TravClan

TRAVCLAN PRESENTS

L.E.A.P

Learn. Execute.
Accelerate. Perform.



5 Internships · 6 Months · Pre-Placement Offer

Start as an intern. **Grow into a leader.**

At LinkedIn 's Top 20 Startups.

WHO WE ARE

We are a B2B travel company.

We sell flights, hotels and holiday packages to travel agents. When our agents grow their business, we grow ours.

We go the extra mile to deliver exceptional travel experiences, and we want every team member to use AI to grow faster.







> **With the right intent and attitude, you get to improve the livelihood of agents and create happy travel memories.**

THE ROLES

Five ways in, one way up

Every role runs on the same LEAP programme, the same stipend and the same PPO path. Pick the one that fits how you like to work.

ROLE	IN ONE LINE	YOU'LL LOVE IT IF YOU…
Business Development	Own a portfolio of 100–200 travel-agent accounts and grow their business with TravClan.	Enjoy the thrill of closing, are comfortable with targets, and like speaking to clients on call.
Operations	Run bookings end to end, from supplier confirmations to vouchers to on-trip delight.	Are customer-centric, make quick decisions and can negotiate with suppliers.
Finance	Own payables, receivables, cross-border remittances and revenue reporting.	Have a strong eye for detail, are good at Excel and want to build real accounting depth.
Marketing	Plan and run campaigns across app, website, email and WhatsApp, and own the numbers behind them.	Have a creative eye for visuals and video and want to grow fast in brand storytelling.
People Operations	Run hiring end to end and help build the team culture.	Enjoy meeting new people, stay calm in tough situations and lead with empathy.

Location for all roles: Connaught Place, New Delhi.

Full role details are shared with shortlisted candidates.

THE LEAP INTERNSHIP PROGRAMME

Most internships keep you busy. LEAP is designed to make you better.

LEAP gives you clarity early: by month three you know whether TravClan is your long-term path, and so do we.

L

Learn

Understand the business, the product and what good performance looks like.

E

Execute

Deliver consistently on real work and real targets.

A

Accelerate

Move faster when your output and ownership justify it.

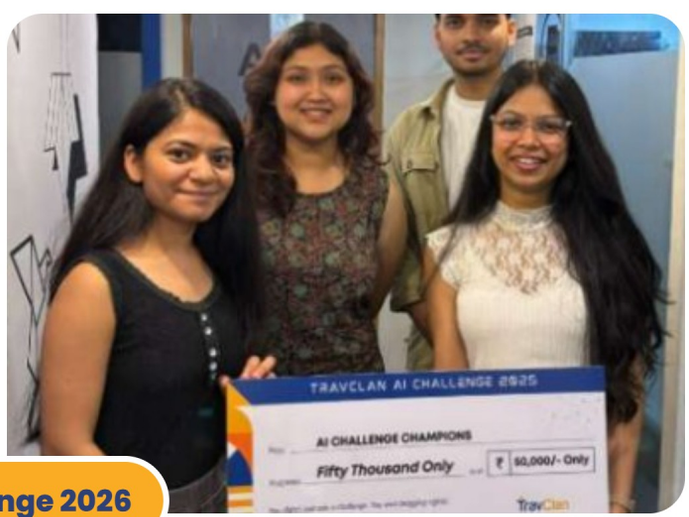
P

Perform

Create measurable impact, not just complete tasks.

Take the challenge: real business problems, real collaboration, real outcomes.





AI Challenge 2026

AI Challenge

A real-world problem sprint where you use AI to think faster, solve better and stand out. The 2025 champions took home **₹50,000**.

LEAP Xchange

Short projects with teams beyond your own, so you learn how the whole business fits together.

YOUR LEAP ROADMAP

Six months. Three possible outcomes. Zero guesswork.

By month 3 every intern knows their route: an early PPO, three more months to prove it, or a clean early graduation. Every route pays, and every route ends well.

Full-time role at TravClan
then promotions on output

₹5.4 LPA CTC

exceptional performance

Fast Track PPO
Offer at month 3, not 6
₹20,000 bonus
Earlier appraisal

Months 4–6: Accelerate
Own outcomes, show impact
₹30,000 a month
PPO decision at month 6

Fast Learner Graduation
Opt in by end of month 2
Clean exit at ~3 months
Top performers: ₹10K + cert

Month 3
Which route?

02 **Days 31–90: Own it**
Run real work under guidance
₹25,000 a month

01 **Days 1–30: Learn**
Learn the business and tools
₹25,000 a month

PPOS LAST YEAR

85+

LEAP interns received a PPO last year

↑ LEAP roadmap · 2 learning stages, 1 decision, 3 outcomes

FAST TRACK PPO

Already working at a full-time level? Don't wait six months.

PPO in 3 months instead of ~~6~~ .

YOU GET

Full-time PPO
Your offer arrives before the standard timeline.

₹20,000 bonus
A one-time performance bonus.

Faster appraisal
You enter the appraisal cycle earlier, so your first raise comes sooner.

How you earn it (all four required):

01 Consistent performance.
You deliver week on week, with no major dips and no reliance on one-off spikes.

02 Real impact (mandatory).
You build or improve something the team actually uses. Not a demo, not a side task.

03 Manager trust.
Your manager sees you as ready for full-time responsibility: you work independently and own outcomes.

04 Strong behaviour.
Reliable, professional, takes initiative. Nobody has to chase you.

What doesn't count: finishing tasks without owning them, inconsistent output, no measurable impact, or reliability concerns.

FAST LEARNER GRADUATION

Not every strong internship ends in a PPO. That doesn't make it a weak outcome.

Some interns work sincerely and realise this path isn't their long-term fit. LEAP gives them a clean, respectful early exit instead of three more months of waiting.

How it works

1

Opt in by the end of month 2.

2

Complete about 3 months of the internship (extendable by about 2 weeks if needed).

3

Graduate early with a clean, positive closure and no negative perception.

TOP PERFORMERS ALSO GET:

₹10,000
bonus

Fast Learner Certificate

If they performed consistently, stayed engaged through the end, and had no attitude or reliability flags.

₹ WHAT YOU EARN

Paid like you matter from day one. Same for all five roles.

MONTHLY STIPEND

Months 1–3
₹25,000

Months 4–6
₹30,000

After PPO
₹5.4 LPA
Full-time CTC of ₹5.4 LPA

How the stipend works

80% Fixed pay | **20%**

80% is fixed pay, guaranteed on the same date every month.

20% is performance pay, earned against pre-set goals and paid monthly.

PROOF POINT

70%

Last year, 70% of team members earned 100% of their performance pay.

Your pay grows with:

- **Performance** (hitting your quarterly goals)
- **Ownership** (running work end to end, from planning to follow-up)

GROWTH AFTER YOUR PPO

Your PPO is the start, not the finish line

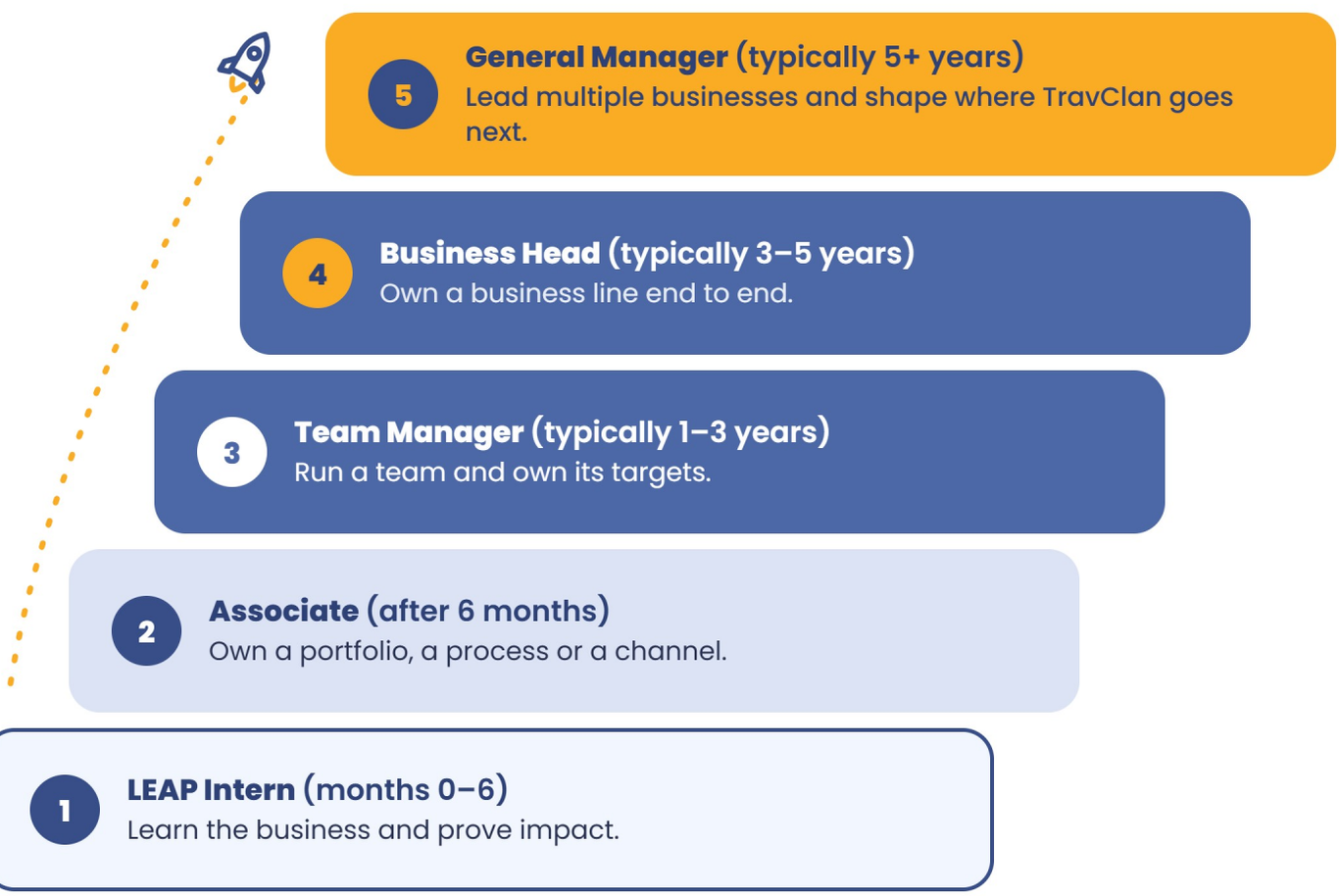
We promote on output, not years.

40%
Team members promoted within 2 years

30%
Team members who hold ESOPs

70%
Team members who earned full performance pay last year

The growth ladder after your PPO



Also on your side: above-market pay, high responsibility from day one, ESOPs to build wealth, great mentors, and training, resources and a collaborative team to help you settle in fast.

FROM CAMPUS TO BUSINESS HEAD

They started where you're starting.

Some of the people running TravClan today joined as campus hires and interns.



CAMPUS HIRE → BUSINESS HEAD

Simarpreet S Sethi

THEN

Business intern via campus placement, June 2022

↓

NOW

Business Head, Retention

JOURNEY

- **Intern**
- **Account Management**
- **Built the Key Accounts vertical from 0 to 1**
- **Business Head**

> *Travel was completely new to me. I learned everything from scratch. Seeing what we built from zero drive real business volume is the best part.*



INTERN → BUSINESS HEAD

Veni

Then Intern, June 2021 **Now** Business Head, Package Sales

Intern → Associate → Manager → Business Head

> *What makes TravClan special is the exposure and ownership it offers, encouraging you to step beyond your comfort zone.*



ASSOCIATE → BUSINESS HEAD IN 4 YEARS

Javeria Kulsum

Then Business Development Associate, Jan 2020 **Now** Business Head, Holidays

BD Associate · Jan 2020 → Business Manager · May 2021 → Business Head · May 2024

> *I have evolved from managing individual business operations to building business verticals from scratch, scaling teams, driving growth, and leading strategic*



SALES ASSOCIATE → BUSINESS HEAD

Fakiha Dilshad

Then Sales Associate, Oct 2021 **Now** Business Head, Package Sales

Sales Associate → Driving business numbers → Business Head

> *My journey at TravClan is all about ownership, freedom to experiment and the opportunity to grow.*

Your name could be on this page next year.

THE DEAL

Our non-negotiables, and what you get back

WHAT WE ASK

100% work from office, 6 days a week.

We work long hours when the business needs it.

AI-first mindset.

You're willing to learn, experiment and use AI in everyday work.

What you get

Make impact

Ownership from day one to solve real problems.

Stay ahead

Use AI to solve problems and create more impact.

Grow fast — 40%

40% of team members get promoted within 2 years.

Build wealth — 30%

30% of team members hold ESOPs.

This is not for you if you want a desk-only role, aren't comfortable with targets or tight timelines, or don't want to work Saturdays. **Ditch what you're not into. Never settle for less.**

→ SELECTION PROCESS

How to get in

1

Aptitude test and group discussion.

50 min · aptitude **30 min · GD**

A 50-minute aptitude test and a 30-minute group discussion. Finance and Marketing candidates also complete a short role-based task.

2

Personal interviews.

One video interview and two detailed discussions.

3. Offer.

Documentation, then your offer letter.

Where you'll work: Connaught Place, New Delhi, a 3-minute walk from Rajiv Chowk and Barakhamba Road metro stations.



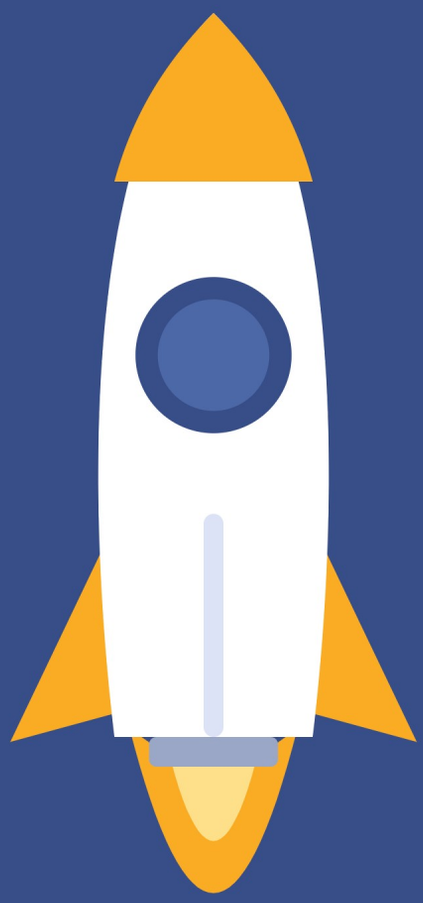


TravClan

L.E.A.P

Your LEAP starts here.

Six months to prove it. A career to grow it.



Apply now at explore.travclan.com

or scan to apply

Looking forward to having you on board.