EXECUTIVE – COSTING

CMA CAMPUS RECRUITMENT DRIVE | FINANCE – COSTING

47 YEARS OF LEGACY. GLOBAL MANUFACTURING EXCELLENCE.
A FUTURE BUILT ON SUSTAINABILITY.

POSITION	FUNCTION	LOCATION	QUALIFICATION
Executive – Costing	**Finance – Costing**	**Bengaluru / Manufacturing Locations**	**CMA – ICMAI**

ABOUT GOKALDAS EXPORTS LIMITED

Established in 1979, Gokaldas Exports Limited is one of India's leading apparel manufacturers and exporters, with a strong presence in the global fashion and apparel industry.

A publicly listed organisation on the National Stock Exchange (NSE) and Bombay Stock Exchange (BSE), Gokaldas Exports has built a reputation for manufacturing excellence, operational capabilities and long-standing partnerships with globally recognised fashion brands and retailers.

With a consolidated annual revenue of approximately ₹3,988 crore in FY 2025–26, a workforce of over 54,000 employees and a diversified manufacturing network, the organisation continues to strengthen its position in the global apparel supply chain.

47 YEARS Industry legacy	**₹3,988 CRORE** FY 2025–26 revenue	**54,000+** Employees	**GLOBAL** Apparel supply chain

SUSTAINABILITY & RESPONSIBLE MANUFACTURING

Gokaldas Exports is committed to responsible manufacturing through initiatives focused on renewable energy, water conservation, resource efficiency, waste reduction and sustainable sourcing. The organisation continues to invest in environmentally responsible manufacturing practices, with long-term ambitions towards net-zero emissions and water positivity.

At Gokaldas Exports, we believe in developing talent, fostering innovation and building careers that contribute to a globally competitive and sustainable manufacturing ecosystem.

ROLE OVERVIEW

The Executive – Costing will be responsible for supporting product costing, manufacturing cost analysis, cost control and financial reporting across apparel manufacturing operations.

The role involves working closely with Finance, Production, Industrial Engineering, Merchandising, Procurement and Factory Operations to understand manufacturing cost structures, analyse cost variances, monitor material consumption and identify opportunities for cost optimisation.

The position offers exposure to the financial and operational dynamics of large-scale apparel manufacturing, with opportunities to contribute towards improving cost efficiency, profitability and business performance.

KEY RESPONSIBILITIES

01 | Product Costing & Cost Sheet Preparation

- Prepare and maintain product-wise and style-wise costing sheets for apparel manufacturing.
- Analyse garment manufacturing costs, including fabric, trims, accessories, labour, processing, packaging and overheads.
- Understand and evaluate Bill of Materials (BOM) and material consumption requirements.
- Assist in developing standard costing structures across different product categories.
- Evaluate the financial impact of changes in raw material prices, garment specifications and manufacturing processes.

02 | Manufacturing Cost Analysis

- Analyse manufacturing costs across various production processes and manufacturing units.
- Evaluate fabric consumption, cutting wastage, sewing efficiency and production yield.
- Understand Standard Minute Value (SMV) / Standard Allowed Minutes (SAM) and their impact on garment costing.
- Analyse labour productivity, machine utilisation and manufacturing conversion costs.
- Identify cost inefficiencies and recommend opportunities for optimisation.

03 | Cost Variance Analysis & Control

- Compare actual manufacturing costs against standard and budgeted costs.
- Analyse material, labour, overhead and production variances.
- Conduct root-cause analysis of significant cost deviations.
- Monitor material consumption, wastage and inventory-related cost movements.
- Coordinate with relevant stakeholders to implement corrective actions.

04 | Inventory Valuation & Cost Accounting

- Assist in inventory valuation across Raw Materials (RM), Work-in-Progress (WIP) and Finished Goods (FG).
- Support inventory reconciliation and manufacturing cost adjustments.
- Monitor material consumption and inventory movements.
- Assist in month-end costing activities and financial reconciliations.
- Ensure accuracy and consistency in costing records and documentation.

05 | Budgeting, MIS & Financial Reporting

- Support preparation of manufacturing cost budgets and forecasts.
- Prepare costing reports, financial summaries and MIS dashboards.
- Track key manufacturing cost parameters and performance indicators.
- Analyse cost trends and highlight deviations against planned targets.
- Provide relevant financial insights to support management decision-making.

06 | Cost Optimisation & Process Improvement

- Identify opportunities to optimise raw material, labour and overhead costs.
- Participate in cost-reduction and operational efficiency initiatives.
- Work with cross-functional teams to improve manufacturing productivity.
- Evaluate the financial impact of process improvements and material substitutions.
- Support initiatives focused on reducing wastage and improving resource utilisation.

EDUCATIONAL QUALIFICATION

- Cost and Management Accountant (CMA) qualification from the Institute of Cost Accountants of India (ICMAI).
- Strong academic understanding of Cost Accounting, Management Accounting, Financial Analysis and Cost Management.

TECHNICAL SKILLS & KNOWLEDGE

AREA	EXPECTED KNOWLEDGE
Cost Accounting	Cost accounting principles, standard costing, product costing and variance analysis
Manufacturing	Manufacturing cost structures, BOM, material consumption and production costing
Inventory	Inventory valuation and understanding of RM, WIP and Finished Goods
MS Excel	Advanced Excel, including Pivot Tables, Lookup functions and data analysis
ERP Systems	Knowledge of ERP systems such as SAP will be an added advantage
Reporting	MIS reporting, financial analysis and management reporting

KEY COMPETENCIES

- Strong analytical and numerical abilities.
- Problem-solving and critical-thinking skills.
- Attention to detail and financial accuracy.
- Ability to interpret financial and operational data.
- Effective communication and stakeholder management.
- Proactive approach towards identifying cost efficiencies.
- Adaptability and willingness to learn manufacturing operations.
- Ability to work collaboratively in a dynamic business environment.

CAREER OPPORTUNITY AT GOKALDAS EXPORTS

Joining Gokaldas Exports provides an opportunity to:

- Work with a publicly listed organisation with a strong global presence.
- Gain exposure to large-scale apparel manufacturing and international business operations.
- Develop expertise in manufacturing finance, product costing and business profitability.
- Collaborate with cross-functional teams across Finance, Production and Supply Chain.
- Contribute to cost optimisation, operational excellence and sustainability initiatives.
- Build a long-term career with an organisation backed by over four decades of industry legacy.

Compensation & Benefits

The proposed compensation structure for the campus recruitment is as follows:

Annual CTC: ₹7,00,000 (Seven Lakhs Per Annum).

Group Medical Insurance: Medical insurance coverage for the employee and eligible family members.

Provident Fund (PF): Benefits as per applicable statutory provisions.

Gratuity: Eligibility and benefits as per applicable statutory provisions.