Job Description

Position: Plant Head
Location: Sanghol, Fatehgarh Sahib, Punjab
Reporting To: CEO, PAGREXCO
Employment: Direct Contract

1. Job Purpose

The Plant Head will be responsible for the overall technical, production, operational and administrative management of the Sanghol Food Processing Plant. The incumbent will lead the efficient, safe and economical functioning of existing processing operations and provide technical leadership for the ongoing expansion of the plant from approximately 18 MT/day to 45 MT/day.

The position will also play a key role in the installation, commissioning, stabilization and operationalization of new processing facilities and in establishing efficient systems for the proposed diversification into multigrain atta, dalia, cereals, gram flour and other allied food-processing and value-addition activities.

2. Key Responsibilities

A. Overall Plant Operations

- Take overall responsibility for the day-to-day technical and operational functioning of the Sanghol Plant.
- Ensure smooth, uninterrupted and efficient operation of wheat milling, rice processing, pulse packing and other food-processing activities.
- Establish and maintain effective operating procedures, production systems and operational controls.
- Monitor plant performance against production, efficiency, quality, cost and operational targets.
- Ensure optimum utilization of plant, machinery, manpower, raw materials and other resources.

B. Production Planning & Management

- Prepare and implement production plans in line with business requirements and available resources.
- Monitor production output, machine utilization, plant capacity and operational efficiency.
- Identify bottlenecks in production processes and implement corrective measures.
- Ensure timely completion of production schedules while maintaining prescribed quality and safety standards.
- Monitor process losses, wastage and yield and implement measures for their reduction.

C. Plant Expansion & Project Implementation

- Provide technical leadership for the ongoing expansion of plant capacity from 18 MT/day to 45 MT/day.
- Coordinate installation of new machinery, equipment and processing lines.
- Supervise and coordinate trial runs, commissioning, stabilization and operationalization of new facilities.

- Work closely with vendors, consultants, technical agencies and internal stakeholders during project implementation.
- Ensure proper integration of new machinery/process lines with existing plant infrastructure and operations.
- Identify and resolve technical and operational issues arising during commissioning and stabilization.

D. Food-Grain Processing & Process Optimization

- Supervise and optimize processes relating to wheat flour milling, rice processing, pulses/dal processing and other food-grain processing activities.
- Support implementation of proposed processing facilities for multigrain atta, dalia, cereals, gram flour and other value-added products.
- Review existing processes and identify opportunities for improvement in productivity, yield, quality and energy efficiency.
- Introduce appropriate process controls and standard operating practices for consistent production performance.

E. Machinery & Maintenance Management

- Ensure proper operation and utilization of plant machinery and equipment.
- Coordinate preventive, predictive and breakdown maintenance activities.
- Minimize machinery downtime through timely identification and resolution of technical issues.
- Coordinate with maintenance teams and equipment suppliers for repairs, servicing and technical support.
- Ensure proper commissioning and performance validation of newly installed machinery.
- Experience with modern milling systems, particularly Bühler wheat milling machinery/AlPesa technology, will be an added advantage.

F. Quality & Food Safety

- Ensure adherence to prescribed quality standards throughout the production process.
- Coordinate with Quality/QA teams for process control, testing and quality assurance.
- Ensure implementation of appropriate food-safety practices and hygiene standards.
- Identify quality deviations and implement corrective and preventive actions.
- Maintain consistency in product quality across different processing lines.

G. Manpower Management

- Plan and manage manpower deployment according to production and operational requirements.
- Allocate duties and responsibilities to plant personnel effectively.
- Monitor workforce productivity, discipline and attendance.
- Identify manpower and skill requirements arising from expansion and diversification.
- Ensure adequate training and development of plant personnel in operational, technical and safety requirements.

H. Cost Control & Resource Optimization

- Monitor production costs and identify opportunities for cost reduction.
- Minimize process losses, wastage, energy consumption and avoidable downtime.
- Ensure optimum utilization of raw materials, machinery, manpower and utilities.

- Monitor operational expenses and support initiatives for improving overall plant economics.

I. Safety & Statutory Compliance

- Ensure compliance with applicable statutory, safety and operational requirements relating to plant functioning.
- Promote a strong safety culture across the plant.
- Ensure safe operating practices, use of appropriate PPE and adherence to safety procedures.
- Identify operational and workplace risks and take appropriate preventive measures.
- Coordinate with concerned departments/agencies for statutory inspections and compliance requirements.

J. Inventory & Material Coordination

- Coordinate with concerned departments for timely availability of raw materials, packaging materials, consumables, spares and other operational requirements.
- Monitor inventory levels and ensure efficient utilization of materials.
- Coordinate with stores/procurement teams to avoid production interruptions due to material shortages.
- Support implementation of appropriate inventory and material-control practices.

K. Reporting & Performance Monitoring

- Monitor and report key plant performance indicators including production, capacity utilization, yield, process losses, downtime, quality and operational efficiency.
- Prepare periodic operational reports for management.
- Highlight major operational, technical and maintenance issues to the competent authority along with appropriate corrective measures.
- Provide regular updates regarding expansion, commissioning and stabilization of new processing facilities.

3. Key Competencies

The candidate should demonstrate:

- Strong knowledge of food grain processing and manufacturing operations
- Experience in plant management and production operations
- Production planning and process optimization skills
- Knowledge of modern wheat milling/grain processing systems
- Plant expansion and project execution capability
- Machinery installation and commissioning experience
- Problem-solving and troubleshooting ability
- Knowledge of quality and food-safety systems
- Preventive and breakdown maintenance coordination
- Manpower planning and team management
- Cost control and process-loss reduction
- Safety and statutory compliance awareness
- Strong coordination, communication and leadership skills

4. Preferred Technical Exposure

- Wheat flour milling

- Rice processing
- Pulses/dal processing
- Multigrain atta processing
- Dalia/cereal processing
- Gram-flour processing
- Modern grain-processing systems
- Bühler milling machinery
- **AlPesa technology**
- Installation and commissioning of new processing machinery
- Plant capacity expansion and stabilization

5. Key Performance Areas (KPAs)

The Plant Head's performance may be assessed with reference to:

1. Production achievement and plant capacity utilization
2. Successful expansion from 18 MT/day to 45 MT/day
3. Timely commissioning and stabilization of new processing lines
4. Production efficiency and process optimization
5. Reduction in process losses and wastage
6. Machinery uptime and reduction in breakdowns
7. Product quality and food-safety compliance
8. Cost and resource optimization
9. Effective manpower deployment and productivity
10. Safety and statutory compliance
11. Smooth integration of new processing activities
12. Overall operational performance of the Sanghol Plant

6. Educational Qualification & Experience

- B.E./B.Tech. in Food Technology / Food Processing / Food Engineering / Mechanical Engineering or equivalent relevant qualification.
- Minimum 5 years' relevant experience in food grain processing or manufacturing plant operations, preferably at supervisory or managerial level.

Desirable:

- Experience in wheat milling, rice processing or other food grain processing operations.
- Experience in installation, commissioning, trial runs, stabilization and operationalization of new machinery or production lines.
- Exposure to Bühler machinery/AlPesa technology.