



WORKING AT GRUNDFOS

INDIA

We pioneer change together

be
think
innovate

GRUNDFOS 



LIFE WITH US

With an annual production of 17 million units, Grundfos is the world's leading manufacturer of energy efficiency and intelligent water solutions with offices in more than 55 countries and over 19,000 employees worldwide. We are a truly purpose-driven company that has been shaping the industry since 1945. Through the decades, we have sharpened our skills, and to this day, we take pride in delivering water, using as little energy as possible when doing so.

[Discover more about life with us and how we pioneer change together.](#)

Be a pioneer

The world is growing, and so are we. In fact, we must be one step ahead, because the world is counting on our solutions. We dare to do things that others do not in order to overcome the complex challenge of moving water in the most intelligent way. To do so, we must first and foremost capitalize on our environment for innovation and long-term thinking.

Working at Grundfos, you become part of our unique pioneering culture. We empower you to make bold moves to create new sustainable solutions.

We are not only employees. We are pioneers.

Be a game changer

Our skills commit us to pioneer solutions to the world's water and climate challenges and improve the quality of life for people. We believe that innovation is not only a business opportunity, but an obligation. And what really matters to us is not short-term profit, but the impact we make. We have the determination and power to set the standard for the industry and society as a whole.

Joining Grundfos, you too can drive this change no matter your role.

We are not only pioneers. We are also game changers.

Succeed together

From day one, you will experience that you are part of one big powerful team. We are shaping the industry because we have the right minds, hands and hearts. You can do great things on your own, but together we can do it smarter, faster and more exciting.

Being responsible, helpful and caring are part of who we are. This makes us unique as a company and as a workplace. We are in it together, and we can always count on each other.

We are not one-man armies. We succeed together.

Join our journey!

A STRONG FOUNDATION GUIDES US

Grundfos was established in 1945 by founder Poul Due Jensen in Denmark, who believed that there is no limit to what can be achieved together. Today, we continue to believe that the combined talent, passion and effort of all Grundfos employees and our partners hold close to unlimited potential, which is strongly reflected in our purpose and values.

Our purpose:

We pioneer solutions to the world's water and climate challenges and improve quality of life for people.

“We” – Grundfos and our partners are seen as a strong collective.

“Pioneer solutions” – we do things others cannot or dare not do.

“To the world's water and climate challenges” – we can, will and must play a vital role in tackling these through energy efficiency and intelligent water solutions.

“Improve quality of life for people” – we fundamentally care about people.



OUR VALUES



SUSTAINABLE

We run our business in a responsible and ever more sustainable way.

OPEN AND TRUSTWORTHY

We do what we say, and say what we do.



FOCUSED ON PEOPLE

We are our people.

INDEPENDENT

Our main shareholder – now and in the future – is the Poul Due Jensen Foundation. Profit is a means to growth – not a goal in itself.



PARTNERSHIP

We create value through close relations with customers, suppliers and other stakeholders.

RELENTLESSLY AMBITIOUS

We never stop challenging ourselves to create better solutions faster.



TACKLING THE WATER AND CLIMATE CHALLENGES

We are honored and proud of committing ourselves to solve two of the world's biggest challenges, water and climate change. We believe these challenges lay the foundation for the generations to come, and Grundfos can, will, and must play a vital role in solving these through energy efficiency and intelligent water solutions. Therefore, we have clear long-term water and climate ambitions to do whatever is in our power to help achieve the United Nations Sustainable Development Goals, in particular 6 and 13.

6 CLEAN WATER AND SANITATION



Clean water and sanitation

We will halve our own water consumption by 2025. By 2030, we will have contributed to providing safely managed drinking water to 300 million people in need. In addition, through water efficiency and water treatment, we will have saved the consumption of 50 billion m³ of fresh water.

13 CLIMATE ACTION



Climate action

We will halve our own CO₂ emissions by 2025. By 2030, we aspire towards being 'climate-positive.'



“I keep challenging myself to always do my best in order to make a real impact on the world’s water challenges. I want my job to be meaningful, and by working in the water treatment area, I know I make a real difference by developing pump solutions that deliver clean drinking water to those who need it the most. I genuinely feel that me and my colleagues, with the already available technology, can improve the world and change things for the better.”

Maryam Momeni, Senior Development Engineer



GROWTH AND DEVELOPMENT

We are committed to growing diverse teams of talented, energetic and innovative employees by encouraging you to develop your skills and undertake new challenges – always at your own pace.

Development

We are committed to spotting and growing the highest potential in all our people. We encourage constant learning and development and strive to foster an empowering environment which continuously enables personal and professional development and career growth. The Performance and Development Dialogue (PDD) is one of the key drivers. In the PDD we set objectives for the period ahead, and we do regular reviews during the year, focusing on both deliverables and development. The PDD is finalized through an evaluation which harvests both valuable lessons learned as well as important focus areas for the future.

Training

Our learning platform G-Learn supports your continuous training by giving you access to learning content on any device, anytime and anywhere. Regardless of your role or position, it provides you with transparent and intuitive training material within for example Applications, Leadership, Project Management, Production, Analytics and AI. We also support external study opportunities.



International assignments

As we are a global company, many employees have the opportunity to undertake challenging and rewarding assignments abroad whether it be for a specific project, training, or simply networking and knowledge sharing.

Power UP Grundfos

Power UP Grundfos (PUG) is a key organizational talent development initiative that enables internal talent pools and employees to take on different or greater responsibilities. The talents undergo a rigorous developmental experience over a course of 15 to 18 months by being exposed to a stretch project ensuring personal insights, formal and informal learning. Mentorship and coaching are key elements in the programme leading to a broadening of perspectives, both personally and professionally.

“The key aspects of my Grundfos journey so far is the empathy between colleagues and employee empowerment. It is felt across all levels and motivates one to contribute as an equal partaker in the end result. I really value my independence to think and take ownership of my projects and devise my own plan to drive them, while being guided wherever needed by my peers and seniors.”

Rajashree Banerjee, Global Graduate, Sales, Asia Pacific Region



OUR CULTURE

We are market leaders because we have the right people. Our employees are our most valuable asset, and it is important to us that you feel appreciated at work. We always do our best to create a good working environment, offer the best opportunities, rewards and benefits. Because we fundamentally care about you, your wellbeing and your future.

Grundfos India

Grundfos Pumps India Pvt. Ltd. (Grundfos India), a wholly owned subsidiary of Grundfos Holding, was established in March 13, 1998. Grundfos India is responsible for sales of Grundfos products in India, Nepal, Bangladesh, Bhutan and Maldives. Currently, Grundfos India has more than 250 employees and works with 200 distributors and dealers with 20 offices across India. Grundfos India provides energy efficient pumps and smart pumping solutions for various applications – heating and hot water service systems, cooling and air-conditioning systems, industrial applications, pressure boosting and liquid transfer, groundwater supply, domestic water supply, sewage and wastewater, dosing, chlorination systems, disinfection systems and pumps running on renewable energy.

For more information, visit www.grundfos.in.

Water2Life

High on our agenda is sustainability by monitoring not only our own footprint, but by providing ongoing support to initiatives such as Caring for Climate and Walk for Water. Our employee programme, Water2Life, is the largest one with colleagues active in more than 35 countries. The purpose of the programme is to fundraise for clean water systems to those in need, and since 2010 Grundfos employees have raised more than €600,000, providing clean sustainable water systems for over 50,000 people in Kenya, Vietnam and Honduras.

Corporate social responsibility initiatives in India

In 2019, Grundfos India received the CSR award for best initiatives within Grundfos. Our CSR initiatives focus largely on water – restoration of water bodies and providing water access to rural communities. We also focus on livelihood-based training and education of underprivileged students. Our employees are also involved closely with some of these initiatives and volunteer their time and expertise to help the local communities. Grundfos India has launched forums on water and energy conservation through the social media site, Facebook, called ‘Ek Boondh Pani (One drop of water)’ and ‘i Save Energy’.

Green Grundfos India

Grundfos India’s HQ at Chennai is an epitome of ‘an environmental-friendly workspace’ with India’s first gold-rated green building (LEED certification by USGBC in 2015) that is an energy efficient and a zero liquid discharge facility with rainwater harvesting, Solar collectors and photovoltaics. Grundfos India’s factory has also received the gold certification in 2011 from the Indian Green Building Council (IGBC). In August 2013, the building that houses the Grundfos India headquarters was elevated to LEED EB Platinum certification. In February 2020, the factory again received the LEED certification from USGBC, making the entire Grundfos India site platinum rated.

Diversity & inclusion

At Grundfos, we strongly believe in diversity and inclusion, and it is important for us to treat employees equally irrespective of gender, age, disability, race, and religion. We care about the health and well-being of our people, and we are committed to social inclusion and employing people with reduced work capacity. Grundfos India is proud of employing around 5 employees on reduced work capacity as on date.

Covid-19 relief work

Grundfos India has donated generously towards the below Covid-19 relief initiatives:

- Grundfos India distribution of food kits (includes essentials like rice, lentils, salt and spices) to 1000 migrants/poor close to our office/factory in Chennai. This is to support the Chennai City Corporation as they are housing these migrant workers. We are working with Bhoomika Trust (a local NGO) on packaging and distributing these kits.
- Funding government medical equipment and supplies in association with the Poul Due Jensen/ Grundfos Foundation led by the Confederation of Indian Industry (CII).
- Funding the distribution of 5 tons of rice and 2.5 tons of pulses to 2000+ urban poor and marginalized community (Construction Worker) living in Chennai. This is again in association with the Poul Due Jensen/Grundfos Foundation led by the Confederation of Indian Industry (CII).



BENEFITS AND INCENTIVES

We offer a number of benefits and incentives in addition to base compensation.

Reach for the Stars Programme

The programme is about recognising talent, acknowledging outstanding sales achievements and sharing success. It not only rewards top sales staff on a quarterly basis, but the top performers globally are invited to a grand conference each year to celebrate their victory, network with global colleagues and most importantly share great ideas and best practices.

Grundfos Olympics

Every 4 years selected Grundfos employees from all over the world visit HQ in Denmark to participate in competitions within several different sporting categories. The Grundfos Olympics are all about building new friendships irrespective of nationality, religion or professional position.

Flexible work arrangements

Grundfos actively encourage a healthy work-life balance in the workplace by offering flexible work arrangements to suit individual needs. We are also committed to providing an adaptable working environment which can accommodate changes in personal circumstances.

Annual incentive scheme

If the business is doing well, rewards flow on to employees. It is possible to earn 7.5% -25% on top of your base salary if national sales targets and individual and team KPI's are met.

Merit review

Whilst annual salary increases are not guaranteed, comprehensive reviews are conducted each year which take into consideration the following:

- Employee performance
- Internal relativities
- External market data.

Long service award

Grundfos India rewards its long service employees with range of gifts:

- Employees completing 20 years of service is rewarded with INR 30,000 worth gift voucher & certificate signed by GM.
- Employees completing 15 years of service is rewarded with INR 10,000 worth gift voucher & certificate signed by GM.
- (Both of the above category will have their families invited during award sessions).
- 10 years of service is rewarded with a wrist watch.

Relocation assistance

Grundfos India offers relocation assistance for new joiners for easy mobilisation.

Employee referral incentive

If an employee refers a candidate and the person is hired the employee will receive a cash incentive up to INR 20,000.

Medical Insurance & Group Insurance coverage

Grundfos India offers a comprehensive medical insurance including employee's spouse, 2 kids and also extends to

parents. Besides this, Grundfos India offers employee benefit insurance plans, i.e. Group Term Life and Group Personal Accident Insurance.

Wedding & birthday gifts

Grundfos India offers a gift token of INR 5,000 for the newly married employee and birthday gift along with greeting card signed by the GM.

Fuel allowance & Internet allowance

Grundfos India offers fuel allowances for all employees and internet allowance for managers and above.

Travel insurance

All employees are covered under Grundfos Global Travel Insurance in India for international business travels.

Grundfos employee shares

Share offering is made to Grundfos employees for the purpose of attracting, retaining and motivating employees and to create mutual interest in Grundfos' journey. Grundfos believes in the benefits of co-ownership with the employees and wishing as many employees as possible get a chance to own a share of the company.

Staff loan

Grundfos India runs an internal employee welfare trust. The trust allows employees in need to avail loans.

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WANT TO JOIN OUR TEAM?

If you are interested in a career at Grundfos, please create a Talent Profile through our Grundfos Careers Page at grundfos.com/jobs. This will allow you to search our current open vacancies and register for job alerts to ensure you are the first to be notified when a position of interest comes up.

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