

No: KSTDC/ADMN/Vini-2/16/16-17/

Date: 30.01.2017

NOTIFICATION

Selection of Consultants on Full Time / Retainership basis for KSTDC Ltd.,

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KSTDC invites applications from eligible and interested candidates for the posts of 1) Hospitality Consultant and 2) Tour Consultants as full time consultants and 3) Financial Consultant on retainership basis.

Eligible Candidates may apply for the vacancies by sending their up-to-date resumes in sealed envelope through registered post to the General Manager (Admn), KSTDC Ltd., No: 49, 2<sup>nd</sup> Floor, Khanija Bhavan, Race Course Road, Bengaluru-560001.

Eligibility criteria, no. of vacancies, remuneration and evaluation criteria for the various posts can be viewed at the KSTDC website at <http://www.kstdc.co>.

The last date of reaching applications at the office of General Manager (Admn), Karnataka State Tourism Development Corporation Ltd., Bengaluru-560001 is 28.02.2017. No applications shall be entertained after the due date. A candidate can apply for only one position.

(Approved by MD)

(H. Lakshmipathy)  
General Manager (Admn)-I/c

## **Selection of consultants on full – time / retainership basis for KSTDC Ltd.**

Karnataka State Tourism Development Corporation Ltd. (KSTDC) is seeking to appoint consultants in various domains to assist KSTDC in its business expansion plans and to execute infrastructure projects identified for implementation. The vacancies for consultant positions are on full – time and on retainership basis.

Eligibility criteria, no. of vacancies, remuneration and evaluation criteria for the various posts can be viewed at the KSTDC website at <http://www.kstdc.co/>

Eligible candidates may apply for the vacancies by sending their up-to-date resumes in a sealed envelope through registered post to:

The General Manager (Admn)-I/c,  
KSTDC Ltd,  
No: 49, 2<sup>nd</sup> Floor, Khanija Bhavan,  
Race Course Road,  
Bangalore - 560001

The last date of reaching applications at the office of General Manager (Admn), KSTDC Ltd., is 28.02.2017. No applications shall be entertained after the due date. A candidate can apply for only one position.

### **Company Overview:**

Karnataka State Tourism Development Corporation Ltd. (KSTDC Ltd.) established in 1971, provides accommodation and conveyance facilities for tourists visiting Karnataka. It also conducts 26 package tours through its fleet of 42 buses equipped with state of the art facilities and owns hotels and guest houses throughout the State. It owns 18 properties at unrivalled locations across popular destinations. KSTDC also undertakes infrastructure development projects. In addition, it also operates The Golden Chariot, South India's first and only luxury train. Rated by Vanity Fair as "one of the top seven train journeys in the world", it takes discerning travelers through its 2 packages, "Pride of the South" and "Southern Splendor". More details on KSTDC Ltd. can be found at <http://www.kstdc.co/>

## **Position: Hospitality Consultant**

No. of vacancies: 1

Monthly Consultancy Charge: Rs.80,000/- + Taxes, as applicable.

Full time Engagement

## **Eligibility Criteria**

KSTDC Ltd. seeks a Hospitality Consultant who has considerable experience in Hospitality/Tourism sector on Full time engagement. The Consultant requirements are:

- 10 years minimum experience, with a significant amount of hospitality experience in hotel pre-openings, managing operations, manpower planning and management, tracking and evaluating renovations and hotel transactions.
- Experience in working directly or in advisory capacity with Government/Public Sector Undertakings either Central or State in Tourism/Hospitality Sector and / or with major hotel chains will be an advantage
- Proven track record of developing service standards and operating procedures, planning & implementing effective cost control measures
- Skilled in establishing performance benchmarks in assessing training requirements and customizing training solutions

## **Must Have Skills:**

- Must have a degree / diploma (Bachelor of Hotel Management and Catering Technology / Bachelor of Tourism and Travel Management / Diploma in Hotel Management and Catering Technology / Diploma in Tourism and Travel Management) from a reputed Hotel Management Institute.
- Must have a MBA degree, too.
- Should have strong domain knowledge of Hospitality business
- Must have good knowledge and hands-on experience on resource planning, training, process improvement and performance monitoring
- Must be between 35 - 55 years of age as on 1st January 2017

## **Other professional Skills:**

- Excellent written and verbal communication skills
- Should have excellent drafting and presentation skills

- Should have good people and project management skills

**Evaluation criteria**

Resumes received within 28<sup>th</sup> February, 2017 shall be shortlisted based on the eligibility criteria mentioned above. Shortlisted candidates shall be asked to appear for an interview in KSTDC Ltd. office in Bangalore (KSTDC Ltd., 2<sup>nd</sup> Floor, Khanija Bhavan, Race Course Road, Bangalore – 560001) with a committee of KSTDC Ltd. officers. The number of candidates to be called for interview shall depend on the marks scored by applicants based on the evaluation criteria mentioned in the below table. For each criteria mentioned, applications shall be ranked and marks shall be apportioned accordingly for that criteria in such a way that the highest ranked application gets the maximum marks in that criteria. Cut – off marks for interview shall be solely decided by KSTDC Ltd. and shall depend on the number of applications received. The final selections shall be made after the interview which shall also have a weightage on the overall marks obtained by candidates as mentioned in table below.

| <b>S No</b>                                                                | <b>Description</b>                                                              | <b>Marks</b> |
|----------------------------------------------------------------------------|---------------------------------------------------------------------------------|--------------|
| 1                                                                          | Experience of working in Tourism sector                                         | 15 Marks     |
| 2                                                                          | Experience of working with Central Government / State Government / PSUs         | 10 Marks     |
| 3                                                                          | Academic Qualification                                                          | 20 Marks     |
| 4                                                                          | Relevant work experience as per the job description                             | 20 Marks     |
| 5                                                                          | Additional certifications professional courses that may enhance the candidature | 10 Marks     |
| <b>Candidates shortlisted based on above shall be called for interview</b> |                                                                                 |              |
| 6                                                                          | Personal interview with KSTDC Ltd., Interview Committee                         | 25 Marks     |

General Manager (Admn)-I/c

## **Position: Tours Consultant**

KSTDC Ltd. seeks a Tours Consultant on full time engagement to provide guidance on tour packages and operations as and when required.

No. of vacancies: 1

Consultancy fees: **Rs.35,000/-** per month + Taxes as applicable.

## **Eligibility Criteria**

- Minimum 20 years' of work experience in any major PSUs in the traffic wing, handling transport services.
- Experienced in managing operations and route optimization of a large fleet of vehicles.
- Experienced in monitoring and collecting data for designing relevant products and campaigns
- Experienced in designing standard issue resolution procedures.
- Must be a graduate in any discipline.

## **Must Have Skills:**

- Should be able to manage existing tour packages of KSTDC Ltd. and create new packages as per market demand
- Must have good knowledge and hands-on experience on Tour package development as well as Route planning and scheduling and fleet management.

## **Other Professional Skills:**

- Excellent coordination skills
- Should have the ability to work cohesively with multiple stakeholders

## **Evaluation criteria**

Resumes received within 28<sup>th</sup> February, 2017 shall be shortlisted based on the eligibility criteria mentioned in the Job Descriptions. Shortlisted candidates shall be asked to appear for an interview in KSTDC Ltd. office in Bangalore (KSTDC Ltd., 2<sup>nd</sup> Floor, Khanija Bhavan, Race Course Road, Bangalore – 560001) with a committee of KSTDC Ltd. officers. The number of candidates to be called for interview shall depend on the

marks scored by applicants based on the evaluation criteria mentioned in the below table. For each criteria mentioned, applications shall be ranked and marks shall be apportioned accordingly for that criteria in such a way that the highest ranked application gets the maximum marks in that criteria. Cut – off marks for interview shall be solely decided by KSTDC Ltd. and shall depend on the number of applications received. The final selections shall be made after the interview which shall also have a weightage on the overall marks obtained by candidates.

| <b>S No</b>                                                                | <b>Description</b>                                                              | <b>Marks</b> |
|----------------------------------------------------------------------------|---------------------------------------------------------------------------------|--------------|
| 1                                                                          | Experience of working in Tourism sector                                         | 15 Marks     |
| 2                                                                          | Experience of working with Central Government / State Government / PSUs         | 20 Marks     |
| 3                                                                          | Academic performance                                                            | 10 Marks     |
| 4                                                                          | Relevant work experience as per the job description                             | 20 Marks     |
| 5                                                                          | Additional certifications professional courses that may enhance the candidature | 10 Marks     |
| <b>Candidates shortlisted based on above shall be called for interview</b> |                                                                                 |              |
| 6                                                                          | Personal interview with KSTDC Ltd. Interview Committee                          | 25 Marks     |

General Manager (Admn)-I/c

## **Position: Financial Consultant**

KSTDC Ltd. seeks a CAG approved Chartered Accountant (CA) or CA Firm on retainership basis to provide financial guidance to KSTDC Ltd. as and when required.

No. of vacancies: 1

Retainership fee: To be quoted in separate sealed cover.

## **Eligibility Criteria**

- Must be a CAG empaneled CA or CA firm with 10+ years of experience
- CA or CA firm should be experienced in working directly or in advisory capacity with Government/Public Sector Undertakings either Central or State
- Experience in Tourism/Infrastructure Sector will be an advantage, but not mandatory
- Must have sound knowledge of project appraisal and financial analysis of Tourism / Infrastructure projects.

## **Must Have Skills:**

- Should be able to provide guidance to KSTDC Ltd on Audit, Accounting & Finance
- Should be able to review and provide inputs on financial performance and operations of KSTDC Ltd.
- Identify areas for improving financial performance
- Experience in bid process management, Financial modeling, Project structuring and Project appraisal for Tourism/ Infrastructure projects would be an advantage but not mandatory

## **Other Professional Skills:**

- Excellent written and verbal communication skills
- Should have excellent drafting and presentation skills
- Should have good project management skills.

## **Evaluation criteria**

Resumes along with Retainership fee (submitted in a separate sealed cover) received within 28<sup>th</sup> February, 2017 shall be shortlisted based on the eligibility criteria mentioned in the Job Descriptions. Shortlisted candidates / firm representative shall be asked to appear for an interview in KSTDC Ltd. office in Bangalore (KSTDC Ltd., 2<sup>nd</sup> Floor, Khanija Bhavan, Race Course Road, Bangalore – 560001) with a committee of KSTDC

Ltd. officers. The number of candidates / firms to be called for interview shall depend on the marks scored by applicants based on the evaluation criteria mentioned in the below table. For each criteria mentioned, applications shall be ranked and marks shall be apportioned accordingly for that criteria in such a way that the highest ranked application gets the maximum marks in that criteria. Cut – off marks for interview shall be 75 marks out of 100 and shall depend on the number of applications received. The final selections shall be made from the eligible candidates / firms, after the interview, which shall also have a weightage on the overall marks obtained by candidates / firms.

| <b>S No</b>                                                                        | <b>Description</b>                                                              | <b>Marks</b> |
|------------------------------------------------------------------------------------|---------------------------------------------------------------------------------|--------------|
| 1                                                                                  | Experience of working in Tourism sector                                         | 15 Marks     |
| 2                                                                                  | Experience of working with Central Government / State Government / PSUs         | 20 Marks     |
| 3                                                                                  | Academic performance                                                            | 10 Marks     |
| 4                                                                                  | Relevant work experience as per the job description                             | 20 Marks     |
| 5                                                                                  | Additional certifications professional courses that may enhance the candidature | 10 Marks     |
| <b>Candidates / firms shortlisted based on above shall be called for interview</b> |                                                                                 |              |
| 6                                                                                  | Personal interview with KSTDC Ltd.Interview Committee                           | 25 Marks     |

The candidate / firm which is found eligible from the above criteria, with minimum of 75 marks, shall be considered and the firm with lowest retainership fee shall be awarded the contract.

General Manager (Admn)



