

Jagan Compost & Warehouse Pvt Ltd — Plant Manager (Engineering, Utilities & Maintenance): Job Profile and Job Description

Version 1.2 · 17 October 2026 · for the recruitment agency · Location: Dholpur, Rajasthan (integrated button-mushroom farm, 51 growing rooms, under construction — plant start-up December 2026, full capacity 2027) · Joining required by 1 December 2026.

1. The position in one paragraph

The Plant Manager owns every machine and every engineering service on the farm — the ammonia chilled-water plant ($\approx$ 1,000 TR, three 315 kW reciprocating compressor sets, plate chillers, evaporative condensers), 51 air-handling units, the electrical installation (transformer, DG sets, panels, VFDs, SCADA), water plant (softener, RO, STP/ETP, pumps), boiler and steam, the compost yard's blowers, tunnel fans and casing-yard equipment, the loaders, JCBs and tractors, the cold room, fogging, fire system, the canning unit's and spawn lab's plant when they come, the old cold storage's machine room, and the buildings' services. In one line: every machine on the property that turns, heats, cools, pumps or switches is his. He is accountable for their availability, their energy use, their safety and their upkeep, with his own team of supervisors, operators and technicians. He joins during erection, witnesses the commissioning with the makers' engineers, and then runs the plant. He reports to the Managing Director; he works alongside the Farm Manager (production and farm management) and the Head of Sales — he is not under either of them, and they are not under him.

2. Where the role sits

Reports to	Peers	His department (Phase-1 strength; grows with Phase-2)
Managing Director (weekly one-page report; monthly review)	Farm Manager — production, labour, farm administration; Head of Sales — sales and business growth	Machine-room in-charge (ITI/diploma, ammonia) with 5 plant operators (2 per 12-hour shift + 1 reliever for weekly offs) · old cold storage machine room: 3 operators (1 per 12-hour shift + reliever) · licensed Electrical supervisor + 1 ITI electrician · 1 mechanical fitter · 1 plumber · workshop/stores helper · the automation, ERP and makers' service engineers as needed

Machines versus drivers: every machine belongs to the Plant Manager — its fitness, maintenance, fuel and oil log, licences and insurance, and the standard that only trained men operate it. The JCB operators, loader operators and tractor drivers are rostered day to day by the Farm Manager's yard supervisor, because their work is production work (compost turning, filling, emptying); the Plant Manager certifies each of them as fit to operate and can stop any of them from using a machine. One machine log, one fuel log, one boss for the machine — one boss for the day's work.

What 'nothing ever breaks down' means in practice: a preventive-maintenance calendar run on its dates, a spares stock that never causes a stoppage, operators who log readings every shift and report the first abnormal sound or reading — measured as unplanned stoppage hours per month, not as a promise.

Rule of the house: production tells the plant what room conditions it needs; the plant delivers them. Disagreements go to the Managing Director in writing, once a week, not daily.

3. What he is accountable for

Area	Accountability	Measured by
Plant availability	Cooling, air, water, power and steam available to the growing rooms and the compost yard 24 × 7; planned stoppages only at agreed times	room temperature / humidity / CO ₂ within band $\geq$ 99 % of hours; unplanned stoppage hours per month

Commissioning and take-over (Dec-2026 – Feb-2027)	Witnesses every test with the makers' and the erector's engineers; signs the test records; collects manuals, drawings, certificates and spares lists; raises every defect in writing until closed	defect list closed; as-built documents complete; performance test passed
Maintenance	Preventive-maintenance calendar for every asset from day one (makers' schedules); daily plant log; breakdown response; AMC contracts managed (compressors, panels, SCADA, boiler, RO/STP)	PM tasks done on date $\geq 95\%$; breakdown repeat rate; log kept daily
Energy	kW per tonne of refrigeration within the guaranteed figure; condenser water chemistry; AHU filter and coil regime; power-factor and demand	monthly kW/TR, kWh per kg of mushroom, water m ³ per day
Safety and statutory	Ammonia emergency plan, drills every quarter, gas-detection and ventilation tested monthly; PESO / Factories / Electrical Inspector / Boiler / Pollution-board compliance and inspections; work permits for hot work and confined space	zero reportable incidents; all licences current; drill records
Spares and stores	Critical-spares list and minimum stock; indents in time; no bypass of the stores system	stock-outs causing stoppage: zero
Team	Hires, trains and rosters the plant team; operators certified on ammonia handling; shift hand-over discipline	trained-operator coverage every shift
Records and systems	Everything in the plant ERP / SCADA — logs, PM, breakdowns, spares, energy; the Monday one-page report	report on time every week
Projects	Engineering side of Phase-2 (27 more rooms, 4th compressor set), solar + storage, future canning/spawn-lab utilities — with the design office and vendors	scope delivered on date and budget

4. Authority and its limits

- Stops any unsafe work or any work that departs from the issued drawing — on the spot, in writing.
- Approves maintenance and spares spending within the monthly budget set by the Managing Director; above it, in writing to the MD.
- Does not change the plant design, the makes or the control settings outside the issued philosophy without the design office's written agreement.
- Does not certify vendors' payments — he measures and recommends; the MD pays.
- Hires his team within the sanctioned strength; appoints and removes operators with the MD's knowledge.

5. Candidate profile

	Required	Preferred
Education	Diploma or B.E./B.Tech in Mechanical Engineering (or Electrical with strong refrigeration experience)	B.E. Mechanical + a refrigeration / ammonia operator or safety certificate
Experience	Minimum 5 years in plant operation and maintenance, of which at least 2 years running an AMMONIA refrigeration plant (reciprocating or screw) with its electrical and utilities — dairy, ice-cream, cold chain, brewery, food processing, fisheries, pharma or a large cold storage	8–12 years; has been the in-charge (not the assistant) of a plant of 500 TR or more; has commissioned a new plant at least once; Kirloskar / Frick / GEA / Mayekawa machines
Must know	Reads P&IDs, GA drawings and single-line diagrams; ammonia safety and leak response; compressors, condensers, evaporators, pumps, VFDs, panels; preventive-maintenance systems; basic water chemistry (softener, RO, condenser treatment); boiler operation; statutory inspections	SCADA/PLC exposure; ERP-based maintenance; energy auditing; cold-room / AHU / fogging systems; compost-yard aeration systems
Licences	Willing to hold the factory's ammonia / refrigeration responsibilities on record; valid driving licence	Boiler Operation Engineer certificate; Electrical supervisor licence (Rajasthan) — or hires one
Person	Owns problems; writes things down; calm in an emergency; works with contractors firmly and fairly; comfortable in a rural posting with on-call duty; Hindi fluent, working English (manuals, vendors' mails)	Has built a team from zero; has lived on a plant site before
Age / location	30–48 years; based in Dholpur (accommodation on or near the farm provided); 6-day week, on call for emergencies	From Rajasthan / Agra–Gwalior–Mathura belt

6. Terms (to be completed by JCPL)

Item	Terms
Designation	Plant Manager — Engineering, Utilities & Maintenance
CTC band	₹ 9 – 12 lakh per annum, plus accommodation on or near the farm
Joining	By 1 December 2026 — the compressor sets arrive on site on 10 December and commissioning runs through the month; a candidate on 60–90 days' notice must be identified by 25 October
Probation	3 months; confirmation on the KPIs of section 3
Minimum service	24 months from joining under a written service agreement — the candidate must be willing to commit to two years before he is short-listed; leaving earlier means repaying the relocation and training costs and serving the full notice
Notice	3 months, either side, after confirmation

7. How we select — what the agency should do

1. Screen on the two hard filters first: (a) ammonia plant hands-on, (b) has been the responsible in-charge. CVs without both are not sent.
2. Send a short-list of 3–5 within two weeks, with a one-page summary each: plants run (TR, refrigerant, machines), team size, commissioning done, reason for leaving, notice period, current CTC, willingness for Dholpur and for the two-year service agreement.
3. First round (phone / video, 30 min): the candidate explains, in his own words, how he would respond to an ammonia leak in the machine room at 2 a.m., and how he set up preventive maintenance at his last plant.
4. Second round at Dholpur with the Managing Director: a walk through the machine room and the compost yard; he reads one of our P&IDs and tells us what he would check before start-up; he meets the Farm Manager.
5. Reference check with the last two employers' plant heads before the offer.

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