

<b>Position</b>	<b>Executive Grade-4 (Ammonia)</b>
<b>Location</b>	Barauni/ Sindri
<b>Max Age</b>	50 years
<b>Min Experience</b>	15 years
<b>Min. Qualification</b>	B. E/ B.Tech/ B.Sc.(Engineering) degree in Chemical Engineering with minimum 60% marks
<b>Work Experience</b>	<ul style="list-style-type: none"> <li>• At least 15 years' experience in Operation of Ammonia plants out of which at least 3 years should be in Senior Management position/ Head of Department.</li> <li>• Conversant with Operation of Gas Turbines/ Safety systems of Ammonia &amp; General HSE Guidelines of Fertilizer Industry/ FICC related matters/ Fire and Safety systems.</li> <li>• Candidates having experience in execution of large size Ammonia project will be preferred.</li> <li>• Understanding of modern codes and standards</li> <li>• Experience of executing large fertilizer project/ capacity enhancement / Energy Revamp/ Feedstock conversion in Modern Ammonia Complex will be preferred.</li> </ul>
<b>Role &amp; Responsibilities</b>	Will lead, develop and be responsible for project engineering/ process engineering of Ammonia sections and be responsible for safe and timely execution of Project, and be responsible to take over from LSTK contractor including performance test and efficient operation of plants thereafter.

<b>Position</b>	<b>Executive Grade-4 (Urea)</b>
<b>Location</b>	Sindri
<b>Max. Age</b>	50 years
<b>Min Experience</b>	15 years
<b>Min. Qualification</b>	B.E / B.Tech / B.Sc.(Engineering) degree in Chemical Engineering with minimum 60% marks
<b>Work Experience</b>	<ul style="list-style-type: none"> <li>• At least 15 years' experience in Operation/ Process Engineering of Urea Plants out of which at least 3 years should be in Senior Management position/ Head of Department.</li> <li>• Conversant with Operation of Gas Turbines/ Safety systems of Urea plant and General HSE Guidelines of Fertilizer Industry/ FICC related matters/ Fire and Safety systems.</li> <li>• Management of NG/GAIL liaison, ISO Compliances, FICC, Energy &amp; Safety Audits and All Regulatory Compliances of the Industry</li> <li>• Understanding of modern codes and standards</li> <li>• Experience of executing large fertilizer project/ capacity enhancement / Energy Revamp/ Feedstock conversion in Modern Urea Complex will be preferred.</li> </ul>
<b>Roles &amp; Responsibilities</b>	Will lead, develop and be responsible for project engineering/ process engineering of Urea sections and be responsible for safe and timely execution of Project and be responsible to take-over from LSTK contractor including performance test and efficient operation of plants thereafter.

<b>Position/Level</b>	<b>Executive Grade-4 (Process)</b>
<b>Location</b>	Barauni/Sindri
<b>Max Age</b>	50 years
<b>Min Experience</b>	15 years
<b>Min. Qualification</b>	B.E/ B.Tech / B.Sc.(Engineering) degree in Chemical Engineering with minimum 60% marks)
<b>Experience Ammonia &amp; Urea Complex</b>	<ul style="list-style-type: none"> <li>• 15 years experience in Operation/ Process Engineering of Ammonia and Urea Plants out of which at least 3 years should be in Senior Management position/ Head of Department.</li> <li>• Conversant with Operation of Gas Turbines/ Safety systems of Ammonia/Urea and Storage Tank/General HSE Guidelines of Fertilizer Industry/ FICC related matters/ Fire and Safety systems.</li> <li>• Management of NG/GAIL liaison, ISO Compliances, FICC, Energy &amp; Safety Audits and All Regulatory Compliances of the Industry</li> <li>• Understanding of modern codes and standards</li> <li>• Experience of executing large fertilizer project/ capacity enhancement / Energy Revamp/ Feedstock conversion in Modern Ammonia &amp; Urea Complex will be preferred.</li> </ul>
<b>Roles &amp; Responsibilities</b>	Will lead, develop and be responsible for project engineering/ process engineering of Ammonia, Urea and OSBL sections and be responsible for safe and timely execution of Project, take over from LSTK contractor including performance test and efficient operation of plants thereafter.

<b>Position</b>	<b>Executive Grade-5 (Coordination)</b>
<b>Location</b>	CO New Delhi
<b>Max. Age</b>	60 Years
<b>Min. Qualification</b>	Bachelor's degree in any discipline.
<b>Min. Experience</b>	20 Years
<b>Work Experience</b>	Experience of Min. 20 years in Fertilizer industry – majorly in Govt. liaising for obtaining the relevant statutory approvals, carrying out effective fertilizer/other subsidy management – administration, compliances and subsidy collection, relevant compliances/ approvals for new products, liaising with other outside agencies.
<b>Roles and Responsibilities</b>	<p><b>Government Coordination</b></p> <ul style="list-style-type: none"> <li>• Regularly update all stakeholders on any policy issues/ approvals/ clarifications &amp; changes in coordination with Dept of Fertilizers.</li> <li>• Regularly update internal stakeholder regarding impact of various GOI policies (NBS, DBT etc.) changes by Ministries/Departments circulars and notifications as soon as they are declared/ announced.</li> <li>• To liaise with Government of India (GOI) on any other matter wherever and whenever and take it to logical / favourable conclusion.</li> <li>• Ensure that all required statutory licenses &amp; approvals for all products/services are obtained within the stipulated time.</li> <li>• Representing company on various forums of FAI to highlight and present ongoing concerns of company and fertilizer industry as whole</li> <li>• Coordinate with ministries like Ministry of chemicals and fertilizers, finance, environment and forests, corporate affairs, shipping, dept of scientific and industrial research, agriculture and cooperation, commerce and industry, industrial policy and promotion, Secretariat of industrial approvals, Directorate general of foreign trade and other ministries as per requirement</li> </ul> <p><b>Subsidy</b></p> <ul style="list-style-type: none"> <li>• Drive regular calculation of subsidies due to the company for various products</li> <li>• Follow-up on all subsidy payments (on account, differential, balance and freight payments) with Department of fertilizers – oversee collections and intervene in case of any difficulty</li> <li>• Update internal stakeholders on any policy changes impacting subsidies for all products in portfolio</li> <li>• Coordination with Zonal/state heads to enable timely submission of subsidy related documents</li> </ul>

	<p><b>Reports</b></p> <ul style="list-style-type: none"><li>• To submit daily, weekly, fortnightly and monthly reports to Dept of Fertilizers on production, sales, dispatches, imports made by us and to get any other data or information required by GOI</li><li>• Monitoring &amp; analyses of various GOI policy (NBS, DBT etc.) changes by Ministries/Departments circulars and notifications as soon as they are declared/ announced</li></ul>
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<b>Position</b>	<b>Executive Grade- 4 (Coordination)</b>
<b>Location</b>	CO New Delhi
<b>Max. Age</b>	60 Years
<b>Min. Qualification</b>	Bachelor's degree in any discipline.
<b>Min. Experience</b>	15 Years
<b>Work Experience</b>	Experience of Min. 15 years in Fertilizer industry with sufficient exposure to subsidy bills generation, freight bills, liaising with government authorities, iFMS operation and NIC coordination etc.
<b>Roles and Responsibilities</b>	<p><b>Policy &amp; Subsidy:</b></p> <ul style="list-style-type: none"> <li>• Maintain weekly/monthly log of subsidy received &amp; due under different heads (manufacturing, logistics, packaging)</li> <li>• Identify policy issues/clarifications to be sought/approval to be undertaken for resolution with Dept of Fertilizers</li> <li>• Coordination with internal &amp; external stakeholders for smooth generation of subsidy bills through iFMS portal &amp; drive the process.</li> <li>• Identify and record issues/company/industry concerns with respect to fertilizer industry landscape (regulation, subsidy, demand-supply, pricing etc.)</li> <li>• Coordinate with ministries like Ministry of chemicals and fertilizers, finance, corporate affairs, shipping, agriculture and cooperation and other ministries as per requirement.</li> </ul> <p><b>Reports</b></p> <ul style="list-style-type: none"> <li>• Prepare &amp; collate daily, weekly, fortnightly and monthly reports for Dept of Fertilizers on production, sales, dispatches, imports made by us and to get any other data or information required by GOI</li> <li>• Monitoring &amp; impact analysis of various GOI policy (NBS, DBT etc.) changes by Ministries/Departments circulars and notifications as soon as they are declared/announced</li> <li>• Generation of various types of mFMS reports and analysis.</li> </ul>

<b>Position</b>	<b>Executive Grade-5 (Marketing)</b>
<b>Location</b>	CO New Delhi
<b>Max. Age</b>	60 Years
<b>Min. Qualification</b>	B.Sc (Agri.) / BE (Any discipline) / B.Tech (Any discipline) / MBA or PGDBM / PGDM with specialization in Marketing / Agricultural Marketing / Agribusiness Management / Rural Management
<b>Min. Experience</b>	20 Years
<b>Work Experience</b>	Experience of Min. 20 years in Marketing in Fertilizer & Agri-input Industry with exposure towards handling & marketing of bulk fertilizers & imports/trading/MoUs for supply arrangements/New Business Development/Industrial products. The candidate must also have experience in strategic planning, channel management, fraud detection & logistics management.
<b>Roles and Responsibilities</b>	<p><b>Marketing Strategy</b></p> <ul style="list-style-type: none"> <li>• Develop the business strategy and execution plan for all products (Urea and non-Urea)/services with respective State heads</li> <li>• Develop and review annual budget for the Zone, monitor variances from the budget and take appropriate actions in the Zone. Apply financial control in the Zone by providing requisite approvals</li> </ul> <p><b>Sales Performance</b></p> <ul style="list-style-type: none"> <li>• Contribute in setting sales targets for all product categories in the Zone, with State heads</li> <li>• Responsible for P&amp;L of the entire product/service portfolio at Zonal level (profitability at State level - to prepare sales and marketing budget)</li> <li>• Plan initiatives to maximize NRV (Net realizable value), GC (gross contribution) and improve quality of sales (i.e. minimizing returns, reducing credit periods) in the Zone</li> <li>• Assist Head-Sales &amp; marketing in developing sales policies related with pricing, credit, returns goods management, distributor short-listing/ evaluation/ appointment/ replacement</li> </ul> <p><b>Government Liaising:</b></p> <ul style="list-style-type: none"> <li>• Continuous liaising with respective State/ district agriculture Ministries/ Departments/ other organization</li> <li>• Responsible for arranging adequate licenses/ registrations, as may be necessary for sale of specific fertilizer products in the Zone</li> </ul>

**Marketing & Branding**

- Provide necessary support towards implementation of Marketing and branding strategies of the organization, through State teams
- Ensure brand positioning in line with organization's brand communication strategy
- Ensuring dealer/ retailer branding as per the specified targets and designs in the assigned Zone
- Policies/guidelines/procedures/SOPs related to various functions related to sales & marketing.

**Supply Chain Logistics**

- Responsible for handling and timely appraisals of H&T partners for specific rail-heads in the Zone through State heads
- Coordinate with logistics and distribution lead for sourcing network/ locations in the Zone
- Policies/guidelines/procedures/SOPs related to various functions related to logistics.

**Channel Management**

- Assist in developing channel strategy for identified products for various regions in the assigned Zone
- End to end management of channel partners, including Identification, onboarding, training & development, performance monitoring and rewards/recognition
- Ensure regular review and updating of channel partner policies, procedures and SOPs

**Customer Management**

- Facilitate market surveys at key locations in the State/ zone to gather feedback from consumers
- Coordination with external BTL/ ATL agencies and product heads for conduct of customer engagement events in the Zone

**People Management**

- Assist Head-Sales & marketing in recruitment of State heads, Managers, Asstt Managers and Marketing officers. Develop, appraise and motivate sales team (Managers and Marketing officers) in Zones
- Timely performance appraisals of the staff in respective Zone/ State and chalk out performance improvement plans, as may be required
- Identification of training needs of internal and external stakeholders in the State/ zone



<b>Position</b>	<b>Executive Grade-3 (Supply Plan)</b>
<b>Location</b>	CO New Delhi
<b>Max. Age</b>	55 Years
<b>Min. Qualification</b>	B.Sc (Agri.) / M.Sc (Agri.) / MBA or PGDBM / PGDM with specialization in Marketing / Agricultural Marketing / Agribusiness Management / Rural Management
<b>Min. Experience</b>	10 Years
<b>Work Experience</b>	Experience of Min. 10 years in relevant field in Fertilizer/ Agri-inputs.
<b>Main Roles and Responsibilities</b>	<p><b>Supply plan management &amp; demand forecasting</b></p> <ul style="list-style-type: none"> <li>• Coordinate with all concerned to gather market insights to firm up the most efficient daily/weekly/monthly/yearly sales/supply plan for all products.</li> <li>• Coordinate to understand location wise infrastructure – railheads, warehouses and estimated region-wise service costs etc.</li> <li>• Use digital tools/analytics to further increase the accuracy of region-wise demand/sales forecast</li> <li>• Interact with sales, marketing and finance to better understand demand forecast drivers and work to maximize accuracy of the forecasting, planning and replenishment functions.</li> <li>• Allocation of product to Zones / warehouse / Hub warehouse based on sales outlooks / market demand (in coordination with Head – Logistics, Zonal/State head), storage &amp; handling costs and interaction with relevant State/Zonal heads.</li> <li>• Formulation of policies/SOPs.</li> </ul>

<b>Position</b>	<b>Executive Grade-4 (Customer &amp; Market Insights)</b>
<b>Location</b>	CO New Delhi
<b>Max. Age</b>	45 Years
<b>Min. Qualification</b>	MBA (any discipline)
<b>Min Experience</b>	15 years
<b>Work Experience</b>	Experience of Min. 15 Years in relevant field.
<b>Main Roles and Responsibilities</b>	<ul style="list-style-type: none"> <li>• To lead all strategic primary, secondary and syndicated research.</li> <li>• Work closely with Marketing team for building marketing strategy.</li> <li>• Leading and managing the research team and have accountability for resource planning, training, capability building and up-skilling.</li> <li>• Manage, execute, and critically evaluate Brand Health tracks and their fit with Brand requirements.</li> <li>• Work closely with the Brand Team.</li> <li>• Work to identify and seize customer opportunity and demand for new initiatives with simulated test studies</li> <li>• Identify, design, and execute deep dives on critical customer cohorts, qualitatively and quantitatively</li> <li>• Bridge data from Business Intelligence on current customer behaviour vs. intended marketing strategies</li> <li>• Identify Voice of Customer need-gaps and answer for the same with research studies</li> <li>• Identify and recommend enhanced and new services.</li> </ul>

<b>Position</b>	<b>Executive Grade-3 (Customer &amp; Market Insights)</b>
<b>Location</b>	CO New Delhi
<b>Max. Age</b>	40 Years
<b>Min. Qualification</b>	MBA (any discipline)
<b>Min Experience</b>	10 years with minimum 5 years exposure in marketing of agricultural / FMCG / Cement products.
<b>Work Experience</b>	Experience of Min. 10 Years
<b>Main Roles and Responsibilities</b>	<ul style="list-style-type: none"> <li>• To support all strategic primary, secondary and syndicated research.</li> <li>• Work closely with Marketing team for building marketing strategy.</li> <li>• Support the research team and have accountability for resource planning, training, capability building and up-skilling.</li> <li>• Manage, execute, and critically evaluate all surveys to gather market insights.</li> <li>• Work to identify and seize customer opportunity and demand for new initiatives.</li> <li>• Identify, design, and execute deep dives on critical customer cohorts, qualitatively and quantitatively</li> <li>• Bridge data from Business Intelligence on current customer behaviour vs. intended marketing strategies</li> <li>• Identify Voice of Customer need-gaps and answer for the same with research studies</li> <li>• Identify and recommend enhanced and new services.</li> </ul>

<b>Position as per FTC Policy</b>	<b>Executive Grade 3- Chief Security Officer</b>
<b>Posting</b>	Any location
<b>Max. Age</b>	55
<b>Min. Experience</b>	Should have been a commissioned officer in the Armed Forces/ Class I officer in CAPF with minimum 5 years of service.
<b>Work Experience</b>	Must have security experience in supervisory role in any major organization/industry in a leadership position.
<b>Roles and Responsibilities</b>	<ul style="list-style-type: none"> <li>• Shall be responsible for overall security of the plant and township area and exercise supervision over all security and fire safety personnel.</li> <li>• Shall be responsible for undertaking preventive and protective measures to prevent occurrence of crime and handling emergency situations including fire accidents, Bandhs etc.</li> <li>• To keep in touch with the concerned dept. for transport, accommodation or physical security matter.</li> <li>• To maintain close and regular liaison with the District Police and Civil authorities with a view to promote better understanding and apprising them of labour problem / unrest and adverse prevailing condition likely to endanger peace and security of the plant.</li> <li>• Ensure efficient performance of Vigilance and Intelligence</li> <li>• Ensure to conduct practice of Disaster/Contingency plan for the security personnel related activities.</li> <li>• To ensure proper maintaining of records of materials movement.</li> <li>• To ensure properly security and safety of documents related to Security dept.</li> <li>• To take all preventive and protective measures to prevent occurrence of crime</li> <li>• Carry out any other official orders issued from time to time</li> </ul>

<b>Position as per FTC Policy</b>	<b>Executive Grade 2- Security Officer</b>
<b>Posting</b>	Any location
<b>Max. Age</b>	55 years
<b>Min. Experience</b>	Should have been a JCO/ SNCO in the Armed Forces / Gazetted officer in CAPF with minimum 20 years' service Honorary Lieutenant/Captain will be preferred.
<b>Work Experience</b>	Must have security experience in supervisory role in any major organization/industry. Should have experience of independently handling shifts.
<b>Roles and Responsibilities</b>	<ul style="list-style-type: none"> <li>• Shall be responsible for overall security of the plant and township area and exercise supervision over all security and fire safety personnel during each shift.</li> <li>• Ensure that all security posts are covered by deploying security personnel.</li> <li>• He will physically check all the duty posts and organize patrolling activities.</li> <li>• Ensure all security systems are working in proper condition.</li> <li>• Supervise emergency response in case of any incident/accident like fires, explosions or workers related issues.</li> </ul>

<b>Position as per FTC Policy</b>	<b>Executive Grade 1- Security Supervisor</b>
<b>Posting</b>	Any location
<b>Max. Age</b>	55 years
<b>Min. Experience</b>	Should have been a JCO/ SNCO in the Armed Forces/ Gazetted officer in CAPF with minimum 20 years' service
<b>Work Experience</b>	Must have security experience with experience of exercising supervision over small teams / workforce in different duties
<b>Roles and Responsibilities</b>	<ul style="list-style-type: none"> <li>• Shall be responsible for exercising supervision over all security and fire safety personnel on duty.</li> <li>• Strict check on inflow and outflow of all material.</li> <li>• Proper filing of documents and registers.</li> <li>• CCTV monitoring and management of biometric access control systems.</li> </ul>