



One of India's leading producers of fertilizers and industrial chemicals,

We are transforming our business through focus on Collaboration beyond boundaries, Relentless Focus on Results, Innovation, and unflinching commitment to deliverables and promises.

We are looking for individuals who enjoy working outside their comfort zone and are ready to accept challenges. We believe in achieving excellence in whatever we do. For this we provide a great degree of support through a combination of best of the systems & processes, employees' capability building and their well-being.

We also place a considerable weightage to individuals who are proactive & self-motivated and have good inter-personal & social skills and have the ability to work in teams.

JOB DESCRIPTION

Designation: MANAGER

Function: ELECTRICAL

Location: DAHEJ

Sector: MANUFACTURING

Purpose of the Job:

- To develop plan & oversee cost effective execution of maintenance strategies to ensure reliability & availability of plant equipment to achieve business targets of WNA & CNA
- To develop the system for achieving zero accident by complying all legal & statutory compliances.
- To prepare and compliance of the maintenance budgets based on personal & equipment safety as per plant requirement which will achieve the organisational targets.

Overview/ Responsibilities: As a Security Officer, you will be expected to:

<i>Key Accountabilities for the position</i>	<i>Major Tasks for the position</i>
<ul style="list-style-type: none">• Plan & implement maintenance strategies to improve plant equipment reliability & availability to meet budgeted production	<ul style="list-style-type: none">• Prepare & control operating & capital budget. Act as discipline champion for all related revenue & capital expenditure proposals• Develop, provide & review scopes of work & technical content for contracts management & procurement of equipment / materials.• Evaluate & review plant performance, identify opportunities for resource conservation (Energy, raw material, specific consumption etc.) & optimization to improve profitability.• Proactively identifying areas of obstruction / breakdowns & initiate steps to rectify the equipment through application of latest maintenance practices.• Promoting improvements in asset reliability & availability through improvements.

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	Identify opportunities for reduction in maintenance cost.
<ul style="list-style-type: none"> Build a capable & motivated team at the functions to create high performance team environment 	<ul style="list-style-type: none"> Recruitment of right talent as per defined recruitment guidelines. Develop skill & competency matrix to identify improvement needed. Develop team members through structured training & on the job coaching. <ul style="list-style-type: none"> Establish performance expectations & regularly review individual performance.
<ul style="list-style-type: none"> Establish Departmental objectives for Electrical & Instrumentation in line with corporate objectives 	<ul style="list-style-type: none"> Set individual KRAs in line with department objectives. Plan & initiate actions to achieve department objectives by monitoring & periodic review of department performance. <ul style="list-style-type: none"> Review MIS & submit to higher management with value addition.
<ul style="list-style-type: none"> Propose, plan & oversee timely implementation of improvement schemes / modifications / growth projects to improve profitability as organisational objective. 	<ul style="list-style-type: none"> Review engineering design & modification schemes along with Engineering Head & Unit Head Direct overall activities pertaining to procurement, erection & commissioning of improvement projects. Identify critical path & initiate actions for timely completion of projects. <ul style="list-style-type: none"> Monitor & control financial resources to complete project within allocated capital budget.
<ul style="list-style-type: none"> Develop & establish system for statutory compliance pertaining to Electrical & Instrumentation. 	<ul style="list-style-type: none"> Identify & evaluate statutes pertaining to functions. Review & monitor timely compliance of all applicable statutes Develop & maintain relations with various statutory authorities <ul style="list-style-type: none"> Report status of statutory compliance to higher management.
<ul style="list-style-type: none"> Establish various management systems to achieve business results 	<ul style="list-style-type: none"> Develop & implement various management systems such ISO 9001, ISO 14001 & OHSAS 18000 <ul style="list-style-type: none"> Develop continual quality improvement initiatives like 5S, TPM in conjunction with Manufacturing Head.
<ul style="list-style-type: none"> Educational qualifications 	<ul style="list-style-type: none"> Total years of experience
BE Electrical / Instrumentation with 10-15 years in plant maintenance / engineering services / utilities operation in continuous process plants (Petrochemicals/ Chemicals / Refinery / Fertilisers)	<ul style="list-style-type: none"> Shall have minimum 5 years of experience in similar role. Shall have experience on HT equipment's & plant utility. Shall have work experience of DCS, PLC's & field instrumentation. Knowledge on statutory and legal compliances
Technical /functional expertise:	

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- Team building, interpersonal skills.
- Conversant with development in his sphere of work in other similar industries.
- Knowledge of SAP system.
- Cost reduction and cost control.
- Skills for administration and effective monitoring of department function.
- Knowledge of power plants, control systems, Electrical distribution systems, rotary equipment
- Evaluation of financial options
- Knowledge of best HSE practices.
- Benchmarking on industry Practices & their applicability for DFPCL operations
- Knowledge of statutory regulations pertaining to Engineering functions.
- Knowledge of various management systems such as ISO 9001 , ISO 14001 , OHSAS 18000 etc
- Knowledge of Energy conservation measures
- Project management skills.

Behavioural Competencies (List only 3- 5 specific behavioural competencies)

State behavioural competencies required to function effectively at this position

- Decision making
- Inspirational leadership
- Strategic outlook and alignment.
- Team building
- Innovative

Personality (List only 3- 5 specific personality characteristics)

- Leadership capabilities.
- Analytical thinking & problem-solving ability
- Drive for results
- Transformational skills
- Business acumen.

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