INDIAN POTASH LIMITED
CIN: U14219TN1955PLC000961
Regd. Office: Seethakathi Business Centre,
1st Floor, 684 – 690, Anna Salai, Chennai - 600 006, India
Phone: 044-42118917 Website: www.indianpotash.org

Details of the Eligibility Criteria for the position of Head Finance – Addl. GM (Grade-III) / GM (Grade – II)

No	Parameters	Eligibility
1	Age	• The candidate shall be 47 years of age or more on the date of advertisement
2	Qualification	• Bachelor's degree + CA/ICWA/MBA (Finance) / PGDM Finance / CPA. • Preferably the above course as applicable shall be full-time, from recognized university/Institute.
3	Nationality	• Indian
4	Experience	• 23+ years of progressive experience out of which at least 8 or more years in strategic finance leadership role heading finance department preferably in a large-scale fertilizer manufacturing / bulk chemicals manufacturing / specialized chemicals or similar industry. • The applicant must, on the date of application, as well as on the date of interview, be employed in a regular capacity in an Organisation with Annual Turnover of Rs. 2,000 Crores or more. The average audited annual turnover of three financial years preceding the year in which the post is advertised shall be considered for applying the approved limits.
5	Position Overview	• As Finance Head of the organization, you are responsible for driving long-term value through strategic financial leadership, risk management, and capital efficiency.

		• You will steer business growth initiatives, ensure regulatory compliance and governance, lead high-impact financial planning, budgeting, and investment decisions. • You will be responsible for building and mentoring a high-performing finance team while upholding transparency, integrity and operational excellence across all financial functions.
6	Responsibilities	**Financial Strategy & Business Planning** • Drive long-term value creation through financial strategy, risk assessment and business planning. Partner with leadership to guide strategic initiatives, Merger & Acquisition, and growth opportunities. • Guide development of robust financial models to support investment decisions, forecasting, and strategic planning. **Capital Allocation, Budgeting & Cost Management** • Lead capital allocation, budgeting, and financial modelling aligned with organizational goals. • Drive cost analysis, budgeting, and operational performance monitoring to ensure financial efficiency. • Lead capex planning, project finance, and cost control for greenfield and brownfield projects. **Fund Management & Cash Flow Optimization** • Oversee fund management, optimize free cash flow, and drive cost efficiency across operations. • Evaluate investments and new projects through rigorous cost-benefit analysis.

		Financial Systems, Controls & Risk Mitigation • Ensure robust financial controls, asset productivity, and risk mitigation frameworks. • Implement modern financial systems and internal controls to enhance transparency and service efficiency. • Lead internal audit planning and execution to strengthen financial controls and enterprise risk management. **Compliance, Governance & Reporting** • Ensure full compliance with statutory, tax, and regulatory requirements. • Oversee corporate governance, board reporting, audit committee matters, and stakeholder relations. • Oversee timely preparation of statutory financial statements in compliance with accounting standards and regulatory norms. • Uphold ethical standards and financial integrity in line with government expectations. **Benchmarking, Performance Monitoring & ESG Integration** • Benchmark financial performance against industry peers and ensure continuous process improvement. • Lead integration of ESG principles and sustainability reporting in finance. **Stakeholder & External Relations** Represent the organization in financial matters with banks, auditors, regulatory bodies, government agencies etc.

		Finance Team Development & People Leadership • Lead and develop a high-performing finance team through effective mentoring, training, and performance management. • Foster a culture of accountability, collaboration, and continuous improvement. • Partner with HR to drive strategic workforce planning and succession pipelines aligned with future skill needs and organizational growth. **Subsidy & Regulatory Management (Fertilizer-Specific)** • Oversee end-to-end management of Fertilizer Subsidy Claims under NBS, Urea Policy, or other Government schemes. • Ensure timely submission, reconciliation, follow-up, and realization of subsidy receivables. • Coordinate with Department of Fertilizers (DoF), Ministry of Chemicals & Fertilizers, and other regulatory bodies. • Manage financial implications of policy changes, pricing controls, and government notifications. *Note: The above responsibilities are indicative, however, performance will be key.*
7	Job Location	Corporate Office, Delhi
8	Work Conditions	• This is a full-time role. As part of a dynamic and evolving organization, you may be relocated in line with business priorities and organizational needs. • You'll be part of a professionally driven and collaborative environment that values integrity, cross-functional

		teamwork, and long-term growth. The role involves regular engagement with senior government / non-government officials and regulatory bodies. • IPL nurtures an inclusive, people-centric culture with strong employee welfare, approachable leadership, and a balanced work-life ethos rooted in its values. While supportive, the role may require extended hours during critical project and compliance milestones.
9	Terms of Appointment	• The appointment for the position of Head Finance – Addl. GM (Grade-III) / GM (Grade – II) shall be for a period of five years from the date of joining or up to the date of superannuation, whichever is earlier. • The initial appointment will be on Probation for a period of six months and based on the performance of the incumbent he/she could be confirmed to the position of the Head Finance – Addl. GM (Grade-III) / GM (Grade – II) of IPL.
10	Remuneration	Shall commensurate with skills, experience and market trends.

Note:

1. ***The overall responsibilities listed above are an illustrative list and not an exhaustive list. Additional responsibilities may be added from time to time depending on organizational requirements.***

2. ***Terms and Conditions of appointment may vary in any manner with any other employees of the Company as per discretion of the Company.***

3. ***Management reserves the right to cancel / restrict / enlarge / modify / alter the recruitment / selection process without assigning any reason thereafter.***

4. ***Canvassing in any form shall disqualify the candidate for the selection process.***

5. ***Relaxation in age or experience may be considered for exceptionally qualified or high-potential candidates, at the discretion of the management.***

PRESCRIBED FORMAT FOR COLLECTION OF DATA FOR

THE POSITION OF Head Finance – Addl. GM (Grade-III) / GM (Grade – II)

INDIAN POTASH LIMITED

PARTICULARS	**DATA FOR THE POSITION OF** **Head Finance -** **Addl. GM (Grade-III) / GM (Grade – II)**
Name of the Candidate	
Date of Birth & Age as on 01st September 2026	
Name of the Company [Public Sector / Cooperative Sector / Private Sector]	
Present Designation [Duration]	
Present Job Profile	
Reporting Officer	
Average Audited Annual Turnover of the company of three Financial Years ended on March 2026	
Turnover of the Company in Fertiliser Product as on March 2026	
Special accomplishment, if any	

Position in last 8 years in the following areas:

S. No.	Period From - To	Name of the Company	Designation	Reporting to whom	Job Profile

Note: The Application along with the data in the prescribed format should be provided on or before 30th September 2026 through an email at **recruitmentipl@potindia.com** only.

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