

ANDREW YULE & COMPANY LIMITED
(A Government of India Enterprise)
8, Dr.Rajendra Prasad Sarani, Kolkata-700 001
CIN - L63090WB1919GOI003229
[Recruitment Advertisement No. 2025/08/02]

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 in General Division of the Company. Candidates having requisite qualification and experience as indicated below may apply accordingly:

| Sl. No. | Position & Period | Location & No of Post | Qualification Required | Min. Post Qualification Exp. | Gross Consolidated Pay & Allowance | Max Age (Yrs.) |
|----------------|--|----------------------------------|---|--|---|---|
| 2025 /08/ 02 | General Manager/Executive Director (Tea) in equivalent grade of E7/E8 for a period of 03 years | Tea Division, Kolkata 01 | Degree in Plantation Management /Engineering / Agriculture / Bio-Science / Science / Arts / Commerce Graduates preferably with post-graduate Degree / Diploma (2 years) in HR / Personnel Management / Graduate Degree / Diploma in Management / Agriculture Science. | Minimum 18 years post qualification experience for GM (E7) and 20 years post qualification experience for ED (E8) in Top Managerial position in Tea Industry in running a Tea Business in an Organisation of repute. CPSE executives having relevant experience of working in Tea Garden in E6/E7 Grade are eligible to apply. | Consolidated sum of approximately Rs. 1.61/1.94 lakh per month (Basic +DA+HRA (on pre revised Basic) will be paid. Apart from the above the incumbent will also be entitled to other allowance /benefits amounting to approximately Rs. 43000/53000 per month (including Conveyance, mobile reimbursement, PF) as per E-7/E8 Grade. | Maximum 52 years for E7 & 57 years for E8 |

ELIGIBILITY CRITERIA:

1. General Manager/Executive Director – Tea Division on Contractual basis for 03 (three) years in Grade equivalent to E7/E8:

The candidate should have Degree in Plantation Management /Engineering / Agriculture / Bio-Science / Science / Arts / Commerce Graduates preferably with post-graduate Degree / Diploma (2 years) in HR / Personnel Management / Graduate Degree / Diploma in Management / Agriculture Science and Minimum 18 years post qualification experience for GM (E7) and 20 years post qualification experience for ED (E8) in Top Managerial position in Tea Industry in running a Tea Business in an Organisation of repute. CPSE executives having relevant experience of working in Tea Garden in E6/E7 Grade are eligible to apply.

Job Description:

The General Manager /Executive Director – Tea Division will be responsible for the overall management, strategic direction, and performance of the Tea Division, covering all 15 tea estates of Andrew Yule & Co. Ltd. (AYCL) in West Bengal and Assam. This includes end-to-end oversight of agricultural operations, tea cultivation, manufacturing, factory operations, marketing, and business development, with a strong focus on cost efficiency, quality enhancement, and sustainability.

Key Responsibilities:

- Lead and oversee agricultural operations, including preparation, cultivation, seasonal practices, pest and disease control, and adoption of best agronomic methods.
- Direct tea manufacturing and factory operations, ensuring consistent quality and timely production.
- Improve overall garden yields through scientific and sustainable cultivation practices.
- Drive mechanization, automation, and efficiency improvement measures to optimize factory cost, manpower utilization, and energy consumption.
- Ensure compliance with statutory regulations related to environment, labour, safety, and other government guidelines applicable to TE.
- Provide strategic direction for marketing and sales initiatives to strengthen brand presence and improve market share.
- Build, lead, and motivate a team of Managers and Assistant Managers, ensuring capability building and performance alignment.
- Maintain regular visits to all gardens to assess performance, resolve operational challenges, and ensure alignment with divisional objectives.

Required Competencies:

- Strong leadership with the ability to inspire, guide, and manage a multi-location, multi-disciplinary workforce.
- In-depth knowledge of tea cultivation, manufacturing processes, and quality control.
- Proven track record in improving productivity, yield, and profitability.
- Excellent problem-solving, decision-making, and planning skills.
- Sound business acumen with budgeting and cost-control expertise.
- High level of physical fitness to travel frequently to remote gardens.
- Ability to foster innovation, embrace change, and implement modern technology in operations.
- Strong communication, negotiation, and management skills.

CTC:**Approximate CTC per annum is INR 25.52 Lakh for E7 and 30.80 lakh for E8 Grade :**

The appointment will be in the level of General Manager/Executive Director and a consolidated gross sum of Rs. 1.60/1.94 lakh (approx.) per month (Basic +DA+HRA (on pre revised Basic) will be paid. Apart from the above the incumbent will also be entitled to other allowance /benefits amounting to approximately Rs. 43000/53000 per month (including Conveyance, mobile reimbursement as per rule of the Company and PF as per applicable acts) as per E-7/E8 Grade. The DA will be on IDA pattern and will be revised quarterly. 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. 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. **2025/08/02**-> 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 03 (three) years and will be terminated automatically after expiry of 03 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/misbehavior 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 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.

- (xv) Applications that are incomplete or are not in the prescribed format, or not legible, shall be summarily rejected without assigning any reason and no correspondence in this regard shall be entertained.
- (xvi) Company takes no responsibility to collect any certificate/ documents sent separately.
- (xvii) 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.
- (xviii) 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.
- (xix) 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.
- (xx) Selection of candidates will be through interview/any other method as may be decided by the Management.
- (xxi) The company reserves the right to reject all or any of the applications received without assigning any reason thereof.
- (xxii) The Company reserves the right to relax (enhance) the maximum age limit for outstanding candidates depending on the need.
- (xxiii) Circumstances warranting, the incumbent may be selected at a Grade one step below.
- (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 September 09, 2025

Important Dates:

- 1) Opening date of application : August 20, 2025
- 2) Last date of receipt of application : September 09, 2025