

ANDREW YULE & COMPANY LIMITED
(A Government of India Enterprise)
8, Dr.Rajendra Prasad Sarani, Kolkata-700 001
CIN - L63090WB1919GOI003229
[Recruitment Advertisement No. 2023/05/01]

THE COMPANY:

Andrew Yule & Company Limited (AYCL) is engaged in the manufacture, sales and servicing of various industrial products like Transformers, industrial fans etc. The Company also has fifteen tea gardens under its control. AYCL became a Government of India Enterprise in 1979. The Company today is a multi-product, multi-unit Company having three Operating Divisions namely, Engineering, Electrical and Tea Division and one service Division viz. General Division.

Applications are hereby invited from suitable candidates for the following post on Contractual Basis for a period of 05 (five) Years in Tea Division of the Company. Candidates having requisite qualification and experience as indicated below may apply accordingly:

Post Code No.	Division / Department, Location	Position & Grade	Qualification Required	Min. Post Qualification Exp.	No of Post	Scale of Pay	Max Age (Yrs.)
2023 /05/ 01	Tea Division, Kolkata.	Executive Director (Tea) on Contractual basis, equivalent to Grade E8.	Graduate Degree in Plantation Management/ Bio-Science/Science/Arts/Commerce/Agriculture preferably with post-graduate Degree/Diploma (2 Years) in Management / Agricultural Science.	Minimum 20 years post qualification experience in Tea Industry and should have experience in Top Managerial position of running a Tea Business in an Organisation of repute. CPSE executives having relevant experience of working in Tea Company in E7 Grade are eligible to apply.	1	Rs. 1.8 lakh per month plus PF contribution and reimbursement of conveyance and expenses for use of Mobile phone as per rule	57

ELIGIBILITY CRITERIA:

1. Executive Director (Tea) on Contractual basis for 05 (five) years in Grade equivalent to E8:

The ideal candidate should be having a Graduate Degree in Plantation Management/Bio-Science/Science/Arts/Commerce/Agriculture preferably with post-graduate Degree/Diploma (2 Years) in Management / Agricultural Science. The candidate should have minimum 20 years post qualification experiences in Tea Industry. The candidate should have experience in Top Managerial position of running a Tea Business in an organisation of repute. PSU executives having relevant experience of working in Tea Company in Grade E7 are eligible to apply. Appointment will be on Contractual basis for an initial period of 05 years which could be renewed thereafter for a further period of 05

years or up to superannuation whichever is earliest based on performance and need of the Company.

JOB DESCRIPTION:

The brief job description includes:

- (i) To head the business vertical of tea.
- (ii) To set the vision and mission for the Division in terms of productivity and growth;
- (iii) To oversee the operations - for continuous improvement and develop marketing strategies for business growth;
- (iv) To synthesize process control and mapping, quality management system;
- (v) To maintain effective liaison with agencies like the Tea board, Indian Tea Association, tea Research Association etc.
- (vi) To steer cost control and budgetary allocation;
- (vii) To oversee the issues of ERP and Supply Chain Management focusing distribution;
- (viii) Strategic planning for implementation of Customer Relationship Management (CRM) in regard to retention and addition of customers.
- (ix) To devise strategy for competitive bench-marking in operations and marketing on industry principle / norms;
- (x) Decision making through better information management;
- (xi) To stress on growth in retail Tea Packet tea business through own & agency outlets.
- (xii) To identify new export opportunities in tune with global trend;
- (xiii) Plan for technology absorption and R&D initiatives to facilitate growth and expansion;
- (xiv) Human Resource maintenance at different layers starting from Officers, Staff and down the line;
- (xv) Corporate image and corporate citizenship as a compliant business;

Competencies Required:

- (i) Strong leadership and entrepreneurial skills
- (ii) Excellent understanding of business financials to drive the business in a profitable manner.
- (iii) Conceptual clarity to translate vision into reality and deliver result.
- (iv) Excellent communication and people management skills.
- (v) Mature, self-motivated and able to work independently under great pressure.

Approximate CTC:

Rs. 28.90 lakh- (including, conveyance, mobile reimbursement, PF contribution & Gratuity) :

The appointment will be in the level of Executive Director and a consolidated gross sum of Rs. 1.80 lakh per month(approx.) will be paid. The DA will be on IDA pattern and will be revised quarterly. The incumbent will be entitled to other allowance /benefits (including Conveyance, mobile reimbursement as per rule of the Company and PF, Gratuity as per applicable Acts). Apart from the above the incumbent will not be entitled to any other allowances, benefits and reimbursements as are enjoyed by employees in the regular employment of the Company. In case the candidate is required to undertake an official tour for the said assignment, the expenses incurred for the said tour, will be reimbursed at actuals, as per Travelling & Daily Allowance Rule applicable for employees in equivalent Grade subject to approval of the Competent Authority. Applicable deduction like employee contribution to PF and taxes will be deducted as applicable.

How to Apply:

- a. Candidates satisfying the conditions of eligibility criteria shall apply on-line through the Company's website www.andrewyule.com -> career opportunity -> online submission of application-> Advt. No. 2023/05/01 -> Apply Now.
- b. No other mode of submission of application is allowed.
- c. Before applying on-line, a candidate must have a PAN /Aadhaar card, an active email ID and a mobile phone number which must remain valid for at-least a twelve-month period for future communication (including issue of call letters).
- d. The candidate should have scanned copy of Latest passport size photograph in JPG/JPEG format (size not exceeding 1 MB) ready for uploading before applying on-line.
- e. Queries, if any, may be addressed to the following e-mail id pna@andrewyule.com.
- f. AYCL shall not be responsible, if candidates fill up their details wrongly and consequently their application is rejected.

Other Conditions:

- (i) This is not a regular employment and does not entitle any privilege or benefit of regular employment. It is only a contractual employment on fixed term basis.
- (ii) At no point, the claim for regular employment shall be entertained.
- (iii) The tenure of appointment is initially for a period of 05 (Five) years and will be terminated automatically after expiry of 05 (Five) Years. However, the period of contractual engagement can be reduced/ terminated at any time due to unsatisfactory performance of the individual.
- (iv) The contract may be renewed at the discretion of the Management based on satisfactory performance of the candidate and subsequent requirement of the Company.
- (v) Monthly consolidated remuneration only will be paid during the period of the contract. Applicable taxes will be deducted as applicable.
- (vi) The date of determining the upper age limit, qualification and experience shall be the date of publishing of advertisement.
- (vii) Reservation for SC/ST/OBC/minority/differently-abled persons/EWS applies as per guidelines of the Union Government.
- (viii) Documents in support of experience, qualification etc. is required to be produced in original for verification at the time of interview. If any of the documents are not produced by the Candidate at the time of interview for verification and ascertaining their eligibility, then he or she will not be allowed to appear for the interview.
- (ix) Candidate will not be provided TA/DA for attending the interview.
- (x) The Company reserves the right to shortlist the candidates based on parameters decided by the Company and no clarification in this regard will be entertained at any stage.
- (xi) The Company reserves the right to cancel the entire recruitment process at any time without assigning any reason whatsoever.

- (xii) No correspondence will be entertained with the candidates not selected for interview.
- (xiii) Misrepresentation or falsification of facts detected at any stage of the selection process or instances of misconduct/misbehaviour at any stage during selection shall result in cancellation of candidature without any notice and no correspondence in this regard shall be entertained.
- (xiv) The candidates meeting the eligibility criteria need only apply. The candidates will be required to produce the original documents in support of qualification, experience and age at the time of interview.
- (xv) The candidates working with Govt. Departments, statutory corporations, Public Sector Enterprises should apply strictly through proper channel and must enclose a No Objection Certificate while sending the Application. The No Objection Certificate may also be produced before the interview, if not enclosed with the Application. However, in the event of difficulty, they may apply directly and produce the relieving order from their Organization in the event of selection.
- (xvi) Applications that are incomplete, not in prescribed format, not legible, shall be summarily rejected without assigning any reason and no correspondence in this regard shall be entertained.
- (xvii) Company takes no responsibility to collect any certificate/ documents sent separately.
- (xviii) Candidates are advised to carefully read the full advertisement for details of eligibility criteria before submission of application. Multiple applications from the same person against a post are not permitted and such applications are liable to be rejected.
- (xix) Mere submission of application and fulfilling the eligibility criteria gives no right to appear for interview and/or employment. The management reserves the right to short list the candidates for Interview. No correspondence shall be entertained about the outcome of the application.
- (xx) The candidate fulfilling the criteria should submit only one application against his or her name. Management reserves the right to select the candidate in the post mentioned above.
- (xxi) Selection of candidates will be through interview/any other method as may be decided by the Management.
- (xxii) The company reserves the right to reject all or any of the applications received without assigning any reason thereof.
- (xxiii) The Company reserves the right to relax (enhance) the maximum age limit for outstanding candidates depending on the need.
- (xxiv) The selected candidates may be transferred and placed anywhere in India and transfer is a service condition.

- (xxv) Any update, corrigendum etc. of this advertisement shall be posted at Company's website - www.andrewyule.com only. Hence candidates are requested to regularly check the website.
- (xxvi) The number of vacancies is indicative. The company reserves the right to increase or decrease the number of vacancies purely on need basis at any point of time.
- (xxvii) Panel may be drawn from the recruitment process which will be valid for one year and it may be used to fill up vacancies arising subsequently in the said posts. This is only indicative.
- (xxviii) The email id and mobile number given in the application form will be used for further communication in this regard.
- (xxix) Any dispute with regard to the recruitment against this advertisement shall be under the legal jurisdiction of Kolkata (West Bengal) only.

Interested candidates may apply online through the link given in the website www.andrewyule.com on or before August 15, 2023.

Important Dates:

- 1) Opening date of application : July 21, 2023
- 2) Last date of receipt of application : August 15, 2023