JOB DESCRIPTION · AH-0250

AgriHires

Head – Factory Operations (Seed Processing Plant)

THE ROLE

Post	Head – Factory Operations (Seed Processing Plant)
Company	Tulasi Seeds Pvt Ltd
Location	Guntur, Andhra Pradesh
Experience	12–18 years in plant operations, including at least 5 years heading a plant or major processing unit
Salary	Not disclosed

ABOUT THE JOB

Tulasi Seeds Pvt Ltd (est. 1994), headquartered in Guntur, researches, produces, processes and markets hybrid and research seeds of cotton, maize, chilli, paddy and bhendi. The Head – Factory Operations will run the seed processing plant and warehouses and report to the Managing Director. The post is a P1 immediate priority and is a full-time, permanent role.

WHAT THE JOB INVOLVES

- Plan and run receipt, drying, cleaning, grading, delinting (cotton), treating, packing and labelling of seed as per the season plan.
- Achieve throughput and packing targets for the peak season, planning shifts, manpower and machine capacity.
- Ensure correct lot identification, labelling and MRP/traceability, including the SATHI portal where applicable.
- Work with QC so germination, physical purity, moisture and seed-treatment standards are met before dispatch.
- Maintain the in-house seed testing lab and NABL/ISTA-aligned practice, and handle quality deviations and root-cause analysis of processing-linked field complaints.
- Manage raw-seed and finished-goods warehouses, cold/conditioned storage and carry-over stock, and keep accurate stock records in the ERP.
- Plan dispatches with Sales and Logistics to meet state-wise season timelines, and control returns handling and re-processing.
- Run preventive maintenance for processing lines, dryers, delinting plant, packing machines and utilities, and plan off-season overhauls.
- Control processing cost per quintal, packing material usage, power and labour cost.
- Drive 5S, lean and automation projects and recommend capital investments such as new packing lines and optical sorters.
- Ensure compliance with the Factories Act / OSH Code, fire safety, pollution control, seed-treatment chemical handling and contract labour rules.
- Lead supervisors and the seasonal workforce, and maintain audit-ready records for seed inspectors and certification agencies.
- In the first 90 days, map plant capacity, bottlenecks and cost per quintal, prepare the season processing

and dispatch plan, and close critical safety gaps.

WHAT THEY WANT

- B.Tech / B.E. (Mechanical / Agricultural / Industrial Engineering) or B.Sc.(Ag) / M.Sc. Seed Science & Technology.
- MBA / PG Diploma in Operations or Diploma in Industrial Safety is desirable.
- 12–18 years in plant operations, with at least 5 years heading a plant or major processing unit.
- Seed processing plant experience (cotton delinting, maize/paddy processing) strongly preferred; agro-processing, food or FMCG plant experience considered.
- Experience managing large seasonal / contract workforces.
- Exposure to ERP-based inventory and production planning.
- Lean / Six Sigma Green Belt, ISO 9001 internal auditor or industrial safety certification is desirable.
- Telugu (fluent) and English (working); Hindi useful.
- Hands-on, firm people leader who stays calm under peak-season pressure.
- Must be available for extended hours during peak processing season.
- Travel of 10–15% to third-party processors and storage sites.

HOW TO APPLY

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