



PLANT HEAD – MANUFACTURING

LOCATION: BOISAR, MAHARASHTRA



YOUR RESPONSIBILITIES:

The Plant Head is responsible for end-to-end management of manufacturing operations at the specialty chemicals plant, ensuring safe, compliant, cost-effective, and high-quality production while driving operational excellence, continuous improvement, and team development.

Essential Functions:

- Strong understanding of chemical processes and reaction chemistry
- Leadership and people management
- Process safety and risk management
- Cost control and operational excellence
- Regulatory and audit readiness
- Data-driven decision making

Operations & Production:

- Lead and manage all plant operations including production, maintenance, utilities, and warehousing.
- Ensure achievement of production targets with optimal utilization of manpower, materials, and equipment.
- Implement batch process controls and optimize yields for specialty chemical products.
- Drive reduction in cycle time, losses, and reprocessing.
- Safety, Health & Environment (SHE)
- Ensure strict adherence to EHS policies, statutory regulations, and best practices.
- Promote a strong safety culture; lead HAZOP, risk assessments, and incident investigations.
- Ensure compliance with local environmental norms, effluent treatment, waste handling, and audits.

Quality & Compliance:

- Ensure compliance with ISO, GMP, Responsible Care, REACH, or customer-specific standards as applicable.
- Work closely with QA/QC to ensure right-first-time production and minimal deviations.
- Lead internal and external audits and ensure timely closure of observations.

Cost & Productivity Management:

- Control manufacturing costs including RM consumption, utilities, maintenance, and manpower.
- Drive process optimization, debottlenecking, and cost-reduction initiatives.
- Prepare and manage plant budgets and CAPEX/OPEX plans.

Maintenance & Engineering:

- Ensure high equipment reliability and uptime through preventive and predictive maintenance.
- Lead CAPEX projects including new reactors, process scale-up, and plant expansions.
- Coordinate with engineering teams on technology transfer and scale-up from R&D.

People Management:

- Lead, mentor, and develop production, maintenance, and EHS teams.
- Build a performance-driven culture with clear KPIs, training, and succession planning.
- Maintain healthy industrial relations and compliance with labor laws.
- Stakeholder Coordination
- Interface with R&D, Supply Chain, QA, Regulatory, and Commercial teams.
- Support customer audits, technical discussions, and trial production when required.



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YOUR QUALIFICATIONS:

- BE/B.Tech in Chemical Engineering
- Experience: 20 - 25 yrs. of experience in specialty chemicals manufacturing
- Minimum of 8 to 10 years of experience in in a plant leadership role, Strong exposure to batch chemical processes, multi-product plants, and scale-up
- Remarks: Compensation will be aligned with industry standards and commensurate with the candidate's experience and qualifications.

HAVE WE SPARKED YOUR INTEREST ...?

We look forward to receiving your application – apply now.

Kindly send your application to:

dileep.nair@pulcrachem.com

We look forward to hearing from you.

