

Revised Application Documentation: Version 5 /22 May, 2015

QUALIFICATION FILE – CONTACT DETAILS OF SUBMITTING BODY

Name and address of submitting body:

Life Sciences Sector Skill Development Council

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Name and contact details of individual dealing with the submission

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Position in the organisation: Director- NOS Development & Curriculum Advisory

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Same as Above

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List of documents submitted in support of the Qualifications File

1. Qualifications Pack
2. RFP for development of Occupational Standards detailing the selection process as well
3. Profile of Project Team from Consultant (Inclusive of Industry Expert)
4. LSSDC Protocol for Accreditation of Assessment Agencies and Assessment Guideline Ver 1.00.
5. Sample of Assessors Guide
6. Minutes of meeting of Governing Body
 - a. Composition of National Committee of NOS
 - b. Approval of Occupational Standards by National Committee and Governing Body
7. NSDC Sector Skill Gap Report for Life Sciences Sector is available at
<http://nsdcindia.org/sites/default/files/files/Pharmaceuticals.pdf>
8. Occupational Map and Career Progression Map

9. Draft MoU with Industry
10. List of companies and Industry associations participated in the development of these qualification packs
11. List of QP/NOS validating companies (Under Development)

QUALIFICATION FILE SUMMARY

Qualification Title	Import Logistics Manager - Life Sciences (LFS/Q0608)
Body/bodies which will assess candidates	Life Sciences Sector Skills Council
Body/bodies which will award the certificate for the qualification.	Life Sciences Sector Skills Council
Body which will accredit providers to offer the qualification.	Life Sciences Sector Skills Council
Occupation(s) to which the qualification gives access	Import Logistics Manager- Life Sciences falls under Supply Chain occupation. The Individual is responsible for ensuring robust and effective inbound logistic management to lead timely delivery of requisite quantity and quality of raw materials for the organisation. The role is responsible for continuous process improvements through managing relationships with internal and external stakeholders. The job requires individual to use the knowledge of supply chain function in life sciences industry, knowledge and understanding of supply chain concepts and application, EXIM Policy and knowledge of required documentation, use of IT in supply chain like Ms. Office, SAP etc, organizational SoPs and coding system for material movement. The individual applies skills like Communication skills, Problem solving, analytical thinking, and plan and organize and decision making. The job role holder has responsibility of own work and learning and full responsibility for other's work and learning
Proposed level of the qualification in the NSQF.	Level 6
Anticipated volume of training/learning required to complete the qualification.	340 Hours
Entry requirements / recommendations.	B.Tech/ Graduate in any field/ B. Sc/ B.Com/ B.Pharma (Preferable) with minimum 5 years of relevant experience
Progression from the qualification.	<p>Upward progression:</p> <ul style="list-style-type: none"> • Logistics and Licensing Head <p>Lateral/ Horizontal progression:</p> <ul style="list-style-type: none"> • Export Logistics Manager • Supply Chain Manager • Coordination Manager • Customs Manager
Planned arrangements for RPL.	RPL arrangements and policies are under development.
International Comparability	<p>While preparing the NOSs, a detailed secondary desk research was conducted. The European, South African and Australian NOSs were referred to. The relevant International NOSs for the job role are listed below for reference:</p> <p>UK NOS</p> <ul style="list-style-type: none"> • COGLS7 Plan and run projects for life science related work activities

- COGLS322 Plan, conduct and manage projects, operations or investigations in life sciences and related industries
 - COGLS324 Managing budgets in life sciences and related industries
 - SFHPHARM23 check documentation and materials
 - COGLS2 Maintain effective and efficient working relationships
- Switzerland NOS
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- Australia NOS
- Complete and check import/export documentation
 - Complete receipt/despatch documentation
 - Apply knowledge of freight forwarding documentation and permits
 - Apply knowledge of the international freight forwarding industry
 - Manage international special freight transport services including dangerous goods and special cargo
 - Plan and organise the international forwarding of freight by sea and multimodal transport
 - Plan and organise the international forwarding of freight by road and rail transport
 - Apply integrated logistics support processes and procedures
 - Direct ICT in a supply chain
 - Use inventory systems to organise stock control
 - Participate effectively in a workplace environment
- South Africa NOS
- Issue, dispatch and receive returned specified scheduled medicines in a distribution centre
 - Act in accordance with ethical and legal codes of pharmaceutical representation and the laws of the country
 - Apply ethical and legally compliant behaviour in pharmaceutical and health environments

Formal structure of the qualification

Title of unit or other component (include any identification code used)	Mandatory/ Optional	Estimated size (learning hours)	Level
LFS/N0640 Management of budget and claims for imports	Mandatory	70	Level 6
LFS/N0615 To manage relationships with Freight Forwarders	Mandatory	40	Level 6
LFS/N0616 To manage, coordinate and interact with people to optimize export / import operations	Mandatory	50	Level 6
LFS/N0617 To perform regulatory compliance and exchange of information for export/ import management	Mandatory	40	Level 6
LFS/N0613 To provide analytical support for supply chain management	Mandatory	60	Level 6
LFS/N0102 To carry out	Mandatory	40	Common across Level 2-

reporting and documentation			6
LFS/N0621 To manage materials	Mandatory	40	Level 6

Please attach any document giving further detail about the structure of the qualification – eg a Curriculum or Qualification Pack.

Give details of the document here:

- Qualifications Pack is attached in Annexure 1

SECTION 1

ASSESSMENT

Name of assessment body:

If there will be more than one assessment body for this qualification, give details.

1. **Confederation of Indian Industry (CII)**, having its headquarters at The Mantosh Sodhi Centre, 23, Institutional Area, Lodi Road, New Delhi, PIN- 110003
2. **Aspiring Minds Assessment Private Limited**, having its registered office at 24, Pusa Road, New Delhi, PIN- 110005

Will the assessment body be responsible for RPL assessment?

Not all, only **Aspiring Minds Assessment Private Limited**, having its registered office at 24, Pusa Road, New Delhi, PIN-110005

Give details of how RPL assessment for the qualification will be carried out and quality assured.

RPL arrangements and policies are under development.

Describe the overall assessment strategy and specific arrangements which have been put in place to ensure that assessment is always valid, consistent and fair and show that these are in line with the requirements of the NSQF:

Assessment Agencies: An assessment agency is selected on the basis of

- Prior experience and understanding of Life Sciences or similar sector.
- Experience in conducting assessments for similar job roles.
- Manpower and Technical capabilities.
- Geographical reach
- Existing Network in the Life Sciences Sector
- Agencies internal policies to maintain Standards, Quality & professional Integrity
- Agencies policy in assessor management

Assessment development: The assessment development is done with close monitoring and support of LSSSDC at every stage.

Steps for assessment development:

- Selection of assessment tool(s) depending on the assessment criteria prescribed in that QP.
- Developing blue print of the question paper, Viva, Demonstration, whatever are selected tools.
- Development of lay-out of Question paper is such that the entire PCs (Performance Criteria) of that QP are covered.
- Score per question maps with the weightage given to that PC, in the assessment criteria and the level of difficulty of the question.
- **SME:** An expert from industry is selected who is called "Subject Matter Expert". This SME must have over 13-15 years of experience in the industry, on same job role.
- **SME** is screened and approved by LSSSDC. He is oriented by both LSSSDC and Assessment agency on – creating question Bank, level of questions, end desired outcome of the assessment.

Assessor: The Assessors are engaged to conduct the assessments. The selection takes place as follows

- LSSSDC defines the criteria for profile of an assessor.
- Assessor is a person who is currently working in the same industry on same or higher job role and has minimum 5-7 years of experience.
- Based on this, Assessment agency locates the right people from the Industry and LSSSDC approves them after screening (they are screened on basis of resume and interview).
- Once selected, the assessor is oriented by LSSSDC and Assessment agency on various aspects of the assessment and management of assessment, such as
 - QP and its background.

- Training on Assessment methodology and how to use Assessment tools. Scoring system. (as per the attached assessment guide)
- Maintain integrity at the assessment site.
- Crisis handling and support system available for the same.
- Scope of his authorities
- Administrative responsibilities.
- Required documentation of Trainee credentials, VTP credentials, mark sheet management.
- Confidentiality management.
- Assessment agency signs the agreement letter with the Assessor.
- LSSSDC certifies the Assessor.

Assessment process:

- Assessment date is decided with common agreement of VTP and assessment agency.
- Assessment agency ensures the availability of required infrastructure, tools for the assessment.
- Assessor is provided with location details of the VTP. He contacts VTP a day prior to the assessment to ensure that all the aspects are well managed.
- The trainees are scheduled in such a way that an assessor shall not assess more than 20 candidates in a day.
- Assessor and a representative from Assessment agency are present on the day of assessment to manage the process at assessment location.
- They carry an identity card and letter from the council authorising to conduct the assessment.
- Assessor ensures authenticity of Trainee's identity by verifying the documents (any document issued by GOI, such as Ration card, Adhar Card, Driving Licence, Passport, election card etc)
- Assessor maintains the records of attendance, verified documents, Score sheets, answer sheets and whatever applicable.
- Assessor collects evidences of the assessment in best possible way (videos, pictures, voice recordings etc)
- Assessor maintains complete confidentiality of the score, compiles the data and document and sends it to assessment agency.
- The assessment agency after processing the results and putting them in standard format hands over to LSSSDC within 7 days of assessment.
- LSSSDC cross checks and validates the data and declares the result to VTP.
- Passed candidates are provided with certificate

Assessment tools: Assessment tools for a QP are decided on the basis of composition of knowledge and skill in that particular QP. All assessments shall have at least two tools unless indicated otherwise. All assessments carry time allotment required per trainee, within which the assessment should be completed.

Written test:

Scope – Is used to test the knowledge component of the QP.

Tools – Pen and Paper in form of OMR sheet, computer or tab based online or offline.

Method – objective type questions, match the columns, fill in the blanks, tick the odd man out, choose the correct option, choose the best answer, True or false, Identify the object, tool or machinery, arrange in proper sequence.

Analysis – Question paper is divided in sections. Each Section intends to assess a particular knowledge field of the trainee. Thus section wise calculation of marks gives the clear idea of the areas of improvement or expertise of the trainee. While a consolidated marks gives the overall rating of the trainee.

Viva

Scope – Is used to test the knowledge and understanding and breadth of awareness about the subject. Some personality traits and generic skills (such as – promptness, sharpness, communication skills, depth of knowledge, comprehension, presentation, patience etc) can also be tested required for the QP.

Tools – Direct dialogue between assessor and Trainee.

Method – Direct questions open and close ended questions, situation based questions, analytical questions, and decision making based questions. Different questions are included to test relevant PCs from the QP

Analysis – Assessor is provided with spectrum of ready answers to be expected from trainee. This reduces effect of subjectivity of the assessor. Comparative quality of trainees with in a batch or different institutes can

be gauged.

Practical Test

Scope – Is used to test primarily the Skill component of the QP. Trainee’s expertise in handling and managing the tools and situation is tested.

Tools – Demonstration, role play.

Method – A situation is narrated or created in front of the trainee and he is asked to react to it. The selected situations are based on real situations. They are predefined and provided to assessor. Assessor is provided with spectrum of reactions to be expected from trainee. Based on these guidelines the assessor fills the score sheet.

Analysis –Practical tests are analysed on knowledge and skill component.

Please attach any documents giving further information about assessment and/or RPL.

Give details of the document(s) here:

- LSSSDC Protocol for Accreditation of Assessment Agencies and Assessment Guideline Ver1.00
- Sample of Assessors Guide

ASSESSMENT EVIDENCE

Assessable Outcome	Assessment Criteria	Total Marks (700)	Out Of	Theory	Skills Practical
1. LFS/NO640 (Management of budget and claims for imports)	PC1. determine gross requirements for production	100	5	2	3
	PC2. responsible for adherence to the budget for logistics and transportation		5	3	2
	PC3. select the most efficient mode of transportation		5	2	3
	PC4. develop delivery strategies for cost minimization		5	2	3
	PC5. identify appropriate vendors for transportation		5	2	3
	PC6. negotiate with vendors for an optimum price and finalize on the commercial terms		5	2	3
	PC7. manage claims with carriers/freight forwarders		5	2	3
	PC8. seek approval of contracts from the divisional/block head		5	2	3
	PC9. obtain required data/information from appropriate people		5	2	3
	PC10. streamline the process of identification and selection of transporters		5	2	3

	PC11. ensure the process is in line with the business requirements, cost, quality and timely delivery		2	1	1
	PC12. ensure timely release of lease & c&f(carrying and forwarding) agreement-(new as well as renewed) in coordination with legal cell to avoid any legal implications		5	2	3
	PC13. assist in the document preparation for the import and completion of import procedures		5	2	3
	PC14. monitor import procedures at all key stages and review and approve all import documents		5	2	3
	PC15. ensure that all import formalities are complete before the materials are shipped to the customers/ clients		5	2	3
	PC16. obtain required data/information from appropriate people		2	1	1
	PC17. analyze the financial impact of proposed logistics changes, such as routing,		5	2	3
	PC18. shipping modes, product volumes or mixes, or carriers		5	2	3
	PC19. undertake trend analysis of logistic expenses		5	3	2
	PC20. identify areas for driving cost optimization and budget discrepancies		5	3	2
	PC21. prepare reports to consult the divisional/block head		3	1	2
	PC22. take corrective actions based on the suggestions of divisional/block head		3	1	2
	Total		100	43	57
2. LFS/N0615 (ToManage relationships)	PC1. develop and maintain relationships with freight forwarders	100	5	2	3
	PC2. conduct inbound rate negotiations		10	5	5

with Freight Forwarders)	PC3.	monitor contract compliance of carriers and other logistics service providers		20	10	10
	PC4.	access suitable sources of data to analyze the performance of carriers		10	5	5
	PC5.	carry out monthly follow-ups of the volume and turnover realized by each carrier/Freight Forwarder		10	5	5
	PC6.	define SLA's in order to ensure timely Delivery		5	2	3
	PC7.	obtain information from appropriate people		5	2	3
	pc8.	control and approve the invoices as per negotiated pricing.		10	5	5
	pc9.	establish contracts to ensure loss prevention in case of damage to the products during transportation		10	5	5
	pc10.	manage claims with carriers/freight forwarders		10	5	5
	pc11.	address any concerns issues of freight forwarders/carrier		5	2	3
	Total			100	48	52
3. LFS/N0616 (To Manage, coordinate and interact with people to optimize export / import operations)	PC1.	convey organizational strategy to the team	100	5	2	3
	PC2.	set departmental objectives and provide leadership direction to achieve goals		10	5	5
	PC3.	manage and support recruitment		5	2	3
	PC4.	delineation of individual roles, appropriate delegation of responsibility		5	2	3
	PC5.	set KRA's for direct reports, monitor overall team's KRA's, conduct performance appraisal, ensure clarity		10	5	5
	PC6.	facilitate the development of subordinates through constant on and off the job learning, job rotation etc.		5	2	3
	PC7.	guide, motivate and develop the sub-ordinates		5	2	3

	PC8. oversee staff deployment and drive motivation levels of the team		5	2	3
	PC9. monitor staff welfare and facilitate complaint resolution		5	2	3
	PC10. manage efficiency levels and drive timely delivery of all operational targets		5	2	3
	PC11. logistics head- take inputs required for taking key business decisions for inbound logistics and to select standard transport modes. supply chain issues are also discussed, if any		8	4	4
	PC12. import /export logistics team– collaborate regarding the selection of freight forwarders and to develop and implement transportation plans and procedures		8	4	4
	PC13. quality/purchase/account department- for routine day to day activities such as adherence to quality norms, timely availability of materials and payments		6	3	3
	PC14. production, planning and control head- ensure that the material is received from the transporters in line with the production schedules prepared by the PPC department		8	4	4
	PC15. managers-to monitor their challenges and of their respective teams in performing related activities and to ensure adequate coordination amongst all these teams in terms of logistics		5	2	3
	PC16. freight forwarders/transporters- to ensure negotiation of optimum price, maintain long term relationship with them		5	2	3

	and to be able to track vehicles and receive the materials on time				
	Total		100	45	55
4. LFS/N0613 (To provide analytical support for supply management process)	PC1. analyze and recommend improvements to all internal procedures and implement same	100	15	7	8
	PC2. establish role and responsibilities in providing analytical support for supply chain management process		15	5	10
	PC3. obtain confirmation from relevant employees and define the objective of the study		10	5	5
	PC4. access suitable sources of data		15	7	8
	PC5.sort and collate relevant data for the analysis		15	5	10
	PC6.usage of appropriate analysis methods and procedures		15	5	10
	PC7.identify potential and actual glitches and the causes for the same		15	7	8
	Total		100	41	59
5. LFS/N0617 (To perform regulatory Compliance and exchange of information for export/ import management)	PC1. review SAP periodic reports to carry out the departmental checks in compliance with rules and regulations and other statutory requirements	100	5	2	3
	PC2. review updates on cost impacts, cost estimates, stock management, feasibility analysis to carry out the departmental functions in compliance with rules and regulations and other statutory requirements		5	2	3
	PC1. check all pre-shipment documents including: <ul style="list-style-type: none"> • invoice • packing list • gr form • ar-4/ ar4a form • licence • indent • acceptance of contract • letter of credit (loc) • qc certificate • port trust date 		10	5	5

	<ul style="list-style-type: none"> any other documents PC3. sign of inspector/ customs div				
	PC4. check the EXIM documents pertaining to Pre and Post Shipment.		5	2	3
	PC5. liaise with customs and excise officials, if required		10	5	5
	PC6. take care of applications for export/import incentives		5	2	3
	PC7. obtain advance license from Jt DGFT (Director General of Foreign Trade), ensure adherence with contracts and agreements		5	2	3
	PC8. communicate effectively with suppliers, consignee, agents , transporters		5	2	3
	PC9. manage and supervise the follow up with logistics companies to ensure timely shipments of goods		5	2	3
	PC10. negotiation & co-ordination with customs agents for Freight Rates, Customs clearances		5	2	3
	PC11. identify variation from the regulatory guidelines and correction of the same		10	5	5
	PC12. comply with organization's policies, procedures, guidelines		10	5	5

	PC12. maintain confidentiality of strategic information		10	5	5
	PC13. communicate information to all relevant people in timely manner		10	5	5
	Total		100	44	56
6 LFS/N0102 (To carry out reporting and documentation)	PC1. report data/problems/incidents as applicable in a timely manner	100	10	5	5
	PC2. report to the appropriate authority as laid down by the company		10	5	5
	PC3. follow reporting procedures as prescribed by the company		10	5	5
	PC1. identify documentation to be completed relating to one's role		10	5	5
	PC2. record details accurately in an appropriate format		10	5	5
	PC3. complete all documentation within stipulated time according to company procedure		10	5	5
	PC4. ensure that the final document meets regulatory and compliance requirements		10	5	5
	PC5. make sure documents are available to all appropriate authorities to inspect		10	5	5
	PC6. respond to requests for information in an appropriate manner whilst following organizational procedures		10	5	5

	PC7. inform the appropriate authority of requests for information received		10	4	6
	Total		100	49	51
7. LFS/N0621 (To Manage Material)	PC1. responsible for optimum utilization of carriers for import logistics	100	10	5	5
	PC2. ensure optimal carrier loading/unloading to minimize the damage and pilferage to the goods		5	2	3
	PC3. ensure adequate infrastructural facilities meeting the requirements of the products to be stored		5	2	3
	PC4. ensure that the vendor base can support key periods or events such as quarter end, high season volumes, and new product introductions		5	2	3
	PC5. work in close coordination with the PPC (Production Planning and control) team & Sales planning team so that the raw materials are received on a timely basis		8	4	4
	PC6. inventory management at Depot/C&F(Carrying and Forwarding)-Responsible for disposal of old stock at stock yard by coordinating with marketing as well as Divisional/Block Head		8	4	4
	PC7. ensure that all required MIS is floated to marketing and all other concerned departments		5	2	3
	PC8. ensure quality of raw material received is as per the organisation and regulatory requirements		5	2	3
	PC9. responsible for closure of complaints from Depots/C&F(Carrying and Forwarding) on account of logistics and product delivery		10	5	5
	PC10. ensure all documentation related to inbound logistics is maintained in full		10	5	5

	PC11. design and implement contingency plans to minimize defrauding and losses (such as spoilage, damage, policy for special causes)		5	2	3
	PC12. timely claim of Insurance from Insurance Companies for all Accidental losses(primary and secondary transportation)		5	2	3
	PC13. to maintain the 5S-Disposal-Company-wide Scrap policy as per the management approval (Daily/quarterly/monthly)		5	2	3
	PC14. use appropriate analysis methods and procedures to analyze their performance		5	2	3
	PC15. check information using organizationally specified methods		5	2	3
	PC 16. provide results according to agreed schedules to Divisional/Block Head		4	2	2
	Total		100	45	55

SECTION 2

EVIDENCE OF NEED

What evidence is there that the qualification is needed?

While collecting data from the industry for development of the occupational map, we also took inputs on the list of unique roles and the roles to be prioritized, w.r.t. workforce volume and skilling needs. These inputs have been used for subsequent qualification packs development.

What is the estimated uptake of this qualification and what is the basis of this estimate?

Skills Gap analysis Reports for industry demand and secondary research data is the basis, though these do not lend to accurate demand projection. The link to NSDC Human Resource & Skills Requirement in Life Sciences Sector is <http://nsdcindia.org/sites/default/files/files/Pharmaceuticals.pdf>

- Feedback from industry for demand though again sample size may not lend to accurate figures
- Training duration, and current and potential training capacity envisaged
- An LMIS development initiative is being put in place to be more precise regarding the demand and supply

What steps were taken to ensure that the qualification(s) does/do not duplicate already existing or planned qualifications in the NSQF?

The NSDC list of Approved and Under-development QPs has been checked for overlap

Quality team of NSDC has done the 2nd level check before QRC presentation

The QP is under Industry validation and post completing the validation exercise, the QP will be resubmitted for QRC approval as per laid down protocol of NSDC.

What arrangements are in place to monitor and review the qualification(s)? What data will be used and at what point will the qualification(s) be revised or updated?

Workshops with Industry Associations of Employers are part of continuous awareness drive and will be utilized as a channel to get a continual feedback from Industry

The Qualification has been uploaded on SSC website for public with a request for feedback on qualification to be sent to an identified mail address

SSC will be engaged with Training Providers and Authorised educational institutions, who are imparting trainings as per QP guidelines, to gather feedback in implementation

Monitoring of candidate Assessment Result will be carried out

Employer feedback will be sought post placement of trainee's batch

A formal review is scheduled in two year time frame

Please attach any documents giving further information about any of the topics above.

Give details of the document(s) here:

- NSDC Human Resource & Skills Requirement in Life Sciences Sector is <http://nsdcindia.org/sites/default/files/files/Pharmaceuticals.pdf>

SECTION 3

SUMMARY EVIDENCE OF LEVEL

Summary of Direct Evidence:

Generic NOS is/are linked to the overall authority attached to the job role.

Import Logistics Manager - Life SciencesLFS/Q0608					
Process Required	Professional Knowledge	Professional Skills	Core Skills	Responsibility	Level
<p>The job demands wide range of specialized technical skill, clarity of knowledge and practice in broad range of activity involving standard/ non standard practices For example:</p> <ul style="list-style-type: none"> - determine gross requirements for production - adhere to the budget for logistics and transportation by developing delivery strategies for cost minimization for imports - streamline the process of identification and selection of transporters - monitor in the document preparation for the import and completion of import procedures - analyse the financial impact of proposed logistics changes, such as routing, shipping modes, product volumes or mixes, or carriers and 	<p>The role holder uses factual and theoretical knowledge in broad context within a field of work or study. For example:</p> <ul style="list-style-type: none"> - To developing delivery strategies uses the knowledge of supply chain function in life sciences industry, concepts of material management and import guidelines and import management, NAPPA guidelines and EXIM policy - to streamline the process of identification and selection of transporters applies knowledge of vendor selection, vendor management, contracts and lean sigma, project management tools - to facilitate the development of 	<p>The role holder uses a range of cognitive and practical skills required to generate solutions to specific problems in a field of work/ study. For Example:</p> <ul style="list-style-type: none"> - To developing delivery strategies uses the skills like analytical and critical thinking, plan and organizing communication and decision making skills. - to streamline the process of identification and selection of transporters uses skills like plan and organize, analytical thinking, and decision making - to facilitate the development of subordinates through constant on and off the job learning, job rotation etc. uses the skills like communication, analytical and critical thinking and decision 	<p>The role holder is required to be reasonably good in mathematical calculation, understanding of social political and reasonably good in data collecting organizing information and logical communication. For Example:</p> <ul style="list-style-type: none"> - To develop delivery strategies individual is required to use complex mathematical calculation and logical reasoning. The mathematical skills are also being used while streamlining the selection process of transporters. - To develop delivery strategies uses understanding of local/ state/ national/ global laws, regulations, and understanding of demand 	<p>The job role holder has responsibility of own work and learning and full responsibility for other's work and learning. For example:-</p> <ul style="list-style-type: none"> - determine gross requirements for production - adhere to the budget for logistics and transportation by developing delivery strategies for cost minimization for imports - streamline the process of identification and selection of transporters - monitor in the document preparation for the import and completion of import procedures - analyse the financial impact of proposed logistics 	Level 6

<p>undertake trend analysis of logistic expenses - develop and maintain relationships with freight forwarders and conduct inbound rate negotiations - establish contracts to ensure loss prevention in case of damage to the products during transportation and manage claims with carriers/freight forwarders - facilitate the development of subordinates through constant on and off the job learning, job rotation etc. - interact with freight forwarders and transporters - ensure negotiation of optimum price, maintain long term relationship with them and to be able to track vehicles and receive the materials on time</p>	<p>subordinates through constant on and off the job learning, job rotation etc. uses the knowledge of their motivational needs, responsibilities in organization and skill needs, escalation matrix and . - To interact with freight forwarders and transporters applies knowledge of freight forwarders and transporters, the relevant service level agreements, terms, organizational SoPs and reports, knowledge of different market players and their freight forwarders and transporters</p>	<p>making. - To interact with freight forwarders and transporters uses analytical and critical thinking, problem solving and communication skills</p>	<p>trends, govt tariffs, contracts, EXIM and NAPPA policies etc. - In all data collection and coordination activities data is collected, organized from multiple stakeholder and the logical communication in both written and oral communication is made between multiple stakeholders. - While facilitating the subordinate development role holder has good understanding of all sub functions of supply chain and motivational and skilling needs of the subordinates.</p>	<p>changes, such as routing, shipping modes, product volumes or mixes, or carriers and undertake trend analysis of logistic expenses - develop and maintain relationships with freight forwarders and conduct inbound rate negotiations - establish contracts to ensure loss prevention in case of damage to the products during transportation and manage claims with carriers/freight forwarders - facilitate the development of subordinates through constant on and off the job learning, job rotation etc. - interact with freight forwarders and transporters - ensure negotiation of optimum price, maintain long term relationship with them and to be able to track vehicles and receive the materials on time</p>	
Level 6	Level 6	Level 6	Level 6	Level 6	

OTHER EVIDENCE OF LEVEL [This need only be filled in where evidence other than primary outcomes was used to allocate a level] **(Optional)**

Summary of other evidence (if used):

1. Internship Monitoring report available at VTP for each candidate for internship period duly signed by Industry authorized person

SECTION 4

EVIDENCE OF RECOGNITION OR PROGRESSION

What steps have been taken in the design of this or other qualifications to ensure that there is a clear path to other qualifications in this sector?

Horizontal and vertical mobility options have been articulated while developing the standard. For Example:

Import Logistics Manager- Life Sciences can qualify for Logistics and Licencing Head job role as vertical progression after an experience of 5 years as Import Logistics Manager- Life Sciences.

The job holder also have option to move as lateral progression for job role of Coordination Manager

Please attach any documents giving further information about any of the topics above.

Give details of the document(s) here:

- Occupational Map and progression matrix