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PRIVATE SECTOR HIRING

As Construction Hiring Rises, Navkaar Aluform Looks for Leaders Who Understand Both Engineering and Business

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India's construction and site-engineering hiring activity rose 17% year-on-year in September 2026. A senior sales mandate from Kolkata-based Navkaar Aluform offers a closer look at the specialist skills employers are seeking.

Kolkata: India's construction growth story is finding an expression in the job market: demand for professionals who can understand engineering, build customer relationships and turn complex projects into business.

Naukri's September 2026 JobSpeak report recorded 17% year-on-year growth in hiring activity for construction and site-engineering functions, compared with approximately 2% growth in overall white-collar hiring. The figures track recruitment activity on the platform rather than total employment, but point to stronger demand in these specialist functions.

The employment trend follows sustained expansion in construction. Under the national accounts series released in February 2026, India's construction sector recorded 7.3% growth in real gross value added in FY2024-25, following 9.9% growth in FY2023-24. The figures show continued expansion, although at a slower annual pace.

Against this backdrop, Navkaar Aluform Services Pvt. Ltd.'s search for a Senior Manager or Assistant General Manager in Sales & Business Development provides a specific example of the capabilities a construction-products manufacturer wants to add.

The Kolkata-based company reports having delivered more than 250 projects across over 25 Indian cities, with over five lakh square metres of formwork executed. These are cumulative operating figures published on its website, rather than annual growth numbers. Its services cover formwork design, manufacturing and on-site support.

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For Vinit Jain, Chairman & Managing Director, the company's public message places customer confidence at the centre of that work. "At Navkaar, we believe construction is not just about building structures - it is about building trust," Jain states on the company website.

The hiring brief gives that approach a practical dimension. The incoming commercial leader must be able to read architectural drawings, discuss construction cycle times and explain formwork costs to a developer's technical team.

The position requires 10-15 years of construction-sector experience, including at least five years selling aluminium formwork or a closely related system. Candidates should also have personally closed system orders worth Rs. 3 crore or more and be capable of managing a sales team.

Such requirements suggest that, for this business, technical understanding is becoming inseparable from commercial leadership. Winning an order involves addressing how a system will perform on site, how often it can be reused and what it means for project economics.

The Eastern India assignment also places value on established developer relationships across Odisha, Jharkhand, Bihar, the North-East and Chhattisgarh. Alongside regular site visits, the mandate calls for AI tools and market research to support competitor analysis and business development.

One company's recruitment exercise cannot establish an industry-wide hiring pattern. Read alongside the broader recruitment figures, however, Navkaar's mandate illustrates where a part of the opportunity lies: experienced professionals who can connect engineering decisions with commercial results.

Source:

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