

ANNAM.AI, a Center of Excellence (CoE) under the Ministry of Education at the prestigious Indian Institute of Technology (IIT) Ropar.

Call for applications for Multiple Positions

About ANNAM.AI:

ANNAM.AI is a transformative initiative established as a **Center of Excellence (CoE) under the Ministry of Education at the prestigious Indian Institute of Technology (IIT) Ropar**. The CoE is dedicated to revolutionizing the agricultural landscape of India by integrating cutting-edge artificial intelligence (AI) technologies into sustainable farming practices. The name "**Annam**" itself symbolizes *nourishment and the sustenance of life, reflecting its mission to ensure food security while promoting eco-friendly and efficient agricultural solutions deploying AI*.

ANNAM.AI aspires to address critical challenges in agriculture, such as resource optimization, nature inspired enhanced pollination, and real-time decision-making for farmers in their own language. By fostering interdisciplinary research, the CoE aims to bridge the gap between advanced technology and traditional farming, empowering farmers with data-driven tools to enhance productivity and sustainability. The initiative underscores India's commitment to leveraging AI for societal benefit and positions the country as a global frontrunner in agricultural innovation. With its vision to combine technology and tradition, ANNAM.AI holds the potential to transform not just Indian agriculture but also contribute significantly to global food security and environmental conservation.

About IIT Ropar:

The **Indian Institute of Technology Ropar**, located in the vibrant city of Rupnagar, Punjab, at the Satluj river bank, is a distinguished seat of learning and innovation in India. Established in 2008, it is one of the eight new IITs initiated by the **Ministry of Education, Government of India**, with the vision of broadening access to top-tier technical education. Over the years, IIT Ropar has emerged as a beacon of academic excellence, combining a commitment to fundamental education with a forward-looking approach to research and development.

The institute features a sprawling, state-of-the-art 525 acres lush green campus equipped with advanced laboratories, modern infrastructure, and dynamic learning spaces that cater to a wide range of disciplines, including engineering, sciences, and humanities. IIT Ropar is particularly recognized for its pioneering research in fields like artificial intelligence, environmental sustainability and agriculture, nanotechnology, biotechnology, defense & security, and renewable energy & decarbonization. Its interdisciplinary approach to solving real-world problems has earned it a reputation for delivering impactful and innovative solutions at both national and global levels.

Beyond academics, IIT Ropar actively fosters an inclusive and vibrant community for students, faculty, and researchers. The institute emphasizes skill development, critical thinking, and entrepreneurship, helping students become not just accomplished professionals but also conscientious global citizens.

Roles:

- [Lead Agri Specialist](#) (R-01)
- [Sr. Agri Specialist](#) (R-02)
- [Jr. Agri Specialist](#) (R-03)
- [Sr. System Architect](#) (R-04)
- [System Architect](#) (R-05)
- [Lead AI Engineer](#) (R-06)
- [Sr. AI Engineer](#) (R-07)

-
- [Jr. AI Engineer](#) (R-08)
 - [Lead MERN Stack Developer](#) (R-09)
 - [Sr. MERN Stack Developers](#) (R-10)
 - [Jr. MERN Stack Developers](#) (R-11)
 - [Video Specialist](#) (R-12)
 - [Videographers](#) (R- 13)
 - [Video Host](#) (R-14)
 - [Camera Assistants](#) (R-15)
 - [Ed Content Creator](#) (R-16)
 - [Sr. Editor](#) (R-17)
 - [Jr. Editor](#) (R-18)
 - [Program Manager](#) (R-19 to R-22)
 - [Sr. HR](#) (R-23)
 - [Jr. HR](#) (R-24)

Call for Applications for Lead Agri Specialist (R-01) – ANNAM.AI

Location: ANNAM.AI, Center of Excellence in AI for Agriculture, IIT Ropar (Onsite preferred; hybrid/remote may also be considered)

Type: Full-Time | Contractual | Renewable based on performance

Compensation: ₹15–20 Lakhs per annum (Based on qualifications and experience)

Performance Incentives: Additional incentives based on performance and outcomes, subject to Governing Board approval

Tenure: Initial appointment for 2 years, extendable up to 5 years

Age Limit: Preferably under 50 years; Minimum experience of 5+ years

Role Summary

As the **Lead Agri Specialist** of ANNAM.AI, you will be responsible for driving agricultural innovation by integrating AI with core farming practices. This role demands deep expertise in agriculture, coupled with a strong understanding of technology adoption, rural deployment models, and farmer-centric interventions. You will play a critical role in shaping research, pilots, and scalable models that address real-world challenges in sustainable agriculture, natural resource management, agri-fintech, and farmer enablement.

This position is ideal for an agriculture domain expert who is passionate about applying cutting-edge AI technologies to create transformative, measurable impact for farmers and the agri-value chain.

Key Responsibilities**1. Agri-Technology Integration & Research**

- Lead agricultural research initiatives to identify high-impact use cases for AI in farming, precision agriculture, and natural resource optimization.
- Translate field-level challenges into technology-driven solutions through pilots and proof-of-concept projects.
- Collaborate with AI/ML experts to co-develop tools, models, and platforms tailored to India's farming ecosystem.

2. Farmer-Centric Program Development

- Design and execute farmer outreach programs, training modules, and digital adoption strategies.
- Build scalable models for rural deployment of AI-enabled tools (crop monitoring, soil health, irrigation, pest management).
- Facilitate the development of agri-fintech solutions to improve farmer income and reduce risks.

3. Partnerships & Ecosystem Engagement

- Work closely with government bodies (MoA & FW, ICAR, NABARD), research institutes, startups, and agri-businesses to create high-impact collaborations.
- Serve as the agriculture domain ambassador for ANNAM.AI on both national and international platforms.
- Engage with donor agencies, CSR partners, and private sector stakeholders to mobilize support for large-scale farmer programs.

4. Knowledge & Policy Contributions

- Publish research, white papers, and case studies on AI-enabled agriculture.
- Provide policy inputs to government agencies on AI adoption in agriculture, food security, and sustainability.
- Develop capacity-building initiatives for students, startups, and innovators in agri-tech.

5. Team Development & Mentorship

- Guide and mentor interdisciplinary teams of agricultural scientists, technologists, and field practitioners.
- Build a culture of innovation, inclusivity, and farmer-first thinking within ANNAM.AI.

Candidate Profile

Educational Qualifications & Skills

- Graduate/Postgraduate/PhD degree in Agriculture, Agricultural Engineering, Agronomy, Horticulture, Soil Science, Plant Sciences, or related disciplines from a reputed institution.
- Strong understanding of modern farming practices, digital agriculture, and technology-enabled solutions.

Professional Experience

- Minimum 5 years of professional experience with at least 5 years in agricultural research, agri-tech projects, or leadership roles in farmer-oriented programs.
- Proven experience in implementing large-scale agricultural programs or technology deployments in rural ecosystems.
- Exposure to working with startups, innovation ecosystems, Section 8 entities, or government-backed initiatives is preferred.
- Prior experience in developing partnerships with ministries, ICAR institutes, FPOs, and agri-value chain stakeholders will be an advantage.

Performance-Based Incentives

The Lead Agri Specialist will be eligible for performance-based incentives, subject to periodic reviews and Board approval. Incentives will be outcome-driven and aligned with ANNAM.AI's long-term mission.

Separation Clause

One month's notice in year one, two months in subsequent years, or salary in lieu.

Application Process

Submit your application through the Zoho Recruit portal. <https://zrec.in/EeaAn?source=CareerSite>

Subject Line: Application for Lead Agri Specialist – ANNAM.AI

Deadline: Applications are reviewed on a rolling basis until the position is filled.

Call for Applications for Sr. Agri Specialist (R-02) – ANNAM.AI

Location: ANNAM.AI, Center of Excellence in AI for Agriculture, IIT Ropar (Onsite preferred; hybrid/remote may also be considered)

Type: Full-Time | Contractual | Renewable based on performance

Compensation: ₹8 - 12 Lakhs per annum (Based on qualifications and experience)

Performance Incentives: Additional incentives based on performance and outcomes, subject to Governing Board approval

Tenure: Initial appointment for 2 years, extendable up to 5 years

Age Limit: Preferably under 45 years; Minimum experience of 3+ years

Role Summary

As the **Sr. Agri Specialist** of ANNAM.AI, you will be responsible for executing agricultural innovation programs that integrate AI with farming practices. You will play a key role in implementing field-level pilots, conducting applied agricultural research, and enabling farmer adoption of digital tools.

This position is ideal for an agricultural professional with strong domain expertise, hands-on program management skills, and a passion for bridging technology with farming communities to create tangible impact.

Key Responsibilities

1. Applied Research & Program Implementation

- Support agricultural research initiatives to identify use cases for AI in precision farming, crop management, and natural resource optimization.
- Lead the design and execution of pilot projects, ensuring scalability and farmer adoption.
- Work closely with technology teams to translate field requirements into usable AI-driven tools.

2. Farmer-Centric Initiatives

- Develop farmer outreach, training, and awareness programs on AI-enabled agriculture.
- Facilitate adoption of digital tools in areas such as soil health, irrigation scheduling, pest management, and yield forecasting.
- Collect and analyze farmer feedback to continuously improve program effectiveness.

3. Partnerships & Ecosystem Support

- Engage with ICAR institutions, state agriculture departments, NGOs, and farmer producer organizations (FPOs).
- Build working relationships with startups and agri-businesses for technology validation and scale-up.
- Contribute to donor, CSR, and government-supported agricultural initiatives.

4. Knowledge & Policy Contributions

- Prepare field reports, research briefs, and case studies on AI applications in agriculture.
- Support senior leadership in providing policy recommendations to relevant government agencies.
- Assist in knowledge-sharing activities such as workshops, training sessions, and conferences.

5. Team Collaboration & Mentorship

- Mentor junior researchers, project staff, and field coordinators.
- Collaborate with multidisciplinary teams of agricultural experts, AI specialists, and innovation managers.
- Contribute to creating a farmer-first and impact-oriented culture within ANNAM.AI.

Candidate Profile

Educational Qualifications & Skills

- Graduate/Postgraduate degree in Agriculture, Agricultural Engineering, Agronomy, Horticulture, Soil Science, Plant Sciences, or related disciplines from a reputed institution.
- Strong understanding of farming practices, digital agriculture solutions, and rural deployment models.
- Knowledge of AI applications in agriculture will be an advantage.

Professional Experience

- Minimum 3–7 years of professional experience in agricultural research, extension services, or agri-tech projects.
- Hands-on experience in implementing field programs or technology-driven agricultural solutions.
- Exposure to government projects, NGOs, or FPO-based initiatives is preferred.
- Experience in engaging with farmers, startups, and agriculture ecosystem stakeholders will be an added advantage.

Performance-Based Incentives

The Sr. Agri Specialist will be eligible for performance-based incentives, subject to periodic reviews and Board approval. Incentives will be outcome-driven and aligned with ANNAM.AI's long-term mission.

Separation Clause

One month's notice in year one, two months in subsequent years, or salary in lieu.

Application Process

Submit your application through the Zoho Recruit portal. <https://zrec.in/Fqfwf?source=CareerSite>

Subject Line: Application for Sr. Agri Specialist – ANNAM.AI

Deadline: Applications are reviewed on a rolling basis until the position is filled.

Call for Applications for Jr. Agri Specialist (R-03) – ANNAM.AI

Location: ANNAM.AI, Center of Excellence in AI for Agriculture, IIT Ropar(Onsite preferred; hybrid/remote may also be considered)

Type: Full-Time | Contractual | Renewable based on performance

Compensation: ₹3 - 4 Lakhs per annum (Based on qualifications and experience)

Performance Incentives: Additional incentives based on performance and outcomes, subject to Governing Board approval

Tenure: Initial appointment for 2 years, extendable up to 5 years

Age Limit: Preferably under 35 years; Minimum experience of 0–3 years

Role Summary

As the **Jr. Agri Specialist** of ANNAM.AI, you will support agricultural innovation programs by working closely with senior specialists and technology teams. You will play a key role in conducting field research, supporting farmer outreach, coordinating pilot projects, and collecting on-ground data for AI-enabled agriculture solutions.

This position is ideal for an early-career agricultural professional who is passionate about applying technology in farming, eager to learn, and committed to improving farmer livelihoods through innovation.

Key Responsibilities**1. Field Research & Pilot Support**

- Assist in designing and implementing agricultural pilot projects in collaboration with senior specialists.
- Collect, analyze, and document field data related to soil health, crop performance, and resource use.
- Support testing and validation of AI-enabled agricultural tools in real-world settings.

2. Farmer Outreach & Training

- Conduct farmer interactions, workshops, and awareness programs to promote digital agriculture.
- Provide basic training and demonstrations of AI-enabled solutions to farming communities.
- Gather farmer feedback and relay insights to program leads for continuous improvement.

3. Program Coordination & Partnerships

- Coordinate with NGOs, FPOs, and local agriculture offices to support program execution.
- Assist in organizing stakeholder workshops, field visits, and capacity-building sessions.
- Support collaborations with startups, government agencies, and research institutions.

4. Knowledge & Documentation

- Prepare reports, case studies, and presentations based on field activities and outcomes.
- Document best practices and learnings from pilot projects for knowledge-sharing.
- Contribute to the development of training modules and extension materials.

5. Team Collaboration & Learning

-
- Work under the guidance of Lead and Sr. Agri Specialists to implement assigned tasks.
 - Collaborate with interdisciplinary teams of agricultural experts and AI technologists.
 - Continuously build skills in modern agriculture, AI applications, and rural technology adoption.

Candidate Profile

Educational Qualifications & Skills

- Bachelor's or Master's degree in Agriculture, Agricultural Engineering, Agronomy, Horticulture, Soil Science, Plant Sciences, or related disciplines from a reputed institution.
- Strong academic background with demonstrated interest in digital agriculture and innovation.
- Basic knowledge of AI applications in agriculture will be an added advantage.

Professional Experience

- 0–3 years of experience in agricultural research, field projects, extension services, or agri-tech programs.
- Hands-on experience in working with farmers, rural communities, or agriculture startups is desirable.
- Exposure to government projects, NGOs, or FPO-based initiatives will be an advantage.

Performance-Based Incentives

The Jr. Agri Specialists will be eligible for performance-based incentives, subject to periodic reviews and Board approval. Incentives will be outcome-driven and aligned with ANNAM.AI's long-term mission.

Separation Clause

One month's notice in year one, two months in subsequent years, or salary in lieu.

Application Process

Submit your application through the Zoho Recruit portal. <https://zrec.in/qXFNj?source=CareerSite>

Subject Line: Application for Jr. Agri Specialist – ANNAM.AI

Deadline: Applications are reviewed on a rolling basis until the position is filled.

Call for Applications for Sr. System Architect (R-04) – ANNAM.AI

Location: ANNAM.AI, Center of Excellence in AI for Agriculture, IIT Ropar(Onsite preferred; hybrid/remote may also be considered)

Type: Full-Time | Contractual | Renewable based on performance

Compensation: ₹20 - 30 Lakhs per annum (Based on qualifications and experience)

Performance Incentives: Additional incentives based on performance and outcomes, subject to Governing Board approval

Tenure: Initial appointment for 2 years, extendable up to 5 years

Age Limit: Preferably under 50 years; Minimum experience of 10+ years

Role Summary

As the **Sr. System Architect of ANNAM.AI**, you will be responsible for designing and scaling the core technology architecture that powers AI-enabled agricultural solutions. This role demands expertise in enterprise-scale system design, cloud-native infrastructure, and integration of AI/ML pipelines into production systems. You will play a pivotal role in building the digital backbone of ANNAM.AI, ensuring secure, scalable, and high-performance systems are deployed effectively in rural and agricultural contexts.

This position is ideal for an experienced industry professional with a proven track record in system architecture, large-scale deployments, and technical leadership. You will oversee the technical alignment of ANNAM.AI's engineering teams, which include System Architects, AI Engineers (Lead, Sr., Junior), and MERN Stack Developers (Lead, Sr., Junior).

Key Responsibilities

1. Enterprise Architecture & Technology Leadership

- Define and implement the long-term technology architecture roadmap for ANNAM.AI.
- Design distributed, fault-tolerant, and scalable platforms that integrate AI/ML, IoT, and big data analytics.
- Establish standards for cloud, edge, and hybrid architectures suited for rural and resource-constrained environments.

2. AI/ML Systems Engineering

- Collaborate with AI researchers and engineers to transform prototypes into production-ready systems.
- Lead MLOps strategy including automated model deployment, monitoring, and continuous feedback pipelines.
- Ensure responsible AI adoption with transparency, interpretability, and fairness embedded in system design.

3. Platform & Ecosystem Integration

- Architect reusable system components, APIs, and services to support multiple agri-tech solutions.
- Oversee integration of different data sources and APIs into unified platforms.

-
- Ensure compliance with data security, privacy, and interoperability standards across the ecosystem.

4. System Testing, Quality Assurance & Reliability

- Define and oversee comprehensive testing strategies including unit, integration, regression, performance, and security testing.
- Establish CI/CD pipelines with automated testing frameworks.
- Ensure fault tolerance, high availability, and disaster recovery through rigorous validation and benchmarking.
- Build monitoring and alerting frameworks for proactive detection of failures and performance bottlenecks in field deployments.

5. Technical Leadership & Team Alignment

- Provide architectural guidance and mentorship to System Architects, AI Engineers, and MERN Stack Developers.
 - Align cross-functional teams toward a unified design vision, ensuring coherence across AI models, backend services, and frontend applications.
 - Define coding standards, architectural blueprints, and documentation processes to maintain uniformity across the technology stack.
 - Lead technical design reviews, architecture audits, and post-mortem analyses to drive continuous improvement.
 - Foster a culture of engineering excellence, collaboration, and accountability within the ANNAM.AI team.
-

Candidate Profile

Educational Qualifications & Skills

- Bachelor's/Master's degree in Computer Science, Information Systems, Electrical Engineering, or related disciplines from a reputed institution.
- Strong expertise in enterprise system architecture, cloud-native platforms (AWS, Azure, GCP), containerization, and microservices.
- Deep knowledge of MLOps, big data technologies, IoT frameworks, and cybersecurity.

Professional Experience

- Minimum 5+ years of industry experience in system architecture, platform engineering, or enterprise technology leadership.
 - Proven track record of architecting and scaling AI/ML-driven platforms or mission-critical digital ecosystems.
 - Experience in managing and aligning diverse engineering teams (AI, web, and system specialists).
 - Prior exposure to large-scale deployments in complex environments such as agri-tech, rural technology, or IoT-driven platforms will be an advantage.
 - Familiarity with startup ecosystems, government-backed digital initiatives, or Section 8 entities is desirable.
-

Performance-Based Incentives

The Sr. System Architect will be eligible for performance-based incentives, subject to periodic reviews and Governing Board approval. Incentives will be outcome-driven and aligned with ANNAM.AI's long-term mission.

Separation Clause

One month's notice in year one, two months in subsequent years, or salary in lieu.

Application Process

Submit your application through the Zoho Recruit portal. <https://zrec.in/Wi7hi?source=CareerSite>

Subject Line: Application for Sr. System Architect – ANNAM.AI

Deadline: Applications are reviewed on a rolling basis until the position is filled.

Call for Applications for System Architect (R -05) – [ANNAM.AI](https://annam.ai)

Location: ANNAM.AI, Center of Excellence in AI for Agriculture, IIT Ropar (Onsite preferred; hybrid/remote may also be considered)

Type: Full-Time | Contractual | Renewable based on performance

Compensation: ₹6 - 10 Lakhs per annum (Based on qualifications and experience)

Performance Incentives: Additional incentives based on performance and outcomes, subject to Governing Board approval

Tenure: Initial appointment for 2 years, extendable up to 5 years

Age Limit: Preferably under 35 years; Minimum experience of 3+ years

Role Summary

As the **System Architect of ANNAM.AI**, you will play a key role in supporting the design and implementation of robust technology architectures that power AI-enabled agricultural solutions. Working under the guidance of the Sr. System Architect, you will contribute to system design, testing frameworks, and integration of AI/ML solutions into production environments. This role demands a strong foundation in system architecture, cloud infrastructure, and software engineering practices, along with the ability to collaborate with AI Engineers, MERN Stack Developers, and other system architects to ensure smooth delivery of technology solutions.

This position is ideal for an early-career technology professional eager to grow into a Sr. architecture role by working on complex, real-world projects in AI, agriculture, and scalable digital ecosystems.

Key Responsibilities**1. System Architecture Support**

- Assist in the design and documentation of distributed, scalable, and secure system architectures.
- Implement architectural components under the guidance of the Sr. System Architect.
- Contribute to the development of APIs, microservices, and modular system components.

2. AI/ML Integration

- Collaborate with AI Engineers to integrate machine learning models into production pipelines.
- Support deployment of AI/ML workflows on cloud and edge environments.
- Contribute to establishing best practices in MLOps, monitoring, and feedback loops.

3. Platform Development & Integration

- Work on integrating IoT devices, agricultural databases, and external APIs into ANNAM.AI platforms.
- Ensure adherence to interoperability, data security, and privacy standards.
- Contribute to the development of reusable components to accelerate solution deployment.

4. Testing & Quality Assurance

- Implement testing strategies including unit, integration, and regression testing.
- Support CI/CD pipeline setup and automated testing frameworks.
- Contribute to system validation, performance benchmarking, and monitoring solutions.

5. Collaboration & Team Contribution

- Work closely with the Sr. System Architect and other engineering leads to align with the overall system vision.
- Participate in code reviews, technical discussions, and documentation processes.
- Continuously upskill in modern system architecture practices and contribute to a culture of engineering excellence.

Candidate Profile

Educational Qualifications & Skills

- Bachelor's/Master's degree in Computer Science, Information Systems, Electrical Engineering, or related disciplines from a reputed institution.
- Solid understanding of cloud platforms (AWS, Azure, GCP), containerization (Docker, Kubernetes), and microservices.
- Familiarity with MLOps workflows, big data tools (Spark, Hadoop), and IoT frameworks is desirable.
- Strong coding and debugging skills with the ability to learn and adapt quickly.

Professional Experience

- Minimum 3 years of professional experience in software development, system design, or platform engineering.
- Hands-on experience with implementing scalable architectures or contributing to large-scale system deployments.
- Exposure to cross-functional collaboration with AI/ML and web development teams.
- Prior experience in agri-tech, IoT-driven platforms, or rural technology deployments will be an advantage.

Performance-Based Incentives

The System Architect will be eligible for performance-based incentives, subject to periodic reviews and Governing Board approval. Incentives will be outcome-driven and aligned with ANNAM.AI's mission.

Separation Clause

One month's notice in year one, two months in subsequent years, or salary in lieu.

Application Process

Submit your application through the Zoho Recruit portal. <https://zrec.in/MBStQ?source=CareerSite>

Subject Line: Application for System Architect – ANNAM.AI

Deadline: Applications are reviewed on a rolling basis until the position is filled.

Call for Applications for Lead AI Engineer (R-06) – ANNAM.AI

Location: ANNAM.AI, Center of Excellence in AI for Agriculture, IIT Ropar (Onsite preferred; hybrid/remote may also be considered)

Type: Full-Time | Contractual | Renewable based on performance

Compensation: ₹30 - 40 Lakhs per annum (Based on qualifications and experience)

Performance Incentives: Additional incentives based on performance and project outcomes, subject to Governing Board approval

Tenure: Initial appointment for 2 years, extendable up to 5 years based on performance

Age Limit: Preferably under 50 years; Preferred experience of 5+ years (Knowledge based)

Role Summary

As the Lead AI Engineer at ANNAM.AI, you will spearhead the development and deployment of cutting-edge AI solutions to address critical agricultural challenges, such as precision farming, crop yield optimization, and farmer-centric decision support systems. This leadership role requires deep expertise in AI/ML, a proven track record in managing high-impact projects, and the ability to drive innovation in India's farming ecosystem. You will oversee interdisciplinary teams, foster strategic partnerships, and shape ANNAM.AI's mission to create scalable, sustainable AI technologies for agriculture. This position is ideal for a visionary AI leader passionate about transforming the agri-value chain through technology.

Key Responsibilities

1. **AI Strategy and Innovation**
 - Define and execute ANNAM.AI's AI strategy, identifying high-impact use cases for machine learning, computer vision, and data analytics in agriculture.
 - Lead the design and development of advanced AI models for applications like crop monitoring, soil health analysis, and pest management.
 - Drive innovation by integrating emerging AI technologies (e.g., LLMs, RAG-based models) into agricultural solutions.
2. **Project Leadership and Execution**
 - Oversee end-to-end AI project lifecycles, from ideation and model development to deployment and scaling in rural ecosystems.
 - Manage the integration of diverse data sources (e.g., satellite imagery, IoT sensors, weather data) into robust AI systems.
 - Lead pilot projects and proof-of-concept initiatives to validate AI solutions for farmer adoption.
3. **Team Leadership and Mentorship**
 - Mentor and guide a team of AI engineers, data scientists, and field practitioners to deliver high-quality, impactful solutions.
 - Foster a culture of innovation, collaboration, and farmer-first thinking within ANNAM.AI.
 - Coordinate with interdisciplinary teams, including agricultural scientists and external stakeholders, to align AI solutions with real-world needs.
4. **Partnerships and Ecosystem Engagement**
 - Build and maintain strategic partnerships with government bodies (e.g., MoA&FW, ICAR, NABARD), research institutes, startups, and agri-businesses.

- Represent ANNAM.AI as a technical ambassador on national and international platforms to promote AI-driven agricultural transformation.
 - Engage with donor agencies, CSR partners, and private sector stakeholders to secure funding and support for large-scale AI initiatives.
5. **Research and Policy Contributions**
- Create case studies on AI applications in agriculture to enhance ANNAM.AI's thought leadership.
 - Provide technical inputs to government agencies on AI adoption, food security, and sustainable agriculture policies.
 - Develop capacity-building initiatives, such as workshops and hackathons, to train students, startups, and innovators in agri-tech.

Candidate Profile

Educational Qualifications & Skills

- Bachelor's, Master's or PhD degree in Computer Science, Artificial Intelligence, Data Science, or a related discipline from a reputed institution.
- Expertise in AI/ML frameworks (e.g., TensorFlow, PyTorch, scikit-learn) and advanced techniques (e.g., deep learning, computer vision, LLMs, RAG).
- Strong programming skills in Python, C++, or Java, with experience in cloud platforms (e.g., AWS, Azure, GCP) and IoT systems.
- Knowledge of agricultural data sources (e.g., satellite imagery, sensor data) and their application in AI solutions is highly desirable.

Professional Experience

- Proven Track in AI/ML development, with experience in leadership or Sr. technical roles.
- Proven track record in leading large-scale AI projects, preferably in agri-tech, healthcare, or rural technology ecosystems.
- Experience managing interdisciplinary teams and collaborating with external stakeholders (e.g., government bodies, startups, FPOs).
- Prior contributions to research publications or open-source projects in AI is an advantage.

Performance-Based Incentives

The Lead AI Engineer will be eligible for performance-based incentives, subject to periodic reviews and Governing Board approval. Incentives will be tied to outcomes such as successful AI tool deployment, farmer adoption rates, or research impact.

Separation Clause

One month's notice in year one, two months in subsequent years, or salary in lieu.

Application Process

Submit your application through the Zoho Recruit portal <https://zrec.in/DCq50?source=CareerSite>

Subject Line: Application for Lead AI Engineer – ANNAM.AI

Deadline: Applications are reviewed on a rolling basis until the position is filled.

Call for Applications for Sr. AI Engineer (R -07) – ANNAM.AI

Location: ANNAM.AI, Center of Excellence in AI for Agriculture, IIT Ropar (Onsite preferred; hybrid/remote may also be considered)

Type: Full-Time | Contractual | Renewable based on performance

Compensation: ₹15 - 25 Lakhs per annum (Based on qualifications and experience)

Performance Incentives: Additional incentives based on performance and project outcomes, subject to Governing Board approval

Tenure: Initial appointment for 2 years, extendable up to 5 years based on performance

Age Limit: Preferably under 45 years; Preferred experience of 5+ years, Minimum 3 years

Role Summary

As a Sr. AI Engineer at ANNAM.AI, you will lead the design, development, and deployment of advanced AI-driven solutions to transform agriculture, focusing on areas such as precision farming, crop monitoring, soil health analysis, and farmer enablement. You will spearhead high-impact projects, mentor junior engineers, and collaborate with agricultural experts to integrate **AI/ML and Generative AI** technologies into India's farming ecosystem. This role is ideal for an experienced AI professional with a passion for leveraging **cutting-edge technologies like LLMs, RAG, and Transformers** to address real-world agricultural challenges and drive sustainable, scalable impact.

Key Responsibilities

1. **AI Model Development and Optimization**
 - Lead the design and development of **advanced machine learning** and **Generative AI models** for applications like crop yield prediction, pest detection, and irrigation optimization.
 - Develop and fine-tune **Large Language Models (LLMs)** and implement **Retrieval-Augmented Generation (RAG)** systems for farmer advisory solutions and decision support tools.
 - Optimize AI models for performance, scalability, and deployment in resource-constrained rural environments.
 - Oversee data preprocessing, feature engineering, and integration of diverse datasets (e.g., satellite imagery, IoT sensor data, weather data).
 - Work with **transformer-based architectures** such as BERT, GPT, and LLaMA to power advanced agricultural applications.
2. **Technology Deployment and Scalability**
 - Drive the deployment of AI tools and platforms in rural agricultural settings, ensuring accessibility and usability for farmers and field practitioners.
 - Build scalable solutions using **LangChain, Vector Databases, and cloud platforms** (AWS, Azure, GCP).
 - Lead pilot projects and proof-of-concept initiatives to validate AI solutions in real-world farming scenarios.
3. **Collaboration and Leadership**
 - Collaborate with interdisciplinary teams, including agricultural scientists, data analysts, and external stakeholders (e.g., ICAR, FPOs, startups), to align AI solutions with agricultural needs.
 - Mentor and guide junior AI engineers, fostering a culture of innovation and technical excellence within ANNAM.AI.
 - Represent ANNAM.AI in technical discussions, workshops, and stakeholder meetings to promote AI-driven agricultural innovation.
4. **Research and Innovation**

- Conduct research to explore **state-of-the-art AI and Generative AI applications** in agriculture, such as:

Computer vision for crop health monitoring
LLM-based farmer advisory chatbots
RAG-based information systems

- Create case studies to showcase ANNAM.AI's advancements in agri-tech.
- Stay updated on emerging AI/ML trends and integrate relevant advancements into ongoing projects.

5. **Stakeholder Engagement and Policy Support**

- Engage with government bodies (e.g., MoA&FW, NABARD) and agri-tech partners to support the adoption of AI solutions.
- Provide technical inputs for policy recommendations on AI in agriculture, focusing on sustainability and farmer welfare.
- Contribute to capacity-building initiatives, such as training programs or hackathons, for students and innovators.

Candidate Profile

Educational Qualifications & Skills

- Bachelor's, Master's or PhD degree in Computer Science, Artificial Intelligence, Data Science, or a related discipline from a reputed institution.
- Expertise in AI/ML frameworks (e.g., TensorFlow, PyTorch, scikit-learn) and programming languages (e.g., Python, C++, Java).
- Strong experience with **transformer architectures** (BERT, GPT, LLaMA) and **Generative AI**.
- Proficiency in **Prompt Engineering, RAG pipelines**, and building systems using **LangChain and Vector Databases**.
- Strong knowledge of advanced AI techniques, such as deep learning, computer vision, or reinforcement learning, with applications in agriculture or similar domains.
- Familiarity with cloud platforms (e.g., AWS, Azure, GCP), IoT systems, or big data technologies is highly desirable.

Professional Experience

- Proven Track in in AI/ML development, with experience in Sr. technical roles
- Proven track record in designing and deploying AI solutions, preferably in agri-tech, healthcare, or rural technology ecosystems.
- Experience collaborating with interdisciplinary teams or external stakeholders (e.g., government bodies, startups, or research institutes) is an advantage.
- Prior involvement in publishing research or leading high-impact AI projects is preferred.

Performance-Based Incentives

The Sr. AI Engineer will be eligible for performance-based incentives, subject to periodic reviews and Governing Board approval. Incentives will be tied to project outcomes, such as successful deployment of AI tools or measurable impact on farmer productivity.

Separation Clause

One month's notice in year one, two months in subsequent years, or salary in lieu.

Application Process

Submit your application through the Zoho Recruit portal <https://zrec.in/7EMHp?source=CareerSite>

Subject Line: Application for Sr. AI Engineer – ANNAM.AI

Deadline: Applications are reviewed on a rolling basis until the position is filled.

=====

Call for Applications for Jr. AI Engineer (R-08) – ANNAM.AI

Location: ANNAM.AI, Center of Excellence in AI for Agriculture, IIT Ropar (Onsite preferred; hybrid/remote may also be considered)

Type: Full-Time | Contractual | Renewable based on performance

Compensation: ₹6–9 Lakhs per annum (Based on qualifications and experience)

Performance Incentives: Additional incentives based on performance and project outcomes, subject to Governing Board approval

Tenure: Initial appointment for 2 year, extendable up to 5 years based on performance

Age Limit: Preferably under 35 years; Minimum experience of 0 - 2 years

Role Summary

As a **Jr. AI Engineer** at ANNAM.AI, you will support the **development and deployment of AI-driven solutions** for agriculture, including precision farming, crop monitoring, and farmer advisory systems.

You will **work under the guidance of Sr. AI Engineers**, assisting in building and testing **AI/ML and Generative AI solutions**, data pipelines, and farmer-centric applications tailored for India's agricultural ecosystem.

This role is ideal for **early-career professionals** who want to build expertise in **LLMs, RAG systems, and modern AI technologies** while making a meaningful social impact.

Key Responsibilities

1. **AI Model Development and Testing**
 - Assist in designing, developing, and testing **machine learning and Generative AI models** for applications like crop yield prediction, soil health analysis, and pest detection.
 - Contribute to **RAG pipeline development** and integrate AI with real-world agricultural datasets.
 - Build and fine-tune **transformer-based models** like BERT, GPT, and LLaMA for NLP-driven farmer advisory tools.
 - Collaborate with Sr. AI engineers to optimize models for accuracy and scalability.
2. **Technology Deployment and Support**
 - Support the deployment of AI tools and platforms in rural agricultural settings, ensuring usability for farmers and field practitioners.
 - Assist in developing **LangChain-powered systems** with **Vector Database integration** for efficient information retrieval.
 - Provide technical support for pilot projects and proof-of-concept initiatives.
3. **Collaboration and Data Integration**
 - Work closely with interdisciplinary teams, including agricultural scientists, data analysts, and field staff, to align AI solutions with real-world needs.
 - Integrate external data sources (e.g., weather data, market trends) into AI models to enhance decision-making for farmers.
 - Participate in team discussions to identify high-impact use cases for AI in agriculture.
4. **Documentation and Reporting**
 - Document model development processes, datasets, and deployment outcomes for internal records and publications.
 - Contribute to technical reports, case studies, or presentations for stakeholders, including government bodies and research institutes.

- Assist in preparing training materials for farmers or field staff on AI tool usage.
- 5. **Learning and Skill Development**
 - Stay updated on advancements in AI/ML, particularly in agri-tech applications, through training and mentorship.
 - Participate in capacity-building initiatives, such as workshops or hackathons, to enhance technical skills.

Candidate Profile

Educational Qualifications & Skills

- Diploma from IITM BS or Bachelor's or Master's degree in Computer Science, Artificial Intelligence, Data Science, or a related discipline from a reputed institution.
- Proficiency in programming languages such as Python, R, or Java, and familiarity with AI/ML frameworks (e.g., TensorFlow, PyTorch, scikit-learn).
- Basic understanding of **transformer models** (BERT, GPT, LLaMA) and **Generative AI concepts**.
- Exposure to **LangChain, RAG pipelines, and Vector Databases** is a plus.
- Basic understanding of data processing, computer vision, or natural language processing for agricultural applications.
- Knowledge of cloud platforms (e.g., AWS, Azure) or IoT systems is a plus.

Professional Experience

- Minimum 0–2 years of experience in AI/ML projects, internships, or research, preferably with exposure to agri-tech or rural technology deployment.
- Experience with data analysis, model development, or software development in academic or industry settings.
- Prior involvement in interdisciplinary projects or collaboration with non-technical stakeholders (e.g., farmers, FPOs) is an advantage.

Performance-Based Incentives

Jr. AI Engineers will be eligible for performance-based incentives, subject to periodic reviews and Governing Board approval. Incentives will be tied to project milestones, such as successful model deployment or farmer adoption rates.

Separation Clause

One month's notice in year one, two months in subsequent years, or salary in lieu.

Application Process

Submit your application through the Zoho Recruit portal <https://zrec.in/ULb2w?source=CareerSite>

Subject Line: Application for Jr. AI Engineer – ANNAM.AI

Deadline: Applications are reviewed on a rolling basis until all the positions are filled.

Call for Applications for Lead MERN Stack Developer (R-09) – ANNAM.AI

Location: ANNAM.AI, Center of Excellence in AI for Agriculture, IIT Ropar (Onsite preferred; hybrid/remote may also be considered)

Type: Full-Time | Contractual | Renewable based on performance

Compensation: ₹20 - 30 Lakhs per annum (Based on qualifications and experience)

Performance Incentives: Additional incentives based on performance and outcomes, subject to Governing Board approval

Tenure: Initial appointment for 2 years, extendable up to 5 years

Age Limit: Preferably under 45 years; Minimum experience of 8+ years

Role Summary

As the **Lead MERN Stack Developer of ANNAM.AI**, you will be responsible for architecting, developing, and leading the implementation of web and mobile applications that serve as the user-facing layer of ANNAM.AI's AI-enabled agricultural platforms. You will oversee the complete software development lifecycle, from system design to deployment, ensuring scalable, secure, and high-performance applications.

This position is ideal for an experienced full-stack developer with deep expertise in the MERN (MongoDB, Express.js, React.js, Node.js) stack and proven leadership in managing teams to deliver enterprise-grade applications. You will work closely with System Architects, AI Engineers, and other developers to ensure seamless integration of AI-driven insights into intuitive, farmer-ready digital solutions.

Key Responsibilities**1. Application Architecture & Development**

- Lead the design and development of scalable, maintainable, and secure applications using the MERN stack.
- Define best practices for full-stack development, code quality, and system maintainability.
- Build reusable front-end and back-end components for ANNAM.AI's platforms.

2. Team Leadership & Mentorship

- Lead and mentor a team of Sr. and Junior MERN Stack Developers, ensuring alignment with project goals and timelines.
- Conduct code reviews, technical design discussions, and performance evaluations.
- Foster a collaborative team culture built on innovation and continuous improvement.

3. Integration with AI & System Components

- Collaborate with AI Engineers and System Architects to integrate machine learning models and data pipelines into production systems.
- Ensure seamless interoperability between AI-driven back-end services and user-facing applications.
- Optimize APIs and services for performance and reliability.

4. Testing, Deployment & Reliability

- Establish CI/CD pipelines and ensure automated testing at all levels.
- Oversee deployment of applications on cloud environments and ensure high availability.

-
- Implement monitoring, error handling, and performance tuning for production systems.

5. Collaboration & Product Development

- Work closely with product managers, designers, and domain experts to translate user needs into technical solutions.
 - Participate in system-level design reviews and align application development with overall architecture.
 - Contribute to documentation, knowledge sharing, and capacity building within the engineering team.
-

Candidate Profile

Educational Qualifications & Skills

- Bachelor's/Master's degree in Computer Science, Software Engineering, or related fields from a reputed institution.
- Deep expertise in the MERN stack (MongoDB, Express.js, React.js, Node.js).
- Strong understanding of RESTful APIs, GraphQL, and microservices architecture.
- Hands-on knowledge of containerization (Docker, Kubernetes) and cloud environments (AWS, Azure, GCP).
- Familiarity with DevOps practices, CI/CD pipelines, and automated testing frameworks.

Professional Experience

- Minimum 8 years of industry experience in full-stack development, with at least 3 years in a team leadership role.
 - Proven track record of delivering large-scale, high-performance web and mobile applications.
 - Experience working in cross-functional teams with AI/ML engineers and system architects.
 - Prior exposure to rural technology deployments, agri-tech platforms, or mission-driven digital ecosystems will be an advantage.
-

Performance-Based Incentives

The Lead MERN Stack Developer will be eligible for performance-based incentives, subject to periodic reviews and Governing Board approval. Incentives will be outcome-driven and aligned with ANNAM.AI's mission.

Separation Clause

One month's notice in year one, two months in subsequent years, or salary in lieu.

Application Process

Submit your application through the Zoho Recruit portal. <https://zrec.in/lkp0?source=CareerSite>

Subject Line: Application for Lead MERN Stack Developer – ANNAM.AI

Deadline: Applications are reviewed on a rolling basis until the position is filled.

Call for Applications for Sr. MERN Stack Developer (R-10) – ANNAM.AI

Location: ANNAM.AI, Center of Excellence in AI for Agriculture, IIT Ropar (Onsite preferred; hybrid/remote may also be considered)

Type: Full-Time | Contractual | Renewable based on performance

Compensation: ₹10 - 15 Lakhs per annum (Based on qualifications and experience)

Performance Incentives: Additional incentives based on performance and outcomes, subject to Governing Board approval

Tenure: Initial appointment for 2 years, extendable up to 5 years

Age Limit: Preferably under 40 years; Minimum experience of 5+ years

Role Summary

As a **Sr. MERN Stack Developer at ANNAM.AI**, you will be responsible for building, optimizing, and maintaining the web and mobile applications that form the digital interface of our AI-driven agricultural platforms. Reporting to the Lead MERN Stack Developer, you will take ownership of complex development tasks, mentor junior developers, and ensure the delivery of secure, scalable, and high-performance applications.

This position is ideal for an experienced full-stack developer who can translate architectural blueprints into robust applications while collaborating closely with AI Engineers, System Architects, and other team members to deliver impactful farmer-centric solutions.

Key Responsibilities

1. Application Development & Optimization

- Design, build, and maintain scalable applications using the MERN stack.
- Develop reusable front-end and back-end components aligned with system architecture.
- Optimize performance, reliability, and responsiveness of applications in production environments.

2. Collaboration with System & AI Teams

- Work closely with AI Engineers and System Architects to integrate machine learning models and APIs into production applications.
- Ensure seamless interoperability between data-driven services and user interfaces.
- Contribute to the design of RESTful APIs, GraphQL endpoints, and microservices.

3. Testing & Deployment

- Implement unit, integration, and regression testing to ensure code quality.
- Support CI/CD pipeline integration and contribute to deployment best practices.
- Monitor application performance, troubleshoot issues, and ensure system reliability.

4. Mentorship & Team Contribution

- Guide and mentor Junior MERN Stack Developers in coding standards, debugging practices, and efficient workflows.
 - Participate in code reviews and technical discussions to ensure quality and maintainability.
 - Support the Lead MERN Stack Developer in aligning the team with overall project goals.
-

Candidate Profile**Educational Qualifications & Skills**

- Bachelor's/Master's degree in Computer Science, Software Engineering, or related fields from a reputed institution.
- Strong expertise in the MERN stack (MongoDB, Express.js, React.js, Node.js) along with TypeScript.
- Proficiency in RESTful API design, GraphQL, and microservices.
- Familiarity with containerization (Docker, Kubernetes) and cloud environments (AWS, Azure, GCP).
- Knowledge of CI/CD pipelines, testing frameworks, and DevOps practices.

Professional Experience

- Minimum 5 years of professional experience in full-stack development, with demonstrated ability to deliver production-grade applications.
- Experience in performance optimization, debugging, and scalable application design.
- Prior experience mentoring junior developers and contributing to collaborative teams.
- Exposure to mission-driven technology deployments, agri-tech platforms, or digital ecosystems will be an advantage.

Performance-Based Incentives

Sr. MERN Stack Developers will be eligible for performance-based incentives, subject to periodic reviews and Governing Board approval. Incentives will be outcome-driven and aligned with ANNAM.AI's mission.

Separation Clause

One month's notice in year one, two months in subsequent years, or salary in lieu.

Application Process

Submit your application through the Zoho Recruit portal. <https://zrec.in/PVtIA?source=CareerSite>

Subject Line: Application for Sr. MERN Stack Developer – ANNAM.AI

Deadline: Applications are reviewed on a rolling basis until the positions are filled.

Call for Applications for Junior MERN Stack Developer (R-11) – ANNAM.AI

Location: ANNAM.AI, Center of Excellence in AI for Agriculture, IIT Ropar (Onsite preferred; hybrid/remote may also be considered)

Type: Full-Time | Contractual | Renewable based on performance

Compensation: ₹6 - 8 Lakhs per annum (Based on qualifications and experience)

Performance Incentives: Additional incentives based on performance and outcomes, subject to Governing Board approval

Tenure: Initial appointment for 2 years, extendable up to 5 years

Age Limit: Preferably under 30 years; Minimum experience of 0–2 years

Role Summary

As a **Junior MERN Stack Developer at ANNAM.AI**, you will contribute to the development of web and mobile applications that form the user-facing layer of our AI-enabled agricultural platforms. Working under the guidance of Lead and Sr. MERN Stack Developers, you will be responsible for implementing features, fixing bugs, and ensuring the smooth functioning of applications built on the MERN stack (MongoDB, Express.js, React.js, Node.js).

This position is ideal for early-career developers who want to gain hands-on experience with large-scale, production-grade systems while contributing to technology solutions that create real-world impact in agriculture.

Key Responsibilities

1. **Application Development**
 - Implement front-end and back-end features using the MERN stack.
 - Translate technical requirements and design specifications into functional code.
 - Ensure responsiveness and user-friendliness of applications.
2. **Collaboration & Integration**
 - Work closely with Sr. Developers, AI Engineers, and System Architects to integrate APIs, machine learning services, and databases.
 - Support interoperability between different modules of ANNAM.AI's platforms.
3. **Testing & Code Quality**
 - Write clean, maintainable, and well-documented code.
 - Contribute to unit testing and debugging to maintain application stability.
 - Participate in CI/CD pipeline processes as part of the development cycle.
4. **Learning & Team Contribution**
 - Participate in code reviews and technical discussions, applying feedback to improve coding practices.
 - Continuously upskill in modern full-stack development frameworks and best practices.
 - Support the broader team by contributing to documentation and collaborative workflows.

Candidate Profile**Educational Qualifications & Skills**

- Diploma from IITM BS, Bachelor's degree in Computer Science, Software Engineering, or related fields from a reputed institution.
- Hands-on experience with the MERN stack (MongoDB, Express.js, React.js, Node.js) along with TypeScript.

-
- Familiarity with RESTful APIs, Git workflows, and version control.
 - Basic knowledge of cloud environments (AWS, Azure, GCP) and containerization (Docker, Kubernetes) is desirable.
 - Strong problem-solving and debugging skills with eagerness to learn.

Professional Experience

- 0–2 years of professional experience in software development or internship/project experience in MERN stack development.
- Exposure to collaborative team environments and agile development practices.
- Prior experience in real-world deployments, hackathons, or open-source contributions will be an advantage.

Performance-Based Incentives

Junior MERN Stack Developers will be eligible for performance-based incentives, subject to periodic reviews and Governing Board approval. Incentives will be outcome-driven and aligned with ANNAM.AI's mission.

Separation Clause

One month's notice in year one, two months in subsequent years, or salary in lieu.

Application Process

Submit your application through the Zoho Recruit portal. <https://zrec.in/sE0Xi?source=CareerSite>

Subject Line: Application for Junior MERN Stack Developer – ANNAM.AI

Deadline: Applications are reviewed on a rolling basis until the positions are filled.

Call for Applications for Video Specialist (R-12) – ANNAM.AI

Location: ANNAM.AI, Center of Excellence in AI for Agriculture, IIT Ropar (Onsite preferred; hybrid/remote may also be considered)

Type: Full-Time | Contractual | Renewable based on performance

Compensation: ₹10 - 18 Lakhs per annum (Based on qualifications and experience)

Performance Incentives: Additional incentives based on production quality, timely delivery, and project visibility, subject to Governing Board approval

Tenure: Initial appointment for 2 years, extendable up to 5 years

Age Limit: Preferably under 40 years; Minimum experience of 5+ years

Role Summary

The Video Specialist will be the technical expert for end-to-end video production at ANNAM.AI. This role requires mastery in camera handling, lighting, editing, sound design, and screenplay to produce professional-grade educational, documentary, and Agriculture Q&A videos. Working closely with the Ed Content Creator, the Video Specialist will execute high-quality productions that showcase ANNAM.AI's impact.

Key Responsibilities

1. End-to-End Production
2. Execute pre-production, shooting, and post-production workflows.
3. Handle professional cameras, lighting rigs, and sound equipment during shoots.
4. Edit videos into polished final outputs with strong visual storytelling.
5. Agriculture Q&A Production
6. Manage technical setup for multi-camera.
7. Ensure high sound clarity and proper framing of hosts, farmers, and experts.
8. Collaborate with content teams to make Q&A sessions engaging and accessible.

Technical Expertise

- Apply advanced editing, sound design, and motion graphics techniques.
- Maintain equipment and ensure technical readiness for field and studio shoots.
- Innovate with modern video production practices and tools.

Collaboration & Execution

1. Work with videographers, hosts, and assistants during shoots.
2. Translate creative briefs into effective video outputs.
3. Support scripting and storyboarding processes with technical inputs.

Candidate Profile**Educational Qualifications & Skills**

1. Bachelor's degree in Film Production, Media Studies, Visual Communication, or related field.
2. Proficiency in Adobe Premiere Pro, Final Cut Pro, After Effects, DaVinci Resolve.
3. Strong understanding of camera work, lighting, sound, and editing.

Professional Experience

Minimum 5–7 years of professional video production experience.
Proven ability to handle end-to-end production.

Prior work on educational, documentary, or institutional media preferred.

Performance-Based Incentives

Eligible for performance-based incentives linked to production quality and timeliness.

Separation Clause

One month's notice in year one, two months in subsequent years, or salary in lieu.

Application Process

Submit your application through the Zoho Recruit portal. <https://zrec.in/tYTdt?source=CareerSite>

Subject Line: Application for Video Specialist – ANNAM.AI

Deadline: Applications are reviewed on a rolling basis until the position is filled.

Call for Applications for Videographers (R-13) – ANNAM.AI

Location: ANNAM.AI, Center of Excellence in AI for Agriculture, IIT Ropar (Onsite preferred; hybrid/remote may also be considered)

Type: Full-Time | Contractual | Renewable based on performance

Compensation: ₹3 - 5 Lakhs per annum (Based on qualifications and experience)

Performance Incentives: Additional incentives based on quality of footage, timely support, and technical contribution, subject to Governing Board approval

Tenure: Initial appointment for 2 years, extendable up to 5 years

Age Limit: Preferably under 35 years; Minimum experience of 2+ years

Role Summary

Videographers will be responsible for capturing high-quality visuals for ANNAM.AI's educational, documentary, and Agriculture Q&A projects. This role requires technical knowledge of camera operation, lighting, and composition to support the video team in producing professional-grade content.

Key Responsibilities

1. Operate cameras and related equipment during shoots.
2. Ensure proper framing, lighting, and audio capture in diverse environments.
3. Support field and studio shoots for documentaries, training, and Q&A sessions.
4. Manage equipment setup, calibration, and maintenance.
5. Ensure raw footage is backed up and catalogued.

Candidate Profile**Educational Qualifications & Skills**

1. Diploma/Degree in Film, Media, Photography, or related field.
2. Knowledge of professional cameras, lenses, lighting equipment, and sound basics.
3. Basic familiarity with editing software is an advantage.

Professional Experience

1. 2–3 years of professional videography experience.
2. Prior work on documentaries, corporate, or educational shoots preferred.

Performance-Based Incentives

Eligible for performance-based incentives linked to footage quality and timeliness.

Separation Clause

One month's notice in year one, two months in subsequent years, or salary in lieu.

Application Process

Submit your application through the Zoho Recruit portal. <https://zrec.in/bmjla?source=CareerSite>

Subject Line: Application for Videographer – ANNAM.AI

Deadline: Applications are reviewed on a rolling basis until the position is filled.

Call for Applications for Video Hosts (R-14) – ANNAM.AI

Location: ANNAM.AI, Center of Excellence in AI for Agriculture, IIT Ropar (Onsite preferred; hybrid/remote may also be considered)

Type: Full-Time | Contractual | Renewable based on performance

Compensation: ₹8 - 12 Lakhs per annum (Based on qualifications and experience)

Performance Incentives: Additional incentives based on audience engagement, presentation quality, and outreach impact, subject to Governing Board approval

Tenure: Initial appointment for 2 years, extendable up to 5 years

Age Limit: Preferably under 40 years; Minimum experience of 3+ years

Role Summary

Video Hosts will be the on-screen communicators and presenters for ANNAM.AI. They will anchor documentaries, explainer videos, outreach campaigns, and Agriculture Q&A sessions, ensuring messages are delivered in a clear, engaging, and relatable way for diverse audiences including farmers, students, and global stakeholders.

Key Responsibilities

1. Anchor educational and outreach videos, interviews, and Q&A sessions.
2. Deliver scripts confidently in English, Hindi, and regional languages (preferred).
3. Simplify complex expert answers into relatable insights for farmers.
4. Collaborate with content creators and specialists on scripting and delivery.
5. Represent ANNAM.AI at events, media platforms, and live sessions.

Candidate Profile**Educational Qualifications & Skills**

1. Bachelor's in Mass Communication, Journalism, Performing Arts, or related field.
2. Strong communication, stage presence, and presentation skills.
3. Fluency in English and Hindi (regional languages preferred).

Professional Experience

1. 3–5 years of experience in media hosting, anchoring, or acting.
2. Prior experience in educational or corporate media preferred.

Performance-Based Incentives

Eligible for performance-based incentives linked to audience engagement and visibility.

Separation Clause

One month's notice in year one, two months in subsequent years, or salary in lieu.

Application Process

Submit your application through the Zoho Recruit portal. <https://zrec.in/K2Z7F?source=CareerSite>

Subject Line: Application for Video Host – ANNAM.AI

Deadline: Applications are reviewed on a rolling basis until the position is filled.

Call for Applications for Camera Assistants (R-15) – ANNAM.AI

Location: ANNAM.AI, Center of Excellence in AI for Agriculture, IIT Ropar

Type: Full-Time | Contractual | Renewable based on performance

Compensation: ₹2 - 3 Lakhs per annum (Based on qualifications and experience)

Performance Incentives: Additional incentives based on reliability, technical support, and timely assistance, subject to Governing Board approval

Tenure: Initial appointment for 2 years, extendable up to 5 years

Age Limit: Preferably under 30 years; Minimum experience of 1+ years

Role Summary

Camera Assistants will provide technical and logistical support to videographers and the production team. They will help in equipment setup, lighting arrangements, and handling shoot requirements for documentaries, training content, and Agriculture Q&A videos to ensure smooth production.

Key Responsibilities

1. Assist in setting up and dismantling camera, lighting, and sound equipment.
2. Support videographers during shoots, including Q&A and outdoor sessions.
3. Manage batteries, cables, and basic equipment care.
4. Transfer and organize raw footage for editors.
5. Maintain inventory of production equipment.

Candidate Profile

1. Educational Qualifications & Skills
2. Diploma/Certificate in Media Production or related field preferred (not mandatory).
3. Basic knowledge of camera and lighting equipment.
4. Willingness to learn, adapt, and work in field/studio environments.

Professional Experience

1. 1–2 years of support role experience in video/media production.
2. Freshers with strong technical aptitude may also be considered.

Performance-Based Incentives

Eligible for performance-based incentives linked to reliability and support efficiency.

Separation Clause

One month's notice in year one, two months in subsequent years, or salary in lieu.

Application Process

Submit your application through the Zoho Recruit portal. <https://zrec.in/qdjYu?source=CareerSite>

Subject Line: Application for Camera Assistant – ANNAM.AI

Deadline: Applications are reviewed on a rolling basis until the position is filled.

Call for Applications for Ed Content Creator - Creation and Curation (R-16) : ANNAM.AI

Location: ANNAM.AI, Center of Excellence in AI for Agriculture, IIT Ropar (Onsite preferred; hybrid/remote may also be considered)

Type: Full-Time | Contractual | Renewable based on performance

Compensation: ₹20 - 24 Lakhs per annum (Based on qualifications and experience)

Performance Incentives: Additional incentives based on project outcomes, content quality, and institutional visibility, subject to Governing Board approval

Tenure: Initial appointment for 2 years, extendable up to 5 years

Age Limit: Preferably under 45 years; Minimum experience of 8+ years

Role Summary

The Ed Content Creator will serve as the head of video and creative media production at ANNAM.AI, responsible for managing the entire video production pipeline. This includes concept development, team leadership, and quality control across documentaries, training modules, Agriculture Q&A videos, and outreach films. The role demands a strategic creative leader with strong storytelling and production management skills to ensure ANNAM.AI's initiatives are communicated with clarity and impact.

Key Responsibilities**Creative Leadership & Team Management**

The Ed Content Creator will lead a diverse team of video specialists, videographers, hosts, editors, and camera assistants, ensuring smooth collaboration across all stages of production. They will be responsible for reviewing scripts, storyboards, and final edits to maintain accuracy, clarity, and creative quality, while also building efficient production workflows that guarantee timely delivery and adherence to high-quality benchmarks.

Content Strategy & Production Oversight

1. Design video strategies for education, outreach, and farmer engagement.
2. Oversee the end-to-end production process—concept, scripting, shooting, editing, and publishing.
3. Ensure brand consistency, storytelling alignment, and audience engagement across outputs.

Agriculture Q&A Video Leadership

1. Develop and oversee Q&A video formats where farmer queries are addressed by experts.
2. Ensure farmer-friendly communication and contextual clarity in these sessions.
3. Balance technical accuracy with storytelling to maximize learning and adoption.

Collaboration & Outreach

1. Work with researchers, farmers, and stakeholders to capture authentic narratives.

2. Partner with subject matter experts to translate technical concepts into accessible video content.
3. Represent ANNAM.AI's media work on internal and external platforms.

Innovation & Quality Assurance

1. Introduce creative storytelling formats and adopt emerging video technologies.
2. Maintain a high bar for visual, audio, and narrative quality across all productions.

Candidate Profile

Educational Qualifications & Skills

1. Bachelor's/Master's degree in Media, Communication, Digital Marketing, or a related field.
2. Strong understanding of video production, editing, sound, and visual storytelling.
3. Excellent leadership, communication, and project management skills.

Professional Experience

1. Minimum 8 years of experience in professional media/video production.
2. Proven track record of managing multi-member creative teams.
3. Experience with documentaries, educational media, or institutional storytelling preferred.

Performance-Based Incentives

Eligible for performance-based incentives linked to content quality, audience reach, and impact.

Separation Clause

One month's notice in year one, two months in subsequent years, or salary in lieu.

Application Process

Submit your application through the Zoho Recruit portal. <https://zrec.in/4rETL?source=CareerSite>

Subject Line: Application for Ed Content Creator – ANNAM.AI

Deadline: Applications are reviewed on a rolling basis until the position is filled.

Call for Applications for Sr. Editor (R-17) – ANNAM.AI

Location: ANNAM.AI, Center of Excellence in AI for Agriculture, IIT Ropar (Onsite preferred; hybrid/remote may also be considered)

Type: Full-Time | Contractual | Renewable based on performance

Compensation: ₹8–12 Lakhs per annum (Based on qualifications and experience)

Performance Incentives: Additional incentives based on performance and outcomes, subject to Governing Board approval

Tenure: Initial appointment for 2 years, extendable up to 5 years

Age Limit: Preferably under 45 years; Minimum experience of 5+ years

Role Summary

As the Sr. Editor of ANNAM.AI, you will lead the post-production and content refinement for multimedia assets, including videos, animations, and educational materials focused on AI-enabled agriculture. This role requires expertise in video editing, storytelling, and quality assurance to ensure engaging, high-impact content that supports farmer outreach, training programs, and knowledge dissemination. You will mentor junior editors and collaborate with creative teams to align edits with ANNAM.AI's mission of sustainable farming innovation.

This position is ideal for a seasoned editor passionate about using multimedia to bridge technology and agriculture, creating compelling narratives that empower rural stakeholders.

Key Responsibilities**Content Editing & Post-Production**

- Edit raw footage into polished videos, animations, and demos for ANNAM.AI projects (e.g., farmer training, AI tool showcases).
- Maintain high-quality visual/audio standards with effects, graphics, and multilingual subtitles.
- Optimize content for social media, apps, and learning platforms.

Creative Collaboration & Quality Control

- Partner with videographers, hosts, and creators to refine scripts, storyboards, and final outputs.
- Conduct peer reviews and apply feedback to ensure consistent branding and messaging.
- Seamlessly integrate AI-generated elements (e.g., knowledge graph animations) into edits.

Team Mentorship & Workflow Management

- Guide junior editors on tools, techniques, and agricultural content best practices.
- Oversee editing workflows, timelines, and resources across multiple projects.
- Propose edits to boost engagement and educational impact in content strategy.

Innovation & Documentation

- Test new editing tools and AI-assisted post-production for improved efficiency.
- Document processes and create guidelines for ANNAM.AI's media library.
- Analyze viewer engagement analytics to evaluate content impact.

Candidate Profile

Educational Qualifications & Skills

- Graduate/Postgraduate degree in Film Editing, Mass Communication, Multimedia, or related fields from a reputed institution.
- Proficiency in Adobe Premiere Pro, After Effects, Final Cut Pro; knowledge of AI tools for editing (e.g., auto-subtitling).
- Strong storytelling skills, with focus on educational and documentary-style content.

Professional Experience

- Minimum 5 years in video editing, with 3+ years in senior roles handling agricultural, educational, or tech-focused content shall be preferred.
- Proven portfolio of edited projects demonstrating impact in outreach or training videos.
- Experience mentoring teams and managing end-to-end post-production pipelines preferred.

Performance-Based Incentives

The Sr. Editor will be eligible for performance-based incentives, subject to periodic reviews and Board approval. Incentives will be outcome-driven and aligned with ANNAM.AI's content impact metrics.

Separation Clause

The position requires one month's notice in the first year and two months' notice in subsequent years, or salary in lieu thereof.

Application Process

Submit their application through the Zoho Recruit portal. <https://zrec.in/wMnIC?source=CareerSite>

Subject Line: Application for Sr. Editor – ANNAM.AI

Deadline: Applications will be reviewed on a rolling basis until the position is filled.

Call for Applications for Jr. Editor (R-18) – ANNAM.AI

Location: ANNAM.AI, Center of Excellence in AI for Agriculture, IIT Ropar (Onsite preferred; hybrid/remote may also be considered)

Type: Full-Time | Contractual | Renewable based on performance

Compensation: ₹4–6 Lakhs per annum (Based on qualifications and experience)

Performance Incentives: Additional incentives based on performance and outcomes, subject to Governing Board approval

Tenure: Initial appointment for 2 years, extendable up to 5 years

Age Limit: Preferably under 35 years; Minimum experience of 2+ years

Role Summary

As the Jr. Editor at ANNAM.AI, you will support the creation of engaging video content on AI for sustainable agriculture. Under senior guidance, you will edit raw footage into educational videos that empower farmers with practical knowledge on topics like precision farming and resource management, contributing to ANNAM.AI's goal of accessible agri-tech education.

Key Responsibilities

1. Assist in video editing: Cut and assemble footage, add effects, music, and graphics for agriculture-focused content.
2. Organize assets: Manage video files, subtitles, and elements for multilingual outputs targeting diverse Indian regions.
3. Collaborate on projects: Work with teams to incorporate feedback and ensure videos align with educational objectives.
4. Learn and apply tools: Use editing software and explore AI enhancements for efficient post-production.
5. Support quality assurance: Review edits for consistency, timing, and impact on farmer audiences.

Candidate Profile**Educational Qualifications & Skills**

● Graduate degree in Film Editing, Media Studies, or related fields from a reputed institution. ● Basic proficiency in editing tools (Adobe Premiere, Final Cut Pro) and interest in AI for media. ● Good eye for detail and passion for educational storytelling in agriculture.

Professional Experience

● Minimum 2 years in video editing, preferably in entry-level roles for content creation or media production. ● Exposure to educational videos or social impact projects is preferred. ● Willingness to learn and adapt in a dynamic AI-agriculture environment.

Performance-Based Incentives

The Jr. Editor will be eligible for performance-based incentives, subject to periodic reviews and Board approval. Incentives will be tied to project contributions and skill growth.

Separation Clause

The position requires one month's notice in the first year and two months' notice in subsequent years, or salary in lieu thereof.

Application Process

Submit their application through the Zoho Recruit portal. <https://zrec.in/A0oIQ?source=CareerSite>

Subject Line: Application for Jr. Editor – ANNAM.AI

Deadline: Applications will be reviewed on a rolling basis until the position

Call for Applications for Program Manager (R19 to R22) – ANNAM.AI

Location: ANNAM.AI, Center of Excellence in AI for Agriculture, IIT Ropar (Onsite preferred; hybrid/remote may also be considered)

Type: Full-Time | Contractual | Renewable based on performance

Compensation: ₹25 - 30 Lakhs , per annum (Based on qualifications , experience & role seniority)

Performance Incentives: Additional incentives based on program outcomes and operational excellence, subject to Governing Board approval

Tenure: Initial appointment for 2 years, extendable up to 5 years based on performance

Age Limit: Preferably under 55 years;

Experience: 2+ years to 15 + years (Based on Role Seniority)

Role Summary

As a Program Manager at ANNAM.AI, you will drive the end-to-end delivery of AI-driven agricultural programs, ensuring operational excellence, stakeholder alignment, and measurable impact on farmer communities. Your role extends beyond project execution to include extensive liaison with government bodies, frequent travel for field coordination, and comprehensive documentation. You will oversee or support programs focused on farmer outreach, technology deployment, research coordination, or strategic partnerships, depending on your expertise and Sr.ity. This position is ideal for dynamic professionals with varying levels of experience, from emerging coordinators to seasoned leaders, who are passionate about advancing AI applications in India's farming ecosystem.

Key Responsibilities**1. End-to-End Program Delivery**

- Plan, execute, and monitor AI-driven agricultural programs, ensuring timely delivery within budget and scope, with responsibilities scaled to experience level (junior: support execution; Sr.: lead execution).
- Manage project risks, timelines, and deliverables, including frequent travel to rural areas for field coordination and farmer engagement.
- Drive program scalability, focusing on areas like farmer training, AI tool deployment, research integration, or strategic impact, based on role Sr.ity.

2. Liaison and Stakeholder Engagement

- Act as a liaison with stakeholders, including government bodies (e.g., MoA&FW, ICAR, NABARD), FPOs, startups, and CSR partners (junior: support liaison; Sr.: lead strategic partnerships).
- Build collaborations to support program goals, representing ANNAM.AI in national and international forums.
- Coordinate with key personnel to align programs with ANNAM.AI's mission.

3. Documentation and Reporting

- Prepare detailed program reports, budgets, and documentation for stakeholders and governance bodies (junior: assist; Sr.: oversee).
- Contribute to case studies, or policy briefs on AI-driven agriculture, with Sr. roles leading thought leadership.
- Ensure compliance with documentation standards, maintaining accuracy and transparency.

4. Team Leadership and Operational Coordination

- Lead or support interdisciplinary teams, including AI engineers, agricultural scientists, and field staff, fostering collaboration and operational efficiency (junior: support teams; Sr.: lead teams).
 - Mentor team members and manage logistics, such as travel and resource allocation, with Sr. roles providing strategic oversight.
 - Coordinate with internal stakeholders to ensure program alignment with organizational priorities.
- 5. Farmer-Centric Impact**
- Design and implement farmer outreach programs, training modules, or digital adoption strategies tailored to rural ecosystems.
 - Oversee or support deployment of AI-enabled tools (e.g., crop monitoring platforms, soil health apps) to maximize farmer accessibility and impact.
 - Evaluate program outcomes, focusing on farmer productivity, income enhancement, and sustainability, and report results to stakeholders.

Candidate Profile

Educational Qualifications & Skills

- Graduate or Post-graduate degree in any discipline from a recognized institution, with demonstrated interest or experience in management, technology, or public-oriented projects.
- Proficiency in project management tools (e.g., MS Project, Zoho Projects); experience in Zoho Projects preferred.
- Strong communication, stakeholder liaison, and documentation skills, with expertise scaled to role Seniority
- Familiarity with AI applications in agriculture, rural ecosystems, or government-backed initiatives is desirable.

Professional Experience

- 2+ years to 15 + years (Based on Role Seniority) in program coordination, project management, or operational leadership
- Experience with Project management, Edtech projects, government-backed initiatives, FPOs, or agri-tech programs is an advantage.

Separation Clause

One month's notice in year one, two months in subsequent years, or salary in lieu.

Application Process

Submit your application through the Zoho Recruit portal . <https://zrec.in/exDGF?source=CareerSite>

Subject Line: Application for Program Manager – ANNAM.AI

Deadline: Applications are reviewed on a rolling basis until all four positions are filled.

Call for Applications for Sr. HR Specialist (R-23) – ANNAM.AI

Location: ANNAM.AI, Center of Excellence in AI for Agriculture, IIT Ropar(Onsite preferred; hybrid/remote may also be considered)

Type: Full-Time | Contractual | Renewable based on performance

Compensation: ₹ 8–10 Lakhs per annum (Based on qualifications and experience)

Performance Incentives: Additional incentives based on performance and outcomes, subject to Governing Board approval

Tenure: Initial appointment for 2 years, extendable up to 5 years

Age Limit: Preferably under 45 years; Minimum experience of 5+ years

Role Summary

As the **Sr. HR Specialist** of ANNAM.AI, you will play a pivotal role in building and managing a high-performing organization by leading all aspects of human resource strategy, talent acquisition, employee engagement, and organizational development. You will ensure that ANNAM.AI attracts, develops, and retains exceptional talent while fostering a culture of innovation, inclusivity, and accountability.

This position is ideal for an experienced HR professional who thrives in dynamic, mission-driven environments and has prior experience managing HR in innovation hubs, research institutions, or fast-growing organizations.

Key Responsibilities**1. Talent Acquisition & Workforce Planning**

- Lead end-to-end recruitment processes to attract top talent in agriculture, AI, technology, and operations.
- Develop workforce planning strategies aligned with organizational goals and project requirements.
- Build employer branding initiatives to position ANNAM.AI as a leading destination for talent in agri-tech and AI.

2. HR Operations & Compliance

- Ensure HR policies, processes, and systems are in line with statutory, IIT Ropar, and Section 8 company requirements.
- Oversee payroll, performance management, and contract management.
- Ensure compliance with labor laws, diversity, equity, and inclusion standards.

3. Employee Engagement & Culture Building

- Design and implement initiatives that promote employee well-being, engagement, and professional growth.
- Drive a culture of collaboration, innovation, and farmer-first mission alignment.
- Facilitate grievance redressal mechanisms and promote transparent communication channels.

4. Learning & Development

- Identify training needs and implement skill development programs across technology, agriculture, and management domains.
- Partner with academic institutions, startups, and industry experts to deliver capability-building initiatives.
- Develop leadership development pathways for high-potential employees.

5. Strategic HR & Organizational Development

- Partner with Sr. leadership to align HR strategies with long-term organizational goals.
- Contribute to succession planning, change management, and organizational design.
- Support governance and reporting requirements related to HR for the Governing Board and Ministry of Education.

Candidate Profile

Educational Qualifications & Skills

- Graduate/Postgraduate degree in Human Resources, Management, Psychology, or related fields from a reputed institution.
- HR certifications (e.g., SHRM, CIPD, HRCI) will be an added advantage.
- Strong understanding of HR operations, labor laws, and organizational development practices.
- Excellent interpersonal, communication, and conflict-resolution skills.

Professional Experience

- Minimum 5–10 years of professional experience in HR, with at least 3 years in a Sr. role.
- Proven experience in talent management, organizational development, and employee engagement.
- Prior experience in academic institutions, research organizations, innovation hubs, or Section 8 companies is preferred.
- Experience in managing HR systems, digital HR tools, and performance frameworks will be an advantage.

Performance-Based Incentives

The Sr. HR Specialist will be eligible for performance-based incentives, subject to periodic reviews and Board approval. Incentives will be outcome-driven and aligned with ANNAM.AI's long-term mission

Separation Clause

One month's notice in year one, two months in subsequent years, or salary in lieu.

Application Process

Submit your application through the Zoho Recruit portal. <https://zrec.in/IGMho?source=CareerSite>

Subject Line: Application for Sr. HR Specialist – ANNAM.AI

Deadline: Applications are reviewed on a rolling basis until the position is filled.

Call for Applications for Jr. HR Specialist (R-24) – ANNAM.AI

Location: ANNAM.AI, Center of Excellence in AI for Agriculture, IIT Ropar (Onsite preferred; hybrid/remote may also be considered)

Type: Full-Time | Contractual | Renewable based on performance

Compensation: ₹4–6 Lakhs per annum (Based on qualifications and experience)

Performance Incentives: Additional incentives based on performance and outcomes, subject to Governing Board approval

Tenure: Initial appointment for 2 years, extendable up to 5 years

Age Limit: Preferably under 35 years; Minimum experience of 1–3 years

Role Summary

As the **Jr. HR Specialist** of ANNAM.AI, you will support the HR function by assisting in recruitment, employee engagement, and day-to-day HR operations. You will work closely with the Sr. HR Specialist and organizational leadership to ensure smooth HR processes, compliance, and effective people management practices.

This position is ideal for an early-career HR professional eager to learn, contribute to building an innovative workplace, and grow within a mission-driven organization.

Key Responsibilities**1. Recruitment & Onboarding**

- Assist in end-to-end recruitment activities including job postings, screening, scheduling, and documentation.
- Coordinate the onboarding process for new employees, ensuring smooth induction.
- Maintain recruitment records and candidate databases.

2. HR Operations & Compliance

- Support payroll preparation, leave management, and employee data maintenance.
- Ensure HR documentation and records are in compliance with statutory requirements.
- Assist in drafting HR policies and updating employee handbooks.

3. Employee Engagement & Support

- Organize employee engagement activities, events, and feedback sessions.
- Act as the first point of contact for employee queries and support.
- Contribute to initiatives that promote workplace well-being and inclusivity.

4. Training & Development

- Assist in identifying training needs and coordinating skill development programs.
- Support learning initiatives in collaboration with internal and external trainers.
- Track training participation and maintain development records.

5. Team Collaboration & Learning

- Work closely with Sr. HR Specialist to implement HR projects and initiatives.
- Collaborate with interdisciplinary teams to ensure HR alignment with organizational goals.
- Continuously develop HR knowledge and professional skills.

Candidate Profile

Educational Qualifications & Skills

- Bachelor's or Master's degree in Human Resources, Management, Psychology, or related fields from a reputed institution.
- Strong academic background with interest in HR operations, talent management, and organizational development.
- Good communication, interpersonal, and problem-solving skills.

Professional Experience

- 1–3 years of experience in HR operations, recruitment, or people management functions.
- Internship or project experience in HR functions will be considered.
- Exposure to HR systems, digital HR tools, or experience in academic institutions, startups, or NGOs will be an added advantage.

Performance-Based Incentives

The Jr. HR Specialist will be eligible for performance-based incentives, subject to periodic reviews and Board approval. Incentives will be outcome-driven and aligned with ANNAM.AI's long-term mission.

Separation Clause

One month's notice in year one, two months in subsequent years, or salary in lieu.

Application Process

Submit your application through the Zoho Recruit portal. <https://zrec.in/JHvJT?source=CareerSite>

Subject Line: Application for Jr. HR Specialist – ANNAM.AI

Deadline: Applications are reviewed on a rolling basis until the position is filled.