



## PROGRESSION CHART/GRAPH:

SALES	OPERATIONS
<b>1. Sales Executive</b> <i>Destination Designer</i>	<b>1. Operations Executive</b> <i>Journey Architect</i>
<b>2. Senior Sales Executive</b> <i>Adventure Curator</i>	<b>2. Senior Operations Executive</b> <i>Itinerary Sculptor</i>
<b>3. Lead Sales Executive</b> <i>Memory Maker</i>	<b>3. Lead Operations Executive</b> <i>Escape Planner</i>
<b>4. Deputy Sales Manager</b> <i>Memory Weaver</i>	<b>4. Deputy Operations Manager</b> <i>Voyage Stylist</i>
<b>5. Sales Manager</b> <i>Wander craft Coordinator</i>	<b>5. Operations Manager</b> <i>Exploration Engineer</i>
<b>6. General Sales Manager</b> <i>Wanderlust Consultant</i>	<b>6. General Operations Manager</b> <i>Globetrotter Guide</i>
<b>7. Assistant Vice President – Sales</b> <i>Experience Crafter</i>	<b>7. Assistant Vice President – Operations</b> <i>Pathfinder of Places</i>
<b>8. Sales Vice President</b> <i>Leisure Lead</i>	<b>8. Operations Vice President</b> <i>Expedition Consultant</i>
<b>9. Senior Sales Vice President</b> <i>Travel Alchemist</i>	<b>9. Senior Operations Vice President</b> <i>Vacation Virtuoso</i>
<b>10. Sales President</b> <i>Serendipity Strategist</i>	<b>10. Operations President</b> <i>Experience Strategist</i>
<b>11. Executive Director – Sales</b> <i>Leisure Liason</i>	<b>11. Executive Director Operations</b> <i>Myth &amp; Map Specialist</i>

**12. Chief Executive Officer (Ms Renata Banerji) & Chief Financial Officer (Mr Kaushik Bose)**

**13. Director – Mrs Paramita Banerji**

**14. Managing Director – Mr Sanjib Kumar Banerji**



## **QUALIFICATIONS FOR EACH POSITION/RANK ARE AS FOLLOWS:**

### **For Executive Posts:**

#### **1. Sales Executive**

##### **Qualifications & Requirements:**

- Must be a graduate with Honours from a recognized university.
  - Strong verbal communication and interpersonal skills are essential.
  - Prior internship experience in any relevant field is required, preferably in travel, sales, or client service.
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#### **2. Senior Sales Executive**

##### **Qualifications & Requirements:**

- Minimum of 1 to 2 years of proven experience in sales, preferably within the travel and tourism industry.
  - Should have pursued a relevant course (e.g., tourism, hospitality, or business) or possess substantial domain knowledge.
  - Excellent communication skills, with the ability to interact confidently with clients and partners.
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#### **3. Lead Executive – Sales**

##### **Qualifications & Requirements:**

- 2 to 3 years of work experience in sales within the travel and tourism domain.
  - Strong destination knowledge, particularly of key selling regions including Thailand, Singapore, Malaysia, Dubai, Abu Dhabi, Bali, Maldives, Hong Kong & Macau, as well as prominent European countries such as Switzerland, France, and Italy.
  - Must possess excellent communication and client-handling skills.
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## **4. Operations Executive**

### **Qualifications & Requirements:**

- Graduate with Honours from a recognized institution.
  - Strong memorization ability and attention to detail are essential traits.
  - Should have completed an internship within the travel industry or a relevant operational department.
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## **5. Senior Operations Executive**

### **Qualifications & Requirements:**

- Minimum of 1 to 2 years of experience in operations, preferably in the travel or hospitality sector.
  - Should have pursued a relevant course or demonstrate sound knowledge of operational procedures within the industry.
  - Must possess strong organizational and multitasking skills.
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## **6. Lead Executive – Operations**

### **Qualifications & Requirements:**

- 2 to 3 years of relevant experience in travel operations.
  - A formal degree in travel, tourism, or hospitality management is required.
  - In-depth destination knowledge of key international locations including Thailand, Singapore, Malaysia, Dubai, Abu Dhabi, Bali, Maldives, Hong Kong & Macau, and European countries such as Switzerland, France, and Italy.
  - Must be detail-oriented with strong operational and coordination capabilities.
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## **For Manager Posts:**

### **1. Deputy Sales Manager**

#### **Qualifications & Requirements:**

- A graduate degree in Travel, Tourism, Hospitality, or a related field is required.
  - Minimum of 3 to 5 years of proven experience in the travel sales domain.
  - Strong destination knowledge across key international and domestic locations.
  - Prior experience in leading and managing a team effectively.
  - Excellent communication, presentation, and client-handling skills.
  - Should possess a personal client database and relevant industry contacts to support business development.
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### **2. Sales Manager**

#### **Qualifications & Requirements:**

- A degree in Travel, Tourism, or a relevant field is mandatory.
  - Minimum of 4 to 5 years of experience in travel sales with a solid performance record.
  - Extensive knowledge of travel destinations and market trends.
  - Demonstrated experience in managing a moderately sized sales team.
  - Strong verbal communication and client servicing capabilities.
  - Must have access to a personal client database and relevant contacts within the travel industry.
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### **3. General Sales Manager**

#### **Qualifications & Requirements:**

- A recognized degree in Travel, Tourism, or a related discipline.
- Minimum of 5 to 6 years of relevant experience in the travel sales industry.
- Comprehensive destination expertise, covering both popular and niche travel markets.
- Proven track record in managing a large sales team and meeting performance targets.
- Excellent speaking skills, client relationship management, and negotiation ability.
- Should possess an established personal network of client contacts and business leads.



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## **4. Deputy Operations Manager**

### **Qualifications & Requirements:**

- A degree in Travel, Tourism, Hospitality Management, or a related field is essential.
- 3 to 5 years of professional experience in travel operations.
- Broad destination knowledge, both within India and internationally.
- Experience in managing an operations team with efficiency and leadership.
- Must have established DMC (Destination Management Company) contacts for both domestic and international destinations.

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## **5. Operations Manager**

### **Qualifications & Requirements:**

- Bachelor's degree in Travel, Tourism, or Hospitality Management.
- Minimum of 4 to 5 years of hands-on experience in operations within the travel industry.
- Extensive understanding of global travel destinations and logistical coordination.
- Demonstrated capability in managing a moderately sized operations team.
- Should maintain a strong network of resourceful suppliers across major travel destinations.

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## **6. General Operations Manager**

### **Qualifications & Requirements:**

- A degree in a relevant field such as Travel, Tourism, or Hospitality Management.
  - Minimum of 5 to 6 years of in-depth experience in operations within the travel sector.
  - Wide-ranging destination knowledge across all major international travel hubs.
  - Proven leadership experience in managing large teams and coordinating complex itineraries.
  - Must have reliable DMC contacts, with at least 3 to 4 contacts per major destination (e.g., Thailand, Dubai, Singapore, Europe, etc.).
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## **For Presidents & Vice Presidents:**

### **President – Sales**

#### **Qualifications & Requirements:**

- A degree in Travel, Tourism, Hospitality, or a related field is mandatory; a postgraduate qualification is preferred.
  - Minimum of **12 to 15 years** of extensive experience in the travel sales industry, with at least **5+ years in senior leadership roles**.
  - In-depth knowledge of both domestic and international travel destinations, including market trends and consumer behavior.
  - Proven experience in handling high-value B2B and B2C client portfolios.
  - Must possess an extensive personal database of corporate and individual clientele.
  - Strong leadership acumen with a demonstrated ability to drive revenue, manage large teams, and develop long-term business strategies.
  - Experience working with high-level travel consortiums or major travel service brands is an added advantage.
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### **Vice President – Sales**

#### **Qualifications & Requirements:**

- A degree in Travel, Tourism, or Business Administration; post-graduate diploma/degree preferred.
  - Minimum of **10 to 12 years** of experience in travel sales with significant exposure to B2B and B2C sales operations.
  - Must have deep destination expertise and market insights across global travel sectors.
  - Should have prior experience in **B&C level operations**, including pitching, negotiations, and closing high-value deals.
  - Should maintain a strong client network and have the ability to bring in direct business through personal contacts.
  - Demonstrated capability in leading regional or national sales teams and building strategic alliances.
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## President – Operations

### Qualifications & Requirements:

- A degree in Travel, Tourism, Hospitality, or Operations Management; advanced certifications preferred.
  - Minimum of **12 to 15 years** of operational experience in the travel industry, including **5+ years in a senior leadership role**.
  - Exceptional knowledge of worldwide travel destinations, travel logistics, and operational protocols.
  - Must maintain an extensive network of **4 to 5 reliable DMC contacts per major destination** across Asia, the Middle East, Europe, and the Americas.
  - Should have excellent rapport and long-standing professional relationships with DMC points of contact.
  - Proven experience in managing large operational teams, designing complex itineraries, and ensuring seamless execution.
  - Strong vendor management, negotiation, and process optimization skills are essential.
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## Vice President – Operations

### Qualifications & Requirements:

- A relevant degree in Travel, Tourism, or Hospitality Operations; postgraduate qualifications or certifications are advantageous.
  - Minimum of **10 to 12 years** of operations experience in the travel domain, with hands-on exposure to both domestic and international itineraries.
  - Comprehensive destination knowledge and operational expertise in handling large-scale client requirements.
  - Must have **a minimum of 4 to 5 DMC contacts per key travel destination** and a solid working relationship with each.
  - Should have experience managing mid to large teams and coordinating with internal and external stakeholders.
  - Strong organizational, analytical, and relationship-building skills with a focus on efficiency and service excellence.
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## For Executive Director:

### Executive Director – Sales

#### Qualifications & Requirements:

- A postgraduate degree or advanced diploma in Travel, Tourism, Business Administration, or a related field is preferred.
  - **Minimum of 15 to 18 years** of experience in the travel and tourism industry, with at least **7+ years in a strategic sales leadership role**.
  - Comprehensive and in-depth knowledge of global travel destinations, market trends, and consumer behavior across leisure, corporate, and group travel segments.
  - Proven expertise in strategic sales planning, revenue generation, and market expansion initiatives at a national or international level.
  - Must have a well-established **personal clientele/database** and an exceptional track record of closing high-value B2B and B2C sales.
  - Extensive experience working with **C-level clients** and leading **business development at a corporate level (B&C segment)**.
  - Demonstrated success in managing large sales teams, developing high-performing leaders, and building long-term partnerships with key stakeholders.
  - Excellent communication, negotiation, and decision-making skills with a visionary approach to growth and innovation.
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### Executive Director – Operations

#### Qualifications & Requirements:

- A postgraduate degree in Travel, Tourism, Hospitality Operations, or Business Administration is highly desirable.
- **Minimum of 15 to 18 years** of hands-on experience in travel operations, with **7+ years in a senior strategic operational leadership role**.
- Profound destination expertise across all major global markets including Asia, Europe, the Americas, and the Middle East.
- Must have **at least 4 to 5 DMC contacts per major destination** and possess a strong network of reliable, long-standing relationships with DMC partners and suppliers worldwide.
- Demonstrated expertise in developing and implementing end-to-end operational frameworks, ensuring service excellence and cost-efficiency.
- Proven leadership in managing **large cross-functional teams**, handling high-volume travel operations, and troubleshooting complex logistical challenges.





- Strong background in vendor negotiation, contract management, and quality assurance.
  - Exceptional organizational, analytical, and stakeholder management skills with the ability to align operations with strategic business goals.
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