Job Description

Position: Unit Head

Reporting To

Head - Operations

Location

Dahej SEZ, Gujarat

Qualification

B.E./M.E. in Chemical Engineering

Experience

15-20 Years in Specialty Chemicals, Fine Chemicals, Agrochemicals, Multi-Purpose Chemical Manufacturing Plants.

Role Purpose

To provide strategic and operational leadership for the Dahej manufacturing unit by ensuring world-class standards in Safety, Quality, Delivery, Cost, Sustainability, Compliance, and People Development. The role is accountable for end-to-end plant operations, driving operational excellence, maximizing asset utilization, ensuring regulatory compliance, and delivering business objectives in a multi-product specialty chemical manufacturing environment.

Key Responsibilities

1. Manufacturing & Operational Excellence

- Lead and manage end-to-end manufacturing operations of the Dahej SEZ facility.
- Ensure achievement of production targets in terms of volume, quality, cost, and delivery commitments.

- Maximize plant throughput through optimum utilization of manpower, equipment, utilities, and resources.
- Drive continuous improvement initiatives through Lean Manufacturing, TPM, Kaizen, 5S, Six Sigma, and TQM practices.
- Ensure smooth execution of multipurpose plant operations with frequent product changeovers.
- Optimize batch cycle times, yield improvement, productivity enhancement, and reduction in manufacturing costs.
- Drive process standardization and implementation of best manufacturing practices.

2. Safety, Health & Environment (SHE)

- Champion "Safety First" culture across the site.
- Ensure compliance with Process Safety Management (PSM) requirements for hazardous chemical operations.
- Drive Zero Harm, Zero Incident, and Zero Spill objectives.
- Lead risk assessment studies, HAZOP implementation, emergency preparedness, and incident investigations.
- Ensure statutory compliance pertaining to hazardous chemicals, occupational health, and environmental regulations.
- Promote safe handling of chemicals such as bromine, chlorine, ammonia, hydrogen, hydrogen peroxide, epichlorohydrin, and other hazardous substances used at the site.

3. Quality & Customer Excellence

- Ensure compliance with customer quality requirements and product specifications, including PPM and ultra-pure chemical standards.
- Drive Right-First-Time manufacturing and reduction in customer complaints.
- Support customer audits, regulatory inspections, and quality certifications.
- Collaborate with QA/QC and R&D teams for robust product commercialization and process validation.
- Enhance operational systems to consistently meet global customer expectation, their visits & audit compliances

4. Regulatory, Legal & Compliance Management

- Ensure compliance with Factory Act, GPCB, CPCB, SEZ regulations, PESO requirements, and other statutory obligations.
- Lead IMS implementation and continuous compliance with ISO 9001, ISO 14001, and ISO 45001 standards.
- Maintain effective liaison with government authorities and regulatory agencies.
- Ensure completion of all statutory audits and closure of observations.

5. Engineering, Maintenance & Projects

- Ensure reliability and availability of plant equipment through preventive and predictive maintenance systems.
- Partner with Engineering teams for modernization, debottlenecking, automation, and capacity enhancement projects.
- Lead capital investment projects, process improvements, and plant modifications.
- Drive energy efficiency and utility optimization initiatives.

6. Cost Management & Profitability

- Manage manufacturing cost, conversion cost, utility consumption, and productivity KPIs.
- Improve yields, minimize process losses, waste generation, and reprocessing costs.
- Develop annual operating budgets and monitor operational financial performance.
- Drive sustainable manufacturing practices and resource optimization.

7. Leadership & People Development

- Build a high-performance culture through coaching, mentoring, and capability development.
- Drive employee engagement, skill development, succession planning, and retention initiatives.
- Foster cross-functional collaboration among Production, Engineering, EHS, Quality, SCM, and HR teams.
- Promote Tatva Chintan's values of Safety, Integrity, Innovation, Ownership, and Customer Focus.

8. Stakeholder & Community Relations

- Maintain positive relationships with local communities, village representatives, regulatory authorities, and industrial associations.
- Support CSR and sustainability initiatives around the manufacturing location.
- Build a positive employer brand and community goodwill.

Key Performance Indicators (KPIs)

Safety

- Zero Fatality
- LTIFR Reduction
- Process Safety Incident Index
- Safety Audit Compliance

Manufacturing

- Production Achievement (%)
- Capacity Utilization (%)
- OEE Improvement
- Yield Improvement (%)
- Batch Cycle Time Reduction

Quality

- Customer Complaints
- Right-First-Time Manufacturing
- Rejection and Rework Reduction

Cost

- Manufacturing Cost per MT
- Utility Consumption
- Waste Reduction
- Inventory Accuracy

Compliance

- Zero Regulatory Non-Compliance
- Audit Closure Effectiveness
- IMS Compliance Score

People

- Employee Engagement Score
- Training Hours per Employee
- Attrition Rate
- Productivity per Employee

Required Competencies

Technical Competencies

- Specialty Chemical Manufacturing
- Multipurpose Plant Operations
- Batch Processing Technologies
- Process Safety Management
- Hazardous Chemical Handling
- Electrochemistry and Continuous Flow Operations (preferred)
- Quality Systems and Regulatory Compliance

- Project & Engineering Management

Leadership Competencies

- Strategic Thinking
- Execution Excellence
- Decision Making
- Team Building & Coaching
- Conflict Resolution
- Stakeholder Management
- Change Management
- Business Acumen

Preferred Candidate Profile

- Proven track record of leading large specialty chemical manufacturing facilities.
- Experience in export-oriented manufacturing environments catering to global customers.
- Exposure to complex chemistries, multipurpose plants, hazardous chemical operations, and stringent quality requirements.
- Stable career progression with minimum 3+ years tenure in major organizations.
- Strong people leadership and cross-functional management capability.
- Willing to reside with family in Bharuch / Ankleshwar region.

To know more about Tatva Chintan

https://www.linkedin.com/company/7032807/admin/dashboard/

https://www.tatvachintan.com/

https://www.youtube.com/watch?v=3ppQFFB3ivQ

https://www.youtube.com/watch?v=8pzBWPw6e-U