

BU Head Mobility role with One of the leading IT Firm in Government projects in India, UAE & USA for Ahmedabad Location

Job Posted by Seema Kakra | June 3, 2026

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JOB DESCRIPTION FORMAT

JD Code/Unique ID:		Revision Number:	
Made By:		Revision Date:	
Approved by:		Signed & Date	

JOB SPECIFICATION

Business/Company:	AMNEX Infotechnologies Pvt. Ltd.
Site/Location:	Ahmedabad
Department:	Mobility BU
Position/Profile Title:	BU Head
Designation:	TBD
On Roll/Off Roll/Contract:	On Roll
Experience:	20 Years and Above
Essential Qualification:	Bachelor's Degree in Computer Science, Software Engineering, or related field, with optional advanced degrees for enhanced expertise and competitiveness.MBA PreferredPlease mention if any additional technical certification or course is required
Essential Area of Expertise:	Strategic LeadershipFinancial ManagementSales and Business DevelopmentOperational ExcellenceTeam Leadership and Development
Desired Area of Expertise:	Innovation and Product StrategyMarket Positioning and BrandingStakeholder EngagementRisk Management

Critical/Special Exposure:	Industry Trends and Technologies Global Market Dynamics Client Relationship Management Change Management
Internal Interface (Designations)	Executive Leadership and Board Members Sales, Strategy, and Business Development Team Presales & Bid Management Team Software Development Team Project Delivery Team PMO (Project Management Office) Support Function Teams: Human Resources (HR), SCM, Finance, Hr, IT&Infra, Marketing, Admin, Corporate Affairs
External Interface (Suppliers/Govt Bodies/Communities)	Clients and Customers Partners and Vendors Industry Forums and Regulatory Bodies Market Analysts and Media Educational Institutions and Research Organizations
Reporting to:	Mobility BU Head
Reportees (Function and Designation):	To be decided by management
Purpose of the position	The Head of the Mobility Business Unit (BU) is a visionary leader tasked with steering the Mobility BU towards achieving strategic objectives, financial targets, and operational excellence within the IT solutions space focused on mobility. This role is pivotal in fostering a culture of innovation, collaboration, and continuous improvement, ensuring the delivery of high-quality, market-leading solutions that meet customer needs and drive competitive advantage.

Role and
Responsibility

Strategic Leadership and Vision
Vision and Strategic Direction: Formulate and communicate a compelling vision and strategic goals for the Mobility BU, aligning with broader organizational objectives. Develop and execute comprehensive business strategies to achieve growth, expand market presence, and enhance competitive positioning.
Innovation and Market Leadership: Lead the development and implementation of innovative product strategies and solutions, meeting evolving market needs and exceeding customer expectations.
Sales, Strategy, and Business Development
Revenue Growth and Market Expansion: Drive financial performance by identifying new business opportunities, expanding into new markets, and enhancing client relationships. Collaborate closely with sales and business development teams to achieve revenue targets and market share growth.
Competitive Positioning and Branding: Enhance the BU's market position with strategic marketing and branding initiatives, ensuring a strong presence in the mobility domain.
Operational Excellence
Project and Product Management: Oversee project delivery and product development to ensure high quality, compliance with industry standards, and alignment with client expectations. Implement robust quality assurance and control processes.
Efficiency and Compliance: Promote operational excellence through efficient project execution and adherence to legal and industry standards.
Financial Management and Performance
Budgeting and Financial Oversight: Manage the BU's financial health through careful budgeting, financial forecasting, and resource allocation. Drive improvements in profitability, cash flow, and other key financial metrics.
Performance Monitoring: Regularly review and analyze the BU's performance against strategic goals, adjusting strategies as necessary to ensure financial sustainability.
Team Leadership and Talent Management
High-Performing Teams: Build and lead a team of talented professionals, fostering a culture of excellence, innovation, and continuous improvement. Manage talent retention and development, ensuring career progression for key team members.
Collaborative Culture and Engagement: Cultivate a positive organizational culture focused on engagement, learning, and innovation. Encourage cross-functional collaboration and teamwork within the BU.
Stakeholder Engagement and Communication
Effective Communication: Ensure clear, transparent communication within the BU and with external stakeholders, fostering collaborative problem-solving and a culture of openness.
Representation and Influence: Represent the Mobility BU in external forums, enhancing the organization's reputation and influence in the mobility sector. Exhibit leadership qualities and influence across the organization and industry.
Continuous Improvement and Innovation
Process Optimization and Innovation: Continually assess and improve internal processes for greater efficiency and effectiveness. Encourage a culture of innovation, promoting creative problem-solving and the adoption of new technologies.
Risk Management
Proactive Risk Mitigation: Identify and address potential risks to the business, implementing strategies to mitigate them and ensure the BU's objectives are met with minimal disruption.
Summary
The Mobility BU Head plays a crucial role in driving the strategic direction, growth, and innovation of the Mobility Business Unit. This leader ensures the delivery of exceptional solutions that meet market demands, achieves financial success, and fosters a culture of excellence and collaboration among team members. Through strategic oversight, effective management, and inspirational leadership, the Mobility BU Head ensures the unit's contribution to the organization's overall success.

SKILLS / COMP

Sn	Requisite Skills
1	Strategic Planning and Execution
2	Financial Acumen
3	Business Development and Sales Strategy
4	Operational and Project Management
5	Team Leadership and Talent Development
6	Innovation and Product Strategy
7	Stakeholder Engagement and Communication
8	-
9	-
10	-

Sn	Functional Competency(Will change basis the profile)	PL Level
1	Business Strategy Formulation	TBDBHM
2	Financial Analysis and Budgeting	TBDBHM
3	Market Analysis and Competitive Intelligence	TBDBHM
4	Product Lifecycle Management	TBDBHM
5	Project Management Methodologies	TBDBHM
6	Technology Trends and Application	TBDBHM
7	Client Relationship Management Systems	TBDBHM
8	Performance Metrics and KPI Development	TBDBHM
9	Quality Assurance Standards and Compliance	TBDBHM
10	Change Management Processes	TBDBHM

Functional Competency levels will be subject to change based on the specific role requirements and will be determined by the hiring manager (To Be Decided By Hiring Manager TBDBHM). The organization allows flexibility in defining the functional competencies required for each role. While there are predefined levels of proficiency ranging from PL1 (Least) to PL4 (High), the actual PL value for each functional competency will be set based on the hiring manager's assessment of the role's

needs. This approach ensures that the functional competencies align with the unique demands of each position within the organization.

Sn	Behavioral Competency (Will remain same throughout all levels and profiles - To be decided by Management)	PL Level
1	Strategic Orientation	TBDBM
2	Decision Making	TBDBM
3	Entrepreneurial Mindset	TBDBM
4	Execution Focus	TBDBM
5	Planning & Organizing	TBDBM
6	Performance and Accountability	TBDBM
7	Collaboration & Teamwork	TBDBM
8	Leading Teams	TBDBM
9	Communication & Listening	TBDBM
10	-	-

The determination of Performance Level (PL) will be at the discretion of the management (To Be Decided By Management - TBDBM). We have incorporated 9 suggested broad behavioral competencies that can apply uniformly across all levels and job profiles. However, the specific PL value assigned to each competency will vary depending on the role's requirements. The PL scale ranges from PL1, indicating the lowest level of proficiency, to PL5, indicating a high level of proficiency.

KRA's & KPI's

Sn	KRA	Weightage	KPI	Weightage	Baseline(If Applicable)
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1	Financial Performance	42%	Increase New Orders booked by __% to demonstrate New Business Development Capabilities of the BU	25%	
			Achieve a __% growth in Sales/Revenue to reflect effective sales strategies	25%	
			Improve Operating Profit (OP) margin by __% to showcase operational efficiency and cost management	17%	
			Enhance Cash Flow by __% to indicate financial health and liquidity management	17%	
			Reduce ODAR (Order Delays and Accuracies Rate) by __% to improve customer satisfaction and operational efficiency	16%	
2	Strategic Development	14%	Execute Business Growth Planning & Expansion in New Territories, achieving a __% increase in market footprint	50%	
			Maintain 100% Compliance with industry standards and regulations to ensure legal and ethical business practices	25%	
			Demonstrate Business & Commercial Acumen by increasing ROI by __% through strategic initiatives	15%	
			Enhance QA Processes to achieve an __% improvement in quality metrics	10%	
3	People & Talent Management	14%	Maintain Voluntary Attrition rates below __%, ensuring a stable and engaged workforce	50%	
			Implement Career Growth Plans for HiPo & Critical Team Members, affecting at least __% of the team, to support talent development and retention	25%	
			Improve the Engagement Score by __%, reflecting a positive and motivating work environment	25%	

4	Behaviour	30%	Demonstrate Leadership by exhibiting strategic decision-making and team motivation, leading to a measurable __% improvement in team performance and morale	20%	
			Enhance Stakeholder Management by strengthening relationships with key stakeholders, achieving a __% increase in stakeholder satisfaction scores	20%	
			Improve Communication by ensuring clear, transparent, and effective communication across all levels, resulting in a __% reduction in miscommunication incidents	20%	
			Foster Continuous Learning by encouraging and participating in professional development activities, contributing to a __% increase in team skill enhancement	10%	
			Promote Collaboration by working effectively across functions, leading to a __% improvement in cross-functional project success rates	10%	
			Strengthen Customer Focus by enhancing customer engagement and satisfaction, evidenced by a __% increase in customer satisfaction scores	10%	
			Drive Innovation by initiating and implementing innovative solutions that improve efficiency or create new opportunities, with a target of a __% impact on project or product innovation	10%	

Each KRA & KPI can be measured on a scale of 0 to 100% and the percentage weightage indicates its importance in evaluating the overall performance of the Incumbent. The total weightage of All KPIs within each KRA adds up to 100%. All KRAs also need to add up to 100% weightage. Therefore, Incumbent performance can be assessed based on the achievements in each KRA and their respective KPIs.

The weightage of each Key Result Area (KRA) and Key Performance Indicator (KPI) mentioned above is based on Incumbent JD. However, the management may adjust the weightage to suit the organization's priorities and objectives.

For Management 2000 Placements & Recruitments Pvt., Ltd.,

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