives selling goods for manufacturers to businesses, government agencies, and other organizations.
SALES	Medical Devices Sales	This function comprises of the sales executive involved in the sales process of medical devices. Sales representatives selling and marketing medical equipment, products and services to clinics, doctors and hospitals are included. Some of the other core skills are account management, presales, policy and regulations, general sales management, vendor management, etc.
SALES	Non-Retail and Wholesale Sales	This function comprises of the sales executives who sell goods for wholesalers to businesses, government agencies, and other organizations. They contact customers, explain product features, answer any questions that their customers may have, and negotiate prices.
SALES	Pharmaceutical Sciences Sales	This function comprises of the sales executives involved across the sales process in Pharmaceutical industry. The salespeople are responsible for promoting their company's products and services to doctors, clinics, or other organizations. They also educate physicians and other medication-prescribing professionals on the new drugs and related knowledge and treatments; they need to provide care to the patients.
SALES	Public Sector Sales	This function comprises of the sales executives associated with the selling of products or services controlled by national, state or provincial, and local governments bodies.
SALES	Real-Estate Sales	This function comprises of the sales executives who rent, buy, or sell property for clients. Perform duties, such as study property listings, interview prospective clients, accompany clients to property site, discuss conditions of sale, and draw up real estate contracts. Includes agents who represent buyer.
SALES	Retail Sales	This function comprises of the sales workers who sell retail merchandise, such as clothing, furniture, and automobiles, (called retail salespersons) and those who sell spare and replacement parts and equipment, especially car parts (called parts salespersons). Both types of retail sales workers help customers find the products they want and process customers' payments
SALES	Technology Sales	This function comprises of the sales executives involved in the selling of complex scientific and technological products or services to businesses. They are involved in the sale of both software and hardware technological products.
SOFTWARE PRODUCT DEVELOPMENT	Application Software Development	This function includes talent involved in the development of computer applications software and specialized utility programs. They analyze user needs and create custom software or customize existing software to enhance efficiency.
SOFTWARE PRODUCT DEVELOPMENT	Big Data	This function comprises of talent involved in the design of applications for capturing, storing and analyzing very large data sets for the purpose of predictive analytics and user behavior analytics. They also design, architect, and build SQL and NoSQL databases from determining business requirements to planning and deploying test and production systems.
SOFTWARE PRODUCT DEVELOPMENT	Cloud Computing	This function comprises of talent involved in cloud technologies such as cloud environment (SaaS), enterprise platforms, open source, virtualization, cloud architecture, cloud applications, testing, etc.

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SOFTWARE PRODUCT DEVELOPMENT	Natural Language Processing (NLP)	This function comprises of talent involved in creating language models from text data. They have expertise in the fields of Natural Language Processing, Automatic Speech Recognition, Machine Learning, and other linguistic techniques to create new, scalable solutions for business problems.
SOFTWARE PRODUCT DEVELOPMENT	Software Architecture and Design	This function comprises of talent involved in the research and design of software architecture. They set operational specifications and formulate and analyze software requirements. They elaborate the functional and structural breakdown into software components and validate the feasibility of the solution.
SOFTWARE PRODUCT DEVELOPMENT	Software Defined Storage	This function comprises of talent involved in the designing and development of storage infrastructure services and products. They work on Data Storage aspects such as Data Management, Storage Integration, Data Backup and Recovery using technologies such as SMB, CIFS, WAFL for different kinds of Operating Systems (OS) (such as Linux, Unix, Windows).
SOFTWARE PRODUCT DEVELOPMENT	Software Product Testing	This function comprises of talent involved in testing and validation of multiple phases of software development cycle. Some of the aspects involve frameworks building, unit/ interface testing, component/ feature/ system testing, product validation / acceptance, etc.
SOFTWARE PRODUCT DEVELOPMENT	Software Security	This function comprises of talent involved in planning and carrying out security measures to protect an organization's computer networks and systems. They are involved in network architecture & security, verification & testing, security software development, threat analysis, cryptography, secure coding, encryption, etc.
SOFTWARE PRODUCT DEVELOPMENT	Systems Software Development	This function comprises of talent involved in the development of operating systems-level software, compilers, and network distribution software.
TECHNICAL SUPPORT	Back Office Technical Support	This function comprises of talent involved in providing various support services such as communications support, data center support, hardware support, software support, server administration, networking support and virtual machine administration.
TECHNICAL SUPPORT	Customer Support - Account Maintenance	This function comprises of talent involved in providing customer support corresponding to the issues related to the maintenance of the accounts such as updating of the account information, new user requests, etc.
TECHNICAL SUPPORT	Customer Support - After Sales Support	This function comprises of talent responsible for support functions to the problems of users after the sale of the product is done such as customer handling, sales verification, successful post sales servicing, answering customer queries, and customer satisfaction.
TECHNICAL SUPPORT	Customer Support - Fault Diagnostics	This function comprises of talent who provide support to the customers with respect to issues such as broadband fault diagnostics, router set up and configuration, and general email and internet issues, software and hardware fault diagnosis, and various other network fault diagnosis and fault resolution.
TECHNICAL SUPPORT	Customer Support - Help Desk	This function comprises of talent who are involved in identifying issues, logging and keeping records of customer/employee queries, and escalating calls to the next level.

TECHNICAL SUPPORT	Tech Support - Level0	Level 0 includes both real time and non-real time technical support. Real Time is in the form of "wikis" or FAQs that allow for users to access and resolve information on their own. Non-Real Time technical support representative takes the call, try and find the fault and get as much information as possible. If the solution is beyond Level 0, then it is escalated to Level 1 to find a solution.
TECHNICAL SUPPORT	Tech Support - Level1	Level 1 Technical Support representative provide first level technical support to end users by responding to telephone calls and email for technical support by collecting all information from the user. They will also document, track and monitor support requests. They typically handle straightforward and simple problems, such as resolving username and password problems, uninstalling/reinstalling basic software applications, verification of proper hardware and software set up, and assistance with navigating around application menus.
TECHNICAL SUPPORT	Tech Support - Level2	Level 2 Technical Support specialist is of a higher complexity as compared to that of Level 1. These specialists are expected to handle basic system administration tasks and coordinate with Level 1 support specialists to resolve customer issues. The specialist also identifies, troubleshoots and resolves a wide range of technical computer related problems for end users. More complex problems are escalated to senior level specialists.
TECHNICAL SUPPORT	Tech Support - Level3	Level 3 Technical Support specialists resolve the problems which cannot be handled by Level 2 support specialists. They are required to have a strong working knowledge of the company's systems and software. These specialists will also troubleshoot problem areas (in person, by telephone, or via e-mail) in a timely and accurate fashion and provide end-user assistance where required.
TECHNICAL SUPPORT	Tech Support - Level4	Level 4 Technical Support specialist handle issues is of a higher complexity as compared to that of Level 3. It is the highest level of Technical Support. It consists of senior administrators who are responsible for handling very specialized support function. They are generally the hardware or software vendors themselves.