

TALENT ACQUISITION ASSIGNMENT MMS SEM III July 2025

Talent acquisition is a planned and ongoing process in organizations that encompass identifying, attracting, recruiting, and hiring skilled individuals to meet an organization's current and future staffing needs. Organizations build a pipeline of qualified candidates and developing employer branding to attract top talent.

As a part of inculcating the analytical skills among the students an innovative pedagogy was adopted as a live project where students must interview the respective profiles given in the assignment to the students in Talent Acquisition Course and based on the analysis and interview their results are as follows:

1. **Gardener for ITC Parel, Five-star hotel:** A five-star hotel gardener profile emphasizes meticulous maintenance of the hotel's grounds, ensuring a visually appealing and welcoming environment for guests. This role involves not only landscaping and gardening expertise but also a commitment to the high standards of a luxury hospitality setting. Maintaining lawns, flowerbeds, trees, and other greenery, including planting, pruning, watering, fertilizing, and pest control. Keeping walkways, patios, and other outdoor areas clean, tidy, and free of debris., seasonal preparations etc.
2. **Main Pujari (Brahmin) for Siddhivinayak Temple:** The Shri Siddhivinayak Temple Trust does not publicly announce a recruitment process for the position of "main pujari." The temple's priests are typically appointed through the trust's internal procedures, which may involve recommendations, assessments of religious knowledge and experience, and adherence to established rituals. The emphasis is on selecting individuals with a strong understanding of Hindu scriptures, rituals, and traditions related to Lord Ganesha.
3. **Perfumers for Forrest Essential Brand:** Forest Essentials focuses on recruiting individuals with expertise in fragrance creation, application, and evaluation within the broader field of perfumery. This includes roles in developing new fragrance compounds and applying them to various products, as well as positions focused on fragrance evaluation. Stress is laid on formulating new scents, requiring a strong understanding of chemistry (particularly organic chemistry) and the art of perfumery.
4. **Firemen for Mumbai Fire Brigade:** To become a fireman, a minimum qualification is typically a 10th-grade certificate (Secondary School Certificate). Some positions may require a Higher Secondary Certificate (12th grade) or advanced qualifications like diplomas or bachelor's degrees in fire science. Practical experience, especially in firefighting, can also be a significant advantage.
5. **6 anaesthetists for Kokilaben Ambani Hospital:** To become an anaesthesiologist, which is a medical doctor specializing in anaesthesia, one needs a combination of education, training, and potentially further specialization. This typically involves completing an undergraduate degree, medical school, and a residency in

anaesthesiology, followed by optional fellowship training. Nurse anaesthetists also require specialized training and certification, including a master's degree in anaesthesia and relevant clinical experience.

6. **3 drivers for Vande Bharat trains:** To become a Vande Bharat train driver (Loco Pilot), a candidate needs to pass the 10th board exam or equivalent, possess an ITI or Diploma in relevant engineering fields, and clear the Railway Recruitment Board (RRB) exam for Assistant Loco Pilot (ALP). Further, they need to gain experience driving freight and passenger trains before being eligible for Vande Bharat operations.
7. **Sound artist for Dharma Production:** A sound artist typically does not require specific formal qualifications, but a strong background in audio engineering, music technology, or sound design is highly beneficial. Many sound artists develop their skills through formal education like degrees or diplomas, while others learn through practical experience and self-directed learning. Bachelor's degrees in fields like music technology, audio technology, or sound design are common. Proficiency in audio recording, mixing, mastering and sound design is crucial.

The best project was of **Firemen for Mumbai Fire Brigade**. The participants were Vishrant Pawar, Khushal Bagde, Ketan Chandanshive, Rutuja Ghuge, Laayla Osmany & Jaydev Suthar

Talent Acquisition

Topic Name: Talent Acquisition for the Fire Station

Number of Vacancies for Fireman post: 6

**Submitted to
Prof. Dr. Vidya Hattangadi**



Sr No.	Group Members	Roll No.
1	Vishrant Pawar	A-43
2	Khushal Bagde	B-04
3	Ketan Chandanshive	B-08
4	Rutuja Ghuge	B-15
5	Laayla Osmany	B-26
6	Jaydev Suthar	B-36



Fire Fighter Introduction

A firefighter is a highly trained professional responsible for responding to emergency situations involving fires, accidents, and other life-threatening incidents. They often serve as first responders during emergencies and must act quickly, efficiently, and safely under pressure. In addition to fighting fires, they perform rescues, and assist in disaster response.

There Key responsibilities includes:

- Respond to fire alarms and extinguish fires
- Rescue individuals and animals from dangerous situations
- Conduct fire safety inspections and enforce fire codes
- Educate the public on fire prevention and safety practices
- Maintain firefighting equipment, vehicles, and gear



Introduction & Eligibility

Post: Fireman

Education: Minimum Higher Secondary Graduate
(50%+ preferred)

Age Limit:

- Open: 20+ years
- Reserved (SC/ST): 30 years

Departments include:

- Fireman, Leading Fireman
- Dhuki Operator, Additional Officer



Physical Fitness Test (Event-wise Selection)

Jumping Sheet – 30 feet height

Dummy Carrying – 60 kg dummy for 20 seconds

Running – 60 meters sprint

Points Allocation:

- NCC: 6 Marks
- WAC: 10 Marks
- SFTC (Fire Budget Course): 10 Marks

SFTC completion gives preference in other corporations



Selection Process

Event-wise scoring is done

Score Range: 600 to 700 = Selected

After shortlisting:

- Medical check-up
- Body fitness check

Candidates who clear proceed to training



Training Phase

Duration: 6 months compulsory training

Training Includes:

- Firefighting techniques
- Rescue operations
- Chemical safety (BSE Chemistry)

Leaving training midway = Dismissal



Final Exam & Reattempt

After 6 months training: Written exam is conducted

- **Pass in 1st attempt** = Final selection
- **Fail in 1st attempt** = 3 more months of additional training



Final Result

After re-training (3 months), second written exam is held:

- **Pass** = Selected as fireman
- **Fail** = Dismissed

Can apply again in next recruitment cycle



Duties of a Fireman

- Respond to fire emergencies and rescue operations
- Operate and maintain firefighting equipment
- Follow safety protocols during hazardous tasks
- Participate in drills and real incident responses

May be assigned roles like:

Leading Fireman, Driver/Dhuki Operator, Fire Officer
Ensure public safety and awareness during fire hazards



THANK YOU

