
TIASH GLOBAL VENTURES PVT LTD

CAREERS AT TIASH GLOBAL VENTURES

Candidate Information & HR Policy Document

Export-Import | Consulting | Franchising | Sourcing

PLEASE READ BEFORE YOUR INTERVIEW

This document introduces Tiash Global Ventures, explains the four positions we are currently hiring for, and answers the questions candidates most often ask about salary, incentives, leaves, training, probation and the joining process. Reading it fully will make your interview far more productive — for you and for us.

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HR & TALENT DEPARTMENT • AHMEDABAD

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SECTION 01

Welcome to Tiash Global Ventures

Welcome to Tiash Global Ventures (TGV) — a growing company in the international business industry, headquartered in Ahmedabad. We help entrepreneurs, business owners, manufacturers and professionals build real positions in the global export–import market through our professional consulting, franchising and sourcing systems.

TGV operates on the trade foundation of the KTD-Ambica Group, established in 1987 — which means the work our clients do is backed by decades of genuine, on-the-ground international trade execution. This is not a theoretical business. Everything we advise, our group has done.

What We Do

- **Consulting** — we guide entrepreneurs and businesses to plan, structure and execute their entry into international trade.
- **Franchising** — we build long-term business systems with partners who grow with us across markets.
- **Sourcing** — we connect global demand with reliable Indian supply through structured sourcing operations.

Why This Matters to You as a Candidate

When you join TGV, you are not joining a call centre, a seasonal agency or an experiment. You are joining an execution-first organisation where every role — sales, client management, digital — connects directly to real international business outcomes for real clients. That is why we hire carefully, train properly and reward performance seriously.

OUR HIRING BELIEF

We are looking for people who want to **build careers, not just find jobs**. Every role at TGV is designed around responsibility, learning, growth and professional development.

SECTION 02

Our Working Culture

Culture at TGV is simple: professional standards, real accountability and genuine appreciation for performance. We run a disciplined office — and a respectful one.

What You Can Expect From Us

- ✓ A professional, corporate working environment — organised, focused and respectful.
- ✓ A growth mindset — people who perform are noticed, developed and promoted.
- ✓ A learning culture — structured training, live client exposure and modern AI-driven tools.
- ✓ Long-term career building — clear roles, clear expectations, clear progression.
- ✓ A respectful workplace — seniors, juniors and clients are all treated with professionalism.
- ✓ Performance appreciation — incentives, bonuses and recognition tied to real results.

What We Expect From You

- Punctuality and discipline — we work on schedules, commitments and follow-ups.
- Ownership — you take responsibility for your clients, your numbers and your growth.
- Professional communication — with clients, colleagues and management alike.
- Willingness to learn — our industry, systems and tools evolve constantly.

IN ONE LINE

We give you a serious platform; you bring serious intent. That exchange is the entire culture.

SECTION 03

Sales Counselor (Office-Based)

OPEN POSITION 1 OF 4

DEPARTMENT	Sales & Business Consultation Department
SALARY PACKAGE	Up to ₹50,000 per month + attractive incentives + performance bonuses
WORK LOCATION	TGV Head Office, Naranpura, Ahmedabad
WORK TYPE	Full-time, office-based

About the Role

This is a premium client advisory and sales role. It is not a regular telecalling profile where employees randomly dial unknown numbers all day.

Our Sales Counselors work exclusively with qualified and verified business leads — entrepreneurs, business owners and professionals who have already shown interest in exploring export–import opportunities. Your job is to understand them, guide them and convert genuine interest into enrollment.

Roles & Responsibilities

- Connect with qualified and verified leads through professional calls.
- Understand each client's business goals, background and requirements.
- Communicate professionally through calls, WhatsApp and email.
- Schedule client consultations — both online meetings and office meetings.
- Present company services and solutions confidently and accurately.
- Build trust and long-term relationships with prospective clients.
- Convert interested prospects into successful enrollments.
- Maintain proper, up-to-date client communication records.

Key Benefits of This Role

- ✓ No random cold calling — every lead is qualified and verified.
- ✓ No field visits — clients visit the office for meetings.
- ✓ Premium service selling in a professional corporate environment.
- ✓ High earning opportunity through incentives and performance bonuses.

Candidate Requirements

- Excellent communication skills in conversation and follow-up.
- Confident, presentable personality.
- Sales experience preferred (counseling, consultative or B2B sales is a plus).
- Positive attitude towards growth and targets.
- Ability to communicate with business owners at a professional level.

SECTION 04

Sales Counselor (Work From Home)

OPEN POSITION 2 OF 4

DEPARTMENT	Remote Sales Department
SALARY PACKAGE	Up to ₹35,000 per month + attractive incentives + amazing bonuses
WORK LOCATION	Remote (Work From Home)
WORK TYPE	Full-time, remote

About the Role

A professional remote sales career that keeps you connected to a growing international business company — from your own home.

You will work on interested inquiries, help prospects understand export–import business opportunities, and guide genuinely interested clients towards enrollment. The focus is quality conversations over quantity calling.

Roles & Responsibilities

- Call qualified and verified business leads.
- Communicate with clients professionally and consistently.
- Send information and follow-ups through WhatsApp and email.
- Arrange client consultations with the senior team.
- Understand customer needs and explain suitable company services.
- Close interested clients and complete enrollments.
- Maintain daily communication updates and reporting.

Key Benefits of This Role

- ✓ Genuine work-from-home opportunity with a structured company.
- ✓ Exposure to the international business industry.
- ✓ Growth-focused profile — quality conversations, not volume dialing.
- ✓ No field work and no random cold calling.

Candidate Requirements

- Laptop or desktop availability preferred, with a good internet connection.
- Professional communication skills.
- Self-discipline and the ability to work independently.
- A genuine sales mindset — persuasive, patient and organised.

SECTION 05

Social Media Manager

OPEN POSITION 3 OF 4

DEPARTMENT	Client Management Department
SALARY PACKAGE	Up to ₹25,000 per month
WORK LOCATION	TGV Head Office, Naranpura, Ahmedabad
WORK TYPE	Full-time, office-based

About the Role

We are looking for a creative, technology-friendly professional who understands digital platforms and can help build a strong online presence for an expanding global business brand.

This role is perfect for someone passionate about social media, creativity, marketing and modern digital tools — including the latest AI platforms, which are a daily part of how we work.

Roles & Responsibilities

- Manage the company's social media activities across platforms.
- Plan and run advertising campaigns on social platforms.
- Monitor campaign performance and report results.
- Improve online reach, engagement and brand visibility.
- Use digital tools and AI platforms to multiply productivity.
- Support online branding and lead-generation activities.

Key Benefits of This Role

- ✓ Professional working environment with a serious digital mandate.
- ✓ Hands-on opportunity to learn and use modern AI tools.
- ✓ Real growth in the digital marketing field.
- ✓ Work with an expanding global business brand.

Candidate Requirements

- Good working knowledge of computers.
- Strong understanding of Instagram, Facebook and other digital platforms.
- Basic advertising knowledge (boosting, campaigns, audiences).
- Creative thinking ability and an eye for content.
- Fast learner with technology; responsible working style.

SECTION 06

Client Coordinator / Client Relationship Executive

OPEN POSITION 4 OF 4

DEPARTMENT	Client Management Department
SALARY PACKAGE	Up to ₹40,000 per month
WORK LOCATION	TGV Head Office, Naranpura, Ahmedabad
WORK TYPE	Full-time, office-based

About the Role

This is a senior, responsible client management position. We are looking for a mature professional who can become the trusted connection between our company and our clients.

The right person can manage relationships, resolve concerns quickly, coordinate across departments and ensure that every client receives a genuinely premium experience — every single time.

Roles & Responsibilities

- Work closely with assigned clients on a daily basis.
- Handle client communication through calls, WhatsApp and email.
- Understand client doubts, questions and requirements — and resolve them.
- Provide regular updates and disciplined follow-ups.
- Coordinate with internal departments to keep delivery smooth.
- Ensure smooth, premium service delivery end to end.
- Build long-term professional relationships with clients.

Key Benefits of This Role

- ✓ Senior, high-trust position with direct client ownership.
- ✓ Daily exposure to international business clients and operations.
- ✓ A role where maturity and reliability are genuinely valued and rewarded.

Experience Required

A minimum of 4–5 years of relevant experience is preferred for this position.

Candidate Requirements

- Excellent communication skills.
- Strong client-handling experience.
- Mature, responsible personality with real problem-solving ability.
- Good computer knowledge.
- Ability to handle multiple clients in parallel with a professional approach.

SECTION 07

Compensation, Incentives & Growth

TGV pays professionally and on time. Here is how compensation works — clearly, so there are no surprises after joining.

Salary

- Salary is credited by the 10th of every month, without fail.
- Your salary package is finalised during the interview based on your role, experience and capability — the figures in this document are the upper range for each position.

Incentives & Bonuses

- Sales roles carry attractive incentives and performance bonuses over and above salary — high performers meaningfully out-earn their fixed pay.
- Incentives are released in two stages: 50% one month after the qualifying achievement, and the remaining 50% after three months. This keeps payouts steady and rewards consistent performance.
- Non-sales roles are eligible for performance appreciation and growth-linked revisions based on results.

Growth Path

TGV is an expanding organisation across consulting, franchising and sourcing. As the company grows, team members who demonstrate ownership and results move into senior positions, team-lead responsibilities and department roles. Promotion here is driven by performance, not tenure alone.

OUR COMMITMENT

On-time salary, transparent incentives and real growth for real performers. That is the deal — and we honour it.

SECTION 08

Working Schedule & Leave Policy

Working Days & Hours

WORKING DAYS	Monday to Saturday
OFFICE HOURS	10:00 AM – 7:00 PM
WEEKLY OFF	Sunday

Leave Policy

- ✓ You earn 2 paid leaves every month (12 paid leaves per year).
- ✓ Unused paid leaves can be accumulated — they are not lost at month-end.
- ✓ In addition, confirmed employees receive casual leave and sick leave benefits as per company policy, explained in detail in your employment contract at the time of joining.
- ✓ Leaves must be applied for and approved in advance (except genuine emergencies), so that client commitments are never affected.

Note: leave benefits apply after successful completion of the initial training and probation stages described in the next section. Full leave rules, including how leaves around weekly offs are counted, are documented in the employment contract.

SECTION 09

Training, Probation & Confirmation

We invest properly in every person we hire — and we are transparent about how the first weeks work, because this is the question candidates ask most.

Your First Six Weeks at TGV

WEEK 1	Structured induction & training week. You learn our systems, services, processes and client communication methods. This week is a training/evaluation week and is unpaid.
WEEKS 2-5	Probation period. You work live, with full support and supervision. Salary applies from this stage. Leaves and incentives are not applicable during probation.
WEEK 6	Confirmation review. On successful performance, you are confirmed as a regular team member with full benefits — leaves, incentives and growth eligibility.

What Training Covers

- Our systems — CRM, communication tools and reporting.
- Our services — what TGV actually delivers to clients across consulting, franchising and sourcing.
- Our processes — how leads, clients and delivery move through the company.
- Client communication methods — scripts, standards and professional etiquette.

WHY WE STRUCTURE IT THIS WAY

A trained, confident team member serves clients better and earns more. The first six weeks exist to set you up to win — not to test you unfairly. Candidates who engage seriously in training almost always confirm smoothly.

SECTION 10

Joining Process & Documentation

The Hiring Journey

STEP 1	Send your CV on WhatsApp to 95580 41885.
STEP 2	HR screening call — basic profile discussion and role fit.
STEP 3	Interview at our Naranpura office (or online for remote roles).
STEP 4	Selection & offer discussion — role, salary and joining date.
STEP 5	Documentation & signed contract submission.
STEP 6	Appointment letter issued and induction begins.

Documentation

Like any professional organisation, TGV completes formal documentation before issuing the appointment letter. Selected candidates submit a standard set of documents — identity proof, address proof, educational certificates, previous employment/salary proof where applicable, bank details and photographs — along with the signed employment contract. The complete checklist is shared by HR at the offer stage.

The employment contract also covers standard professional terms such as notice period, confidentiality and company policies. All terms are explained clearly before you sign — we believe in complete transparency at the offer stage, not surprises afterwards.

SECTION 11

Frequently Asked Questions

Q. Is this a telecalling job?

A. No. Sales Counselors at TGV work only with qualified and verified leads — people who have already shown interest in export–import opportunities. There is no random cold calling and no purchased-database dialing.

Q. Will I have to do field work?

A. No. None of our current openings involve field visits. Clients visit our office for meetings, or meet us online.

Q. When is salary credited?

A. By the 10th of every month.

Q. How do incentives work?

A. Sales incentives are earned on enrollments and released in two stages — 50% after one month and 50% after three months of the qualifying achievement. Your manager will explain the current incentive structure in detail during onboarding.

Q. Is the first week really unpaid?

A. Yes — Week 1 is a structured, unpaid training and evaluation week. We tell you this upfront because we believe in transparency. From Week 2, you are on paid probation, and from Week 6 you are eligible for confirmation with full benefits.

Q. What is the probation period?

A. Weeks 2 to 5. You work live with full salary and full support; leaves and incentives begin after confirmation.

Q. What are the working hours?

A. Monday to Saturday, 10:00 AM to 7:00 PM. Sunday is the weekly off.

Q. How many leaves do I get?

A. 2 paid leaves per month, which accumulate if unused. Casual and sick leave benefits apply for confirmed employees as per the employment contract.

Q. Is there a notice period?

A. Yes — a short notice period applies during probation and a standard notice period after confirmation, as specified in your employment contract and explained at the offer stage.

Q. Do I need export–import knowledge before joining?

A. No. We provide complete initial training on our systems, services, processes and client communication methods. What we need from you is communication ability, discipline and willingness to learn.

Q. What is the growth path?

A. TGV is expanding across consulting, franchising and sourcing. Performers move into senior executive, team-lead and department roles. Growth here is performance-driven.

Q. For the work-from-home role, what do I need?

A. A laptop or desktop (preferred), a reliable internet connection, a quiet working setup and full availability during working hours.

SECTION 12

Office Location & How to Apply

Head Office

COMPANY	Tiash Global Ventures Pvt Ltd
ADDRESS	8B, B.D. Patel House, Naranpura Rd, Rangupavan Society, Sardar Patel Colony, Sundar Nagar, Naranpura, Ahmedabad, Gujarat – 380009
GOOGLE MAPS	https://share.google/jm4SmqZb1mtJE8mYN

How to Apply

- ✓ Send your updated CV on WhatsApp to 95580 41885.
- ✓ Mention the position you are applying for in your message.
- ✓ Our HR team will contact you for the screening call and interview schedule.

A FINAL WORD

Join Tiash Global Ventures and become part of a team creating opportunities in the global business world. If you are ambitious, disciplined and serious about building a career — we are serious about building it with you.

We look forward to meeting you.

— **HR & Talent Department, Tiash Global Ventures**

TIASH GLOBAL VENTURES

Export-Import | Consulting | Franchising | Sourcing

Naranpura, Ahmedabad • WhatsApp (Careers): 95580 41885

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