

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 Projects & Diversifications – Addl. GM (Grade-III) /
GM (Grade-II)**

No	Parameters	Eligibility
1	Age	The candidate shall be 45 years of age or more on the date of advertisement.
2	Qualification	- B.E. / B. Tech in any discipline with experience in Fertilizer / Chemical / Sugar Industry - Preferable: M.E. / M. Tech or Full-time MBA / PGDM - Preferably the above course as applicable shall be full-time, from recognized university/Institute.
3	Nationality	Indian
4	Experience	22+ years of total experience, with at least last 5-7 years in a strategic project leadership role overseeing end-to-end execution of Greenfield /Brownfield /Expansion / Revamp projects in large-scale manufacturing environment, preferably in the Sugar &/or Fertilizer Industry.
5	Position Overview	As Head of Projects & Diversification, the incumbent shall ensure timely and cost-effective delivery of all projects with full accountability. Optimize resource allocation, enforce strict adherence to approved budgets and schedules, and oversee procurement and vendor management to ensure quality, safety, and timely execution. Proactively manage project risks, ensure compliance with safety,

		environmental, and regulatory standards, and maintain strong relationships with key stakeholders and regulatory authorities. Champion sustainable practices and continuous improvement initiatives, while developing and mentoring a high-performing team aligned with organizational objectives and succession planning.
6	Responsibilities	Project Planning & Execution Leadership • Lead and ensure timely, efficient execution of all project activities with full team accountability. • Monitor progress, manage manpower, and optimize resource allocation to meet targets. • Report project status and critical issues to senior management, driving swift resolution. Conduct cost reviews, resolve interdepartmental issues, and remove execution bottlenecks. • Develop contingency plans to mitigate risks and manage emergencies proactively. • Implement mechanisms to handle routine hindrances, minimizing senior management escalations. Budget, Procurement & Resource Management • Enforce strict budget and timeline adherence; achieve cost savings via strategic negotiations. • Lead procurement within budget, ensuring quality and timely delivery of materials and services. • Oversee selection and management of Detail Engineering Contractors, vendors, and subcontractors.

		Technical, Quality & Compliance Oversight • Ensure quality control aligned with technical standards and best practices. • Ensure all project activities meet safety, environmental, and statutory requirements from project inception to commissioning including zero incidents. • Enforce safety, environmental, and regulatory compliance aiming for zero incidents. • Drive sustainable construction aligned with ESG and corporate policies. • Liaise with internal teams, regulators, and agencies to ensure compliance and timely approvals. • Monitor contractor compliance with IMS, permit-to-work, and HAZOP/HAZAN protocols. • Engage with government authorities for timely clearances and regulatory alignment. Digital Project Management & Progress Analytics • Adopt modern project management to monitor timelines, resource usage, and cost performance. • Drive digital project reporting through real-time dashboards and mobile-enabled updates. • Leverage Earned Value Analysis (EVA) and Key Performance Indicators (KPIs) to identify slippages early and enable proactive course correction.
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		Stakeholder & Communication Management • Track schedules and milestones through regular stakeholder meetings for clear progress visibility. • Use project management tools and critical path methods to plan and manage tasks effectively. • Build strategic relationships with regulators, contractors, and local communities to facilitate smooth project execution. Team Leadership & Capability Building • Lead and develop a high-performing project execution team through effective mentoring, training, and performance management. • Foster a culture of accountability, collaboration, and continuous improvement across the project ecosystem. • Partner with HR to drive strategic workforce planning, capability building, and succession pipelines aligned with future skill needs. Learning & Continuous Improvement • Conduct post-project reviews to capture lessons learned and implement enhancements in future project execution cycles. <i>Note: The above responsibilities are indicative, however, performance will be key.</i>
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 Projects & Diversifications – 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 Projects & Diversifications – 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 (Projects & Diversifications) – Addl. GM (Grade-III) /
GM (Grade-II)
INDIAN POTASH LIMITED

PARTICULARS	DATA FOR THE POSITION OF <u>Head Projects & Diversifications – Addl. GM (Grade-III) / GM (Grade-II)</u>
Name of the Candidate	
Date of Birth & Age as on 01 st 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 5 – 7 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 recruitmentpl@potindia.com only.
