Indian Potash Limited (IPL) Job Description – HOD(CANE)	
About IPL	Indian Potash Limited (IPL) is a Leading Public Limited Company promoted by Co-operative Sector, Public Sector & Private Sector Companies of Fertilizer Industry, Leader in importing various Bulk Fertilizers, Operating 19 Production Units in the fields of Sugar, Ethanol, Bio-CNG, Single Super Phosphate, Dairy and Cattle Feed along with revival of Sugar Mills across the country and advancing towards additions of chemicals in its value chain. We are committed to sustainable development, technological innovation, and contributing to the national growth agenda. IPL offers a purpose-driven environment with a strong commitment to sustainability, employee development, and nation-building. As a leader, the incumbent will have the opportunity to influence high-impact projects and shape the organization's growth trajectory.
Post Name	HOD – Cane
Age Criteria	42 - 50 years
Qualification	**Preferable:** M.Sc (Agriculture)
Experience	20 years
Position Overview/Role/ Key Responsibilities :	1. Responsible for planning, implementing, and achieving variety-wise sugarcane planting targets, preparing and controlling cane development budgets, and managing divisional offices, cane surveys, field trials, demonstrations, subsidies, agro-input sales, and pest and disease control activities. 2. Oversee sugarcane development activities and extension programs to promote modern agricultural practices, improved varieties, scientific cultivation methods, efficient resource utilization, and sustainable farming techniques to enhance sugarcane productivity and recovery.

	3. Manage cane purchase centers, transportation arrangements, weighing infrastructure, and supply chain logistics to ensure the timely, efficient, and uninterrupted supply of healthy, fresh sugarcane to the factory throughout the crushing season. 4. Ensure compliance with the Sugarcane Supply Act, applicable rules, government regulations, statutory requirements, and company policies at mill gates and cane purchase centers, maintaining transparency and accuracy in cane procurement, weighing, payment, and related operations. 5. Responsible for liaisoning with government officials, district administration, sugarcane development authorities, and cane growers; coordinating with other departments; and maintaining strong relationships with farmers, village representatives, and rural communities associated with the sugar factory. 6. Oversee staff training and development, manpower planning and deployment, performance monitoring, cane cost budgeting and control, and management information system (MIS) reporting to improve operational efficiency, accountability, and departmental performance. 7. Monitor and coordinate legal cases related to sugarcane matters before the Lucknow and Allahabad High Courts, ensuring timely follow-up with legal counsel, preparation and submission of relevant records, compliance with court orders, and coordination with concerned departments. 8. Plan and monitor cane area development, grower registration, cane reservation, supply scheduling, and yield estimation activities to ensure adequate availability of sugarcane for the factory, minimize supply gaps, and optimize the utilization of crushing capacity. 9. Monitor sugarcane quality, varietal performance, field productivity, cane maturity, and recovery-related parameters; implement corrective measures to improve cane quality, reduce harvesting and transportation losses, and ensure the supply of mature and disease-free cane.

	10. Prepare periodic operational reports, review divisional performance, monitor budget utilization and key performance indicators, resolve farmer grievances, and implement improvement measures in coordination with factory management to achieve cane development, procurement, cost control, and overall organizational objectives.
Job Location	Badamba, Odisha / Raiyam & Sakri Bihar.
Work Conditions	This is a full-time role, you may be relocated in line with business priorities and organizational needs. 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.
Remuneration	Negotiable / no constraint for right candidate

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 organisational 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.***

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