

Sr	Positions
1	Sr. Vice President
2	Vice President (Production)
3	Vice President (Technical Services)
4	Vice President (Marketing)
5	Vice President (Human Resources)
6	Vice President (Finance)
7	Vice President (Contracts & Material)
8	Chief Manager (Process)
9	Manager (Mechanical)
10	Manager (Engineering Services)
11	Asstt. Manager (Process)
12	Engineer (Process)
13	Engineer (Quality Assurance & Inspection- Mechanical)
14	Engineer (Project Planning & Management)
15	Executive Grade-4 (Law)
16	Executive Grade-1 (Law)

Position	Sr Vice President/L4
Qualification	Engineering Graduate in Chemical or Mechanical or Instrumentation Engineering/ Electronics Engineering/ Electronics & Telecommunication Engineering/ Electronics & Communication Engineering/ Electronics & Instrumentation/ Applied Electronics & Instrumentation/ Control & Instrumentation or Electrical/ Electrical & Electronics Engineering discipline with minimum 60% marks
Max Age	55 years
Min Experience	25 years
Work Experience	<ul style="list-style-type: none"> ➤ At least 25 years' experience in the Operation and Maintenance of Ammonia and Urea Plants of which last 3- 5 years as Project Head /General Manager/ Unit Head / Business Unit Head. ➤ Experience in the operation & maintenance of Gas Turbines/ HRSG. ➤ Experience in projects related to capacity enhancement, energy revamp of Ammonia and Urea Complex. ➤ Experience in General HSE Guidelines of Fertilizer Industry, FICC related matters, Fire and Safety systems, Zero Effluent/discharge facilities. ➤ Experience in Procurement, Contracts, Budgeting and Cost Control. ➤ Experience in Process Engineering of Modern Ammonia and Urea Complex, Environment Compliances, Material and Energy Balances and Material Handling. ➤ Experience in handling unit level HR related matters
Roles and Responsibilities	<ul style="list-style-type: none"> ➤ Lead, direct, coordinate and provide required support & motivation to the team. ➤ Ensure sustained operation of the unit in efficient and effective manner.

Position	Vice-President Production/L3
Qualification	Engineering Graduate in Chemical discipline with minimum 60% marks
Max Age	50 years
Min Experience	20 years
Work Experience	<ul style="list-style-type: none"> ➤ At least 20 years in operation of large capacity ammonia – urea complex, out of which at least 3 years must be in position of Head Production of a reputed organization. ➤ Experience in projects related to capacity enhancement, energy revamp of Ammonia and Urea Complex. ➤ Conversant with all aspects of operation of large capacity modern ammonia- urea plants, gas turbine /generators, large capacity compressors and pumps, ➤ Experience in General HSE Guidelines of Fertilizer Industry, FICC related matters, Fire and Safety systems, Zero Effluent/discharge facilities. ➤ Experience of Commissioning/start up and turnaround of Ammonia/ Urea plant is desirable.
Roles and Responsibilities	<ul style="list-style-type: none"> ➤ Leading, controlling and monitoring performance of production/ operation team of ammonia, urea and OSBL plants. ➤ Responsible for effective operation of entire plant and to achieve targets set by management. ➤ Reporting and providing required input to higher management as and when required.

Position	Vice-President (Technical Services)/L3
Qualification	Engineering Graduate in Chemical discipline with minimum 60% marks
Max Age	50 years
Min Experience	20 years
Work Experience	<ul style="list-style-type: none"> ➤ At least 20 years in engineering and operation of large capacity ammonia – urea complex, out of which at least 3 years must be in position of Head Technical Services of a reputed organization. ➤ Experience in projects related to capacity enhancement, energy revamp of Ammonia and Urea Complex. ➤ Conversant with all aspects of HSE/ safety guidelines, FICC related matters, zero effluent discharge facilities, neem oil coating requirements of large capacity modern ammonia- urea plants, ➤ Experience troubleshooting and performance analyses of large capacity, Compressors, Pumps, Turbine, Gas turbine /generators, Boilers and Heat Exchanger, Reactors, etc. ➤ Management of liaison with outside agencies like GAIL/IOC/RIL and with other Fertilizer Plants/ DOF/MOEF/Central Pollution Control Board and State Pollution Control Board. ➤ Experience of Commissioning/start up and turnaround of Ammonia/Urea plant is desirable. ➤ Must have carried out energy/ technical audits.
Roles and Responsibilities	<ul style="list-style-type: none"> ➤ Leading, controlling, and monitoring performance of process / technical services team for ammonia, urea and OSBL sections. ➤ Responsible for carrying out necessary action to achieve targets set by management. ➤ Developing and maintaining process / technical services team. ➤ Reporting and providing required input to higher management as and when required.

Position	Vice-President (Marketing)
Min. Qualification	B.Sc. (Agri) with M.Sc. in agriculture with minimum 60% marks or (BSc. (Agri)/ B.Tech in any discipline) with full time MBA/PGDBM (Aggregate 60% marks) in (Marketing / Agri-Business Marketing/Rural Management) recognized by UGC/AICTE will be preferable.
Max Age	50 years
Min Experience	20 years
Work Experience	<ul style="list-style-type: none"> ➤ Experience of Min. 20 years in Marketing in Fertilizer & Agri-input Industry ➤ Exposure in handling & marketing of bulk fertilizers/ New Business Development/ Develop customized fertilizers Port handling/ Logistics. ➤ Experience in handling large dealers and supply chain network. ➤ Well versed with fertilizer subsidy policies. ➤ Experience in establishing and managing sales & marketing infrastructure for sales of Urea and other products.
Roles and Responsibilities	<ul style="list-style-type: none"> ➤ Overall responsible for P&L of the entire product / services portfolio. ➤ Develop and Implement pan-India or specific area business strategy for all products (Urea & non-Urea) and services. ➤ Set Sales targets at each level and monitor/review for suitable corrective action. Develop and review annual budget for marketing, monitor variances and take corrective action. ➤ Develop & integrate digital systems in all possible areas. ➤ Liaising with all statutory and other related bodies to obtain necessary approvals / recommendation. ➤ Ensure brand positioning in line with organization's brand strategy. ➤ Responsible for developing, monitoring, implementing overall logistics management in efficient and effective manner. ➤ Responsible for end-to-end management of channel partner. ➤ Responsible for market survey and overall customer satisfaction. ➤ Responsible for overall development of entire marketing team.

Position	➤ Vice-President (Human Resources)/L3
Qualification	➤ 2-year full time regular Course in MBA/Master Degree or Post Graduate Diploma equivalent to MBA with HRM/Personnel Management & Industrial Relations as major subjects or Master degree in HRM/IR/Labour Welfare/ Social Work with specialization in Personnel Management & Labour Welfare with minimum 60% marks. Degree in Law will be preferred.
Max Age	50 years
Min Experience	20 years
Work Experience	<p>➤ 20 years post qualification experience, of which at least 2-3 years should be at Senior Management Level in Corporate Human Resource Management in medium and large industrial establishments of reputed companies in fertilizer/ manufacturing/ process/petrochemical/energy sector in the following areas:</p> <ul style="list-style-type: none"> ○ Recruitment and training ○ Compensation & Performance Management ○ Statutory compliance of various labour laws & Implementation of labour welfare measures. ○ Experience in Industrial Relations. ○ General administration & welfare functions and liaison with statutory authorities. ○ Organizational development. ○ Work experience in brown / green field projects or Industrial Establishment will be preferred.
Roles & Responsibilities.	As overall, in-charge of HR Department responsible for: Recruitment, Training, Performance & compensation management, maintenance of industrial relation, General welfare & administration and compliance of all relevant legal & statutory requirements.

Position	Vice-President (Finance)/L3
Qualification	Member of Institute of Chartered Accountants or Cost Accountants of India (CA/CMA) or Two years full time regular MBA with specialization in Finance with minimum 60% marks. Degree in Law will be preferred. (Candidates with dual specialization or General MBA shall not be eligible to apply.)
Max Age	50 years
Min Experience	20 years
Work Experience	<ul style="list-style-type: none"> ➤ Minimum 20 years of experience in Accounts, Finance & Controllers functions, of which at least 2-3 years should be at Senior Management Level in Corporate Financial Management and Accounts in Large corporates. Candidates working in listed companies will only be considered ➤ Experience of working in SAP environment. ➤ Exposure to foreign currency transaction, LC, ECB etc, LSTK transactions, EPC transactions & treasury experience in reputed company desirable. ➤ Those having exposure in all policy related & subsidy release with concerned Government agencies will have added advantage. ➤ Must be conversant with FICC/ Fertilizer Subsidy etc ➤ Preference shall be given to candidate having experience in Fertiliser Industry.
Roles & Responsibilities	<ul style="list-style-type: none"> ➤ Overall in-charge of Finance, accounts & funds management of the organization. ➤ Responsible for compliance with taxation laws like GST, Income Tax, Customs, FEMA etc. ➤ Scrutiny of various proposals before submission to higher Management. ➤ Coordination with Company secretary for Board resolution for Finance Department ➤ He will be responsible for compliance with various provisions on maintenance of books of accounts, finalisation of Annual accounts under IND AS, relevant accounts standards.

Position	Vice-President (Contract & Materials)/L3
Qualification	Engineering Graduate in any discipline with minimum 60% marks. Candidates with additional Qualification of PG Diploma in Materials Mgt. or MBA in Materials Management may be given preference.
Max Age	50 years
Min Experience	20 years
Work Experience	<p>18-20 years' post qualification experience</p> <ul style="list-style-type: none"> ➤ Should have headed the Contracts and Materials Department for at least 5 years. ➤ Should have an experience of handling commercial aspects of large Contracts. ➤ In a responsible position in directing, organising and controlling materials management activities such as purchasing, inventory control, materials inspection, store-keeping, materials handling, transportation, packing, import management, value engineering, spare parts control, preferably in fertilizer/ Chemical/Petro-Chemical/ Hydrocarbon industry engaged in continuous operation. ➤ Should be well conversant with government guidelines for procurement of goods and services and CVC guidelines ➤ Should have knowledge of ERP systems ➤ Knowledge of procurement of goods & services, e-procurement & e-tendering, contracts etc. ➤ Experience of availing concessional customs duty, project registration, customs reconciliation is desirable. ➤ Should have knowledge of GST, IGST, input tax credit, and custom duty rates ➤ Experience of price negotiation, dealing post award variations/ contract amendment etc. is desirable. ➤ Must have experience of importing Fertilizers. ➤ Experience of procurement of long term /spot RLNG is desirable
Roles & Responsibilities	Overall in-charge of management of procurement of goods and services at right time, in right quantity and at right cost.

Position	Chief Manager (Process Engineering)
Qualification	Engineering Graduate in Chemical discipline with minimum 60% marks
Max Age	45 years
Min Experience	15 years
Work Experience	<ul style="list-style-type: none"> ➤ Post qualification and relevant 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. ➤ 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. ➤ Experience troubleshooting and performance analyses of large capacity, Compressors, Pumps, Turbine, Gas turbine /generators, Boilers and Heat Exchanger, Reactors, etc. ➤ Management of NG/GAIL liaison, ISO Compliances, FICC, Energy & Safety Audits and All Regulatory Compliances of the Industry ➤ Understanding of relevant codes and standards ➤ Experience of executing large fertilizer project/ capacity enhancement / Energy Revamp/ Feedstock conversion in Modern Ammonia & Urea Complex will be preferred.
Roles & Responsibilities	Will lead, develop and be responsible for process engineering of Ammonia, Urea and OSBL sections

Position	Manager (Mechanical)/ L2
Qualification	Engineering Graduate in Mechanical discipline with minimum 60% marks.
Max Age	40 years
Min Experience	10 years
Work Experience	<ul style="list-style-type: none"> ➤ Experience in Installation and Maintenance of Heavy-duty rotating machinery like compressors, turbines, pumps, fans, etc. and heat exchangers, reactors of Fertilizer/Petrochemical/Chemical/ Power Industry ➤ Experience in the erection and maintenance of high alloy, special alloy steel piping and equipment used in modern chemical, power and fertilizer industry ➤ Understanding of relevant codes and standards ➤ Conversant with the handling of Heavy Lift equipment. ➤ Conversant with initiation of procurement actions for goods and services required for mechanical maintenance.
Roles & Responsibilities	Will lead the mechanical maintenance section of Ammonia and Urea complex along with utility sections.

Position/Level	Manager (Engineering Services)/L2
Qualification	Engineering Graduate in Mechanical /Electrical /Electrical & Electronics/ Instrumentation/ Electronics / Electronics & Telecommunication / Electronics & Communication / Electronics & Instrumentation/ Control & Instrumentation/ Applied Electronic & Instrumentation discipline with minimum 60% marks.
Max Age	40 years
Min Experience	10 years
Work Experience	<ul style="list-style-type: none"> ➤ At least 10 years' experience in Engineering of Ammonia and Urea Plants out of which at least 3 years should be in managerial position. ➤ 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. ➤ Understanding of relevant codes and standards ➤ Experience of executing large fertilizer project/ capacity enhancement / Energy Revamp/ Feedstock conversion in Modern Ammonia & Urea Complex will be preferred.
Roles & Responsibility	Will develop and be responsible for project 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.

Position	Assistant Manager- Process Engineering
Qualification	Engineering Graduate in Chemical discipline with minimum 60% marks
Max. Age	35 years
Min Experience	5 years
Work Experience	<ul style="list-style-type: none"> ➤ Post qualification and relevant experience in Operation and Process Engineering of Ammonia and Urea plants. Candidates should have minimum 2 years' experience of DCS Operation. ➤ Conversant with the Engineering and 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, Zero Effluent/discharge facilities and Neem Oil coating requirements ➤ Should be conversant with general HSE Guidelines of Fertilizer Industry/ Fire & Safety System ➤ Candidates having experience in execution of large size Urea project will be preferred.
Roles & Responsibilities	Will be working for process engineering of Ammonia, Urea and OSBL sections and be responsible for safe and timely execution of Project

Position/Level	Engineer (Process)/L1
Qualification	Engineering Graduate in Chemical discipline with minimum 60% marks
Max. Age	30 years
Min. Experience	2 years
Work Experience	Conversant with the process, knowledge of PFD, P&ID, Interlock logic, cause & effects and control narratives, safety awareness, pollution mitigation. Adequate knowledge to operate modern day panels. Knowledge to issue Safety Work Permits to carry out jobs, if any. Preparation of daily reports.
Roles & Responsibilities	Will be working for process engineering of Ammonia, Urea and OSBL sections.

Position/Level	Engineer (Quality Assurance & Inspection) – Mechanical/L1
Qualification	Engineering Graduate in Mechanical discipline with minimum 60% marks.
Max Age	30 years
Min Experience	2 years
Work Experience	<ul style="list-style-type: none"> ➤ Minimum 2 years of experience in Quality Assurance/ Field Quality Assurance / Inspection activities in Fertilizer/Petroleum/ Refining/ Petrochemical/ Chemical/ Steel/ Power / Infrastructure sector/Defence/Railways/any relevant manufacturing sector and other equivalent similar industry or Project Service Providers like Project Management Consultants / LSTK Contractors related to the above sectors. ➤ Familiarity with the governing standards / constructional features of key equipment of fertilizer plant/refinery/power plant/steel plant, etc. ➤ Knowledge of governing quality standards, quality system and procedure, relevant codes and practices. ➤ Exposure to welding procedures and destructive & non-destructive tests will be preferred. ➤ Knowledge of in process/stage and final inspection of various equipment and activities.
Roles & Responsibilities	<ul style="list-style-type: none"> ➤ Shall be primarily responsible for ensuring the quality assurance in project execution works. QA requirements are to be identified from the job specifications and applicable relevant standards and codes. QA group shall be responsible for generating quality consciousness among the Owner, PMC and contractors and provide them with guidelines, road map and references to appropriate processes and procedures for effective quality assurance. The responsibility of QA&I-Mech Engineer during the project planning, Engineering execution and commissioning will include but not limited to the following: <ul style="list-style-type: none"> • Field quality assurance during the day-to-day execution and supervision by the execution department. • Single or multiple visits to the vendor's shop/site as per the requirement. • Carry out Inspections as per agreed Quality plan/Check list/codes and standards as specified in the Scope of Work in the Purchase order/Contract at site/vendor places. • Ensuring the work in accordance to approved WPS, PQR, NDT, PWHT procedures and other Inspection and testing related Procedures. • Randomized checks, surveillance and periodic audits by the QA group / independent agency for ascertaining compliance and effectiveness of the quality system and associated procedures • Realization of quality in construction and erection works, timely reports of exception and quality violations, observations during all stages of construction and erection till initial operations including receipt, storage and preservation.

	<ul style="list-style-type: none"> • Ensuring compliance of quality assurance/quality control plan, procedure clearly indicating stages of inspection with specific reference to witness and review. • Inspection of various equipment/items as per relevant codes, specifications/drawings including witnessing of final acceptance test at vendors works/site. • Follow up & compliance for closure of quality related deviations pertaining to NCR, corrective action request, site deviation request, and field observation reports etc. • Ensure & maintain proper quality control records for site jobs periodically highlighting hold, deviation etc. Coordinate with third party inspection agencies, if any else carryout necessary job inspection. • Assurance that work is being carried out in conformity with applicable requirements including FQPs. • Support in terms of Maintaining and Continually improving the Quality Management System (QMS)
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Position/Level	Engineer (Project Planning & Monitoring)/L1
Qualification	Engineering Graduate in any Engineering discipline with minimum 60% marks
Max Age	30 years
Min Exp	2 years
Work Experience	<ul style="list-style-type: none"> ➤ 1-2 years' experience of project management in Power/Chemical/Fertilizer/Refinery/Steel sector will be preferred ➤ Experience of working on Project Control software like MS Project/Primavera be preferred. • Project Management Professional (PMP) / PRINCE II certification • Excellent written and verbal communication skills. • Organizational skills including attention to detail and multitasking skills
Roles & Responsibilities	➤ Shall be responsible project planning and monitoring.

Position	Executive Grade – 4 (Law)
Upper Age limit	45 years
Minimum Experience	15 years
Minimum Educational Qualification	Bachelor degree in Law (LLB or equivalent-full time degree from recognized Indian University/Institute) with minimum 60% marks. Candidates with 5-year integrated law degree shall be given due preference. Candidates should be registered with Bar council.
Post qualification Experience required	<p>Work Experience from following concerns/areas only shall be considered towards eligibility:</p> <ul style="list-style-type: none"> a) Candidates practicing as an advocate in courts or tribunals b) Candidates working with Law Firms c) Candidates working with Private/ Public Sector Organizations handling Legal functions d) Candidates working with Central/ State Governments handling Legal function <p>Candidate should have experience of working in various areas such as: handling litigation (Civil, consumer and criminal matters) before judicial/quasi-judicial forums, Arbitration conciliation and other dispute resolution mechanisms, Drafting & vetting various legal or contractual documents, providing legal opinions, handling legal matters including issues pertaining to Mergers, Acquisitions & Joint Ventures, Regulatory matters, Industrial/Labour Law matters etc.</p> <p>The Primarily experience criteria for HQ based executives should interalia include exposure to Arbitration and Alternate Dispute Resolution</p>

Position	Executive Grade – 1 (Law)
Upper Age limit	30 years
Minimum Experience	2 years
Minimum Educational Qualification	Bachelor degree in Law (LLB or equivalent-full time degree from recognized Indian University/Institute) with minimum 60% marks. Candidates with 5-year integrated law degree shall be given due preference. Candidates should be registered with Bar council.
Post qualification Experience required	<p>Work Experience from following concerns/areas only shall be considered towards eligibility:</p> <ul style="list-style-type: none"> a) Candidates practicing as an advocate in courts or tribunals b) Candidates working with Law Firms c) Candidates working with Private/ Public Sector Organizations handling Legal functions d) Candidates working with Central/ State Governments handling Legal function <p>Candidate should have experience of working in various areas such as: handling litigation (Civil, consumer and criminal matters) before judicial/quasi-judicial forums, Arbitration conciliation and other dispute resolution mechanisms, Drafting & vetting various legal or contractual documents, providing legal opinions, handling legal matters including issues pertaining to Mergers, Acquisitions & Joint Ventures, Regulatory matters, Industrial/Labour Law matters etc.</p> <p>The Primarily experience criteria for HQ based executives should interalia include exposure to Arbitration and Alternate Dispute Resolution</p> <p>The executives posted at sites must have experience in Labour Laws and Factories Act and Environmental laws.</p>