

Advertisement for the post of Chief Executive Officer (CEO)

Jharkhand, Silk, Textile and Handicraft Development Corporation Ltd. (JHARCRAFT) is seeking to recruit a Chief Executive Officer (CEO). The CEO will be reporting directly to the Managing Director. He/she will be responsible to work with the existing staff to lead and direct all aspects of the day to day business of the organisation, including administration, personnel and finance.

ELIGIBILITY CRITERIA FOR THE POST OF CHIEF EXECUTIVE OFFICER (C.E.O)

1. Educational Qualification & Experience:

- Full time regular MBA or PG in management from recognised Institute/University with 10 years' experience in Management, Administration and HR
- Or
- Full time regular Graduate from recognised Institute/University with 15 years' experience in Management, Administration and HR
- The candidate should have conceptual as also excellent communication skills (both English & Hindi), capable of leading a team of skilled and ambitious subordinates in a challenging environment..
- At least 5 years of experience in Senior Management level in any Organisation.
- Experience of travelling within and outside India with Management of Sales/marketing and Skill development initiatives is desirable.
- Experience of working with any social service group/ NGO is desirable.

2. Age :

- Maximum 45 years as on the last date of application.

3. Responsibilities:

- The CEO will be responsible for leading and directing all aspects of the day-to-day business operations of the company. He/She will represent the company and the brand as a whole, both internally and externally, developing and fostering positive relations with the employee representatives and interest groups.

- He/She will develop, along with the Managing Director and Officers, strategies, policies and plans for Management operations and will ensure that effective and efficient systems and processes are in place in order that achieves its strategic aims and objectives.
- Keep under review and improve the monitoring of the company's performance against agreed objectives including financial performance and the use and development of Jharcraft's physical and human resources.
- The CEO will be required to report and interact with the Managing Director, and the Executive Board.
- The CEO will be accountable for developing and delivering the annual plan.
- The CEO will be accountable to the Managing Director and the Executive Board of Jharcraft.

4. Remuneration, allowances and perks:

Consolidated package shall be Rs. 1.5 to 2.5 lakh per month (negotiable) depending upon capability and suitability of candidate as decided by the selection committee. Besides, there will be performance based incentives linked to financial performance of Jharcraft. There will be 15% hike on basic gross salary on achieving the breakeven of the company; further 10% additional hike on basic gross salary will be given on achieving profit in multiples of Rs. 3 crore. For example, if Jharcraft achieves Rs 1 crores profit calculated for whole financial year, CEO will be paid performance incentive of 15 % of gross basic salary for achieving breakeven. If Jharcraft achieves Rs 7 Crores profit in a financial year, the performance incentive would be (calculated for whole year) (15% + 10 % +10%) 35 % of basic gross salary for achieving breakeven and profit of two multiples of Rs 3Cr. If Jharcraft is in loss in a particular financial year, no performance base incentive will be paid. This performance based incentive calculated for one year will be paid one time on receipt of audited financial statement for previous year.

5. Duration of Appointment:

The term of the contract will be 3 (three) years and may be considered for extension of 2 (two) years depending upon the performance and target achieved.

The interested candidates are requested to appear for the Walk-in-Interview with CV in set of three along with 4 recent passport size photographs and all the relevant self-attested documents which includes educational qualification certificates, experience certificate(s), last drawn 3 pay slips, on 27/03/2017 (Monday) at 10:30 am in the head office of the company situated at DIC Campus, Ratu road, Near Aakashwani, Ranchi-834001.

Managing Director
JHARCRAFT