



LOGISTICS
GURUKUL
Connecting Talent with Global Trade

THE 2026 LOGISTICS CAREER & SALARY

BLUEPRINT

How to Secure a High-Paying Job in India's Booming Supply Chain

WHERE THE MONEY IS

Understanding the 5 key players in global & domestic logistics

Freight Forwarder (FF)

Acts as the agent of international shipments. Coordinates across carriers, customs, trucking and documentation to move cargo door-to-door.

GLOBAL TRADE AGENT

Senior: 12-26L/yr

Air & Sea Freight

Customs Clearance

Door-to-Door Delivery

Trade Documentation

eg: East West Freight, Global Logistics, Kalash Global

NVOCC

Issues its own Bill of Lading and buys bulk shipping space, reselling to smaller shippers at a profit. A pure ocean freight intermediary.

NON-VESSEL OPERATING CARRIER

Trade Lane Mgr: 20-28L

Issue B/L

FCL & LCL Consolidation

Rate Negotiation

Container Management

eg: Transworld, Freight, Unicorn Shipping, Econship

Shipping Line

Own or charter vessels to transport containers across global sea routes. The backbone of world trade, handling over 80% of global cargo volume.

OCEAN CARRIER

Sales Exec: 18-30L

Container Shipping

Port Operations

Trade Lane Mgmt

Customer Service

eg: Maersk, MSC, CMA-CGM, Hapag-Lloyd, COSCO

3PL — Third Party Logistics

Handle warehousing, transportation, and distribution for brands. The engine behind e-commerce and retail logistics in India.

OUTSOURCED LOGISTICS

Last-Mile Ops: 15-22L

Warehousing & WMS

Last-Mile Delivery

Order Fulfilment

Reverse Logistics

eg: Delhivery, Ecom Express, Blue Dart, TVS SCS

4PL — Fourth Party Logistics

Manages the entire supply chain, coordinating multiple 3PLs, tech platforms and carrier networks. The highest-value, highest-pay tier.

SUPPLY CHAIN INTEGRATOR

SCM Consultant: 28-45L

End-to-End SCM

4PL Control Tower

Vendor Orchestration

Analytics & AI

eg: Accenture Supply Chain, IBM Logistics, DHL

JOB ROLES & SALARY RANGES

What you'll earn, broken down by company type and experience level

Entry (0-2 yrs)

Mid (3-6 yrs)

Senior (7+ yrs)

FREIGHT FORWARDER (FF)			Annual CTC (INR Lakhs)
JOB ROLE	ENTRY	MID	SENIOR
Operations Executive	2-3.5L	5-8L	12-18L
Documentation Officer	2-3L	4-6L	8-12L
Customer Service Executive	2.5-3.5L	5-7L	10-14L
Business Dev. Executive	3-5L 4-	7-12L	15-22L
Air / Sea Freight Manager	6L	10-14L	18-26L

NVOCC			Annual CTC (INR Lakhs)
JOB ROLE	ENTRY	MID	SENIOR
Pricing & Rate Executive	3-4L	6-9L	12-18L
LCL / FCL Coordinator	2.5-3.5L	5-8L	10-15L
Trade Lane Manager	5-7L	10-15L	20-28L
Container Control Officer	2.5-4L	5-8L	10-14L

SHIPPING LINE			Annual CTC (INR Lakhs)
JOB ROLE	ENTRY	MID	SENIOR
Trade & Pricing Analyst	4-6L	8-12L	18-28L
Customer Service Executive	3-4.5L	6-9L	12-18L
Port Operations Officer	3-5L	7-11L	14-20L
Sales Executive (Liner)	4-6L	8-14L	18-30L
Documentation Executive	2.5-4L	5-8L	10-15L

3PL — THIRD PARTY LOGISTICS			Annual CTC (INR Lakhs)
JOB ROLE	ENTRY	MID	SENIOR
Warehouse Executive	2-3L	4-7L	10-15L
Fleet / Transport Manager	3-4.5L	7-10L	14-20L
Last-Mile Ops Manager	3-5L	7-11L	15-22L
Inventory Analyst	3-4.5L	6-9L	12-18L

4PL / SCM / MANUFACTURING			Annual CTC (INR Lakhs)
JOB ROLE	ENTRY	MID	SENIOR
Supply Chain Analyst	5-7L	10-16L	22-35L
SCM Consultant	6-9L	14-20L	28-45L
Control Tower Manager	7-10L	16-24L	30-50L
Procurement Head	8-12L	18-28L	35-60L

INDIA'S TRADE BOOM & FUTURE SCOPE

Why India is becoming the world's next logistics super power

China+1 Strategy

Global MNCs are shifting manufacturing from China to India. SEZs in Tamil Nadu, Gujarat and Maharashtra are being built at record pace, creating thousands of logistics ops roles.

Sagarmala & Port Modernisation

India's 6 Lakh Crore Sagarmala Programme is upgrading 189 ports and building 35 new ones by 2035. Skilled port operations & shipping professionals are in acute shortage.

UDAN & Air Cargo Boom

India's air cargo market is growing at 8% annually. UDAN scheme connects Tier-2 cities. Air cargo executives and AWB specialists are among the fastest-growing job profiles.

E-Commerce & Quick Commerce

India will have 400M+ online shoppers by 2027. Last-mile delivery, reverse logistics and 3PL operations managers are in massive demand – driven by Meesho, Flipkart, Blinkit.

Logistics Tech & Digitalisation

AI-powered demand forecasting, drone delivery pilots, WMS automation and blockchain B/L are reshaping the sector. Tech-savvy logistics professionals earn a 25-40% premium.

Green & Sustainable Logistics

ESG mandates are creating a new career stream – Green Supply Chain Managers, Carbon Footprint Analysts and EV Fleet Managers – growing at 30%+ year on year.

INDIA MERCHANDISE TRADE GROWTH TRAJECTORY



THE SKILL GAP

Why most candidates are filtered out before the interview

THE HARD TRUTH

India's logistics sector is booming, but 67% of fresh graduates fail to clear the first round of interviews at top companies. The reason? They have degrees but zero hands-on knowledge of the tools, regulations, and systems that employers actually use every day.

HIGH-GROWTH SECTORS & HIRING OUTLOOK

Where the jobs are being created right now in India's logistics boom

SECTOR & TOP EMPLOYERS	GROWTH	OPENINGS
E-Commerce Logistics Delhivery, Ecom Express, Xpressbees	+28%	● ● ● ●
Pharma & Cold Chain Sun Pharma, Cipla, Snowman Logistics	+22%	● ● ● ●
Tech-Enabled / 4PL IBMSupplyChain, Accenture, Maersk Tech	+24%	● ● ● ●
Air Cargo & Express BlueDart, FedEx, DHLExpress, IndiGo	+20%	● ● ●
Freight Forwarding Kuehne+Nagel, Allcargo, Agility, C.H. Robinson	+18%	● ● ●
Manufacturing / Auto TataMotors, Bosch, Mahindra, TVS Supply Chain	+16%	● ● ●
Infrastructure / Projects L&T, AdaniLogistics, GMR, DPWorld India	+15%	● ●
Retail & FMCG RelianceRetail, D-Mart, Walmart, Flipkart, HUL	+14%	● ●

KEY INSIGHT: Freight Forwarding + E-Commerce + Pharma Cold Chain = 3 sectors adding 1,00,000+ jobs/year.

SKILLS EMPLOYERS ARE PAYING A PREMIUM FOR

Candidates without these skills are being filtered out by HR before the interview stage.

Incoterms 2020

Import / Export Operation

ICEGATE / DGFT

LC Operations

Bill of Lading (AWB / Seaway Bill / BL)

HS Code Classification

Cold Chain & DG Goods Handling

WMS / TMS / ERP & Other Freight Software

YOUR BRIDGE TO A HIGH-PAYING CAREER

Kerala's Premier Logistics Academy • 100% Internship Placement Assistance

THE SOLUTION TO THE SKILL GAP

Logistics Gurukul's programs give you the exact hands-on skills listed on the previous page – the skills employers are actively hiring for. We don't just teach theory; we train you on real tools, real documents, and real scenarios used in the industry.

FLAGSHIP PROGRAM

Diploma in International Logistics & Freight Management

4 Months

Classroom Training

1 Month

Internship

1 Month

Product Training

6 Months

Paid On-Job Training

Certificate: STED / FICS – Accepted in 150+ Countries

CERTIFICATION COURSES

3 Months • Certificate on Completion

Procurement & Inventory Management

Export & Import Management

Shipping Documentation

Air Cargo Management

Hazardous Goods Logistics

WHY LOGISTICS GURUKUL?

Expert Faculty

Industry pros with 15+ years

20,000+ Alumni

Placed across top MNCs globally

STED / FICS Cert

150+ countries recognition

100% Internship

Real ports, airports & logistics hubs

AI & Tech Training

WMS, TMS, AI, Advanced Excel

Kochi, Kerala

Profnet Plaza, Edappally

Ready to Claim Your Spot in This 2.4T Industry?

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