

**Information for the Candidates for the post of
Chief Executive Officer (CEO), Agrinnovate India Ltd.**

Name of the Company	Agrinnovate India Ltd
Location	New Delhi
<p>Agrinnovate India Ltd. (AgIn) was incorporated under the Companies Act, 1956 (No. 1 of 1956) on 19th October, 2011. It is a “for profit” Company owned by Department of Agricultural Research & Education (DARE), Ministry of Agriculture, Government of India. It is to act as an effective interface between Indian Council of Agricultural Research (ICAR- an autonomous organization under DARE) on one side and the Stakeholders of agricultural sector (Farmers; Public & Private Sector firms; R&D organizations; Educational Institutions- all of these at National and International level) on the other side, for a significant purpose of securing, sustaining and promoting global agricultural development.</p> <p>The Company has been set up with an authorized share capital of Rs. 100 crore, with an initial paid up capital of Rs. 50 crores from DARE/ICAR.</p>	

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Chief Executive Officer (CEO), Agrinnovate India Ltd.**

Position	Chief Executive Officer
Qualification	An MBA from a business school of repute with overall good academic record.
Years of experience	Minimum 10 years.
Minimum Age	35 years.
Pay Scale	Rs. 43200-66000 (IDA).
Reporting Hierarchy	CEO to Board of Directors, Agrinnovate India Ltd.

Key Areas of Responsibility and Accountability

- Head AgIn and is accountable for an efficient functioning of the company and for achieving of the company and corporate objectives and performance parameters, overseeing its interaction with external stakeholders and providing leadership to and management of employees.
- Production, marketing and popularization of ICAR's products ,processes and technologies in agriculture and allied sectors such as seed, planting material, vaccines, diagnostics, biotechnological products, and other value-added inputs and products and farm implements and technology.
- Providing technical support for key turnkey projects on production and processing plants in agriculture and allied sectors.
- Creation of Public–Private Partnership in research, education and other capacity building endeavors in agriculture and allied sectors.
- Setting up research and production farms outside India and undertaking global brand building initiatives.
- Lead the team by example and establish the departmental processes.
- Represent in management reviews through proper MIS, presentations and reporting.
- Play pivotal role in Project steering group to support all ongoing products and extend functional support for their smooth running.
- Extend functional support on annual budgets and to control departmental expenses to meet budget.
- To analyse the market evolution, customer needs & trends in order to identify and develop a relevant pipeline for production of new products to meet the changing needs.
- To lead the development and translation of key customer insights into effective 3 years strategic and annual operating plans which build both business as well as strong brand equity.
- To build strong customer relations at all levels along with the research institutes and the sales team.
- Improve internal and external customer satisfaction index.

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Candidate Profile

CEO will be accountable to the Board of Directors and would be responsible for an efficient functioning of the company and for achieving corporate objectives and performance parameters, overseeing its interaction with external stakeholders and providing leadership to and management of employees. The candidate should have the ability to adapt to various environments, to wear many hats and to work productively with different Departments/Research Institutes with diverse group of individuals/organizations. He should have:

1. Excellent interpersonal skills; particularly leadership and communication.
2. Should be at a senior executive position in a reputed agri-business organization.
3. Should be able to define, implement and manage the project.
4. Should have experience in leading a team.
5. Should have a performance oriented mindset and should be able to align his team in this direction.
6. Should have good knowledge of commercial transactions.
7. Should have at least 10 years' experience, preferably in areas of Marketing, Intellectual property Management and Business Incubation.
8. Should have demonstrated competence for capitalization of Intellectual property by identifying and prioritizing potential vendable technologies and building value chains for commercialization; and/or hands-on experience in development of collaborative action- research proposals for validation ,up-scaling, value addition and/or business development; mobilization of funds and licensing of technologies with national and global clients.
9. Aptitude for systems thinking and flexible/lateral thought in problem-solving.
10. Strong management skills with proven initiative, persistence and will to succeed.

Competencies Required

- **Functional Knowledge**
Possess in-depth knowledge in areas of Marketing, Strategy planning, Intellectual property Management & Business Incubation.
- **Achievement Orientation**
Achievement orientation is the ability to set challenging goals, monitor progress and make sure results are achieved as planned; hold self and employees personally accountable for high standards of excellence in their work; and seek more efficient ways of doing things.
- **Problem Solving**
This competency focuses one's efforts towards solving any problem related to the design and structure after due analysis of the problem.
- **Customer Relationship**
This competency focuses one's efforts towards solving customer complaints and queries and believing that customer complaint resolution is a critical determinant of customer delight and hence business success.
- **Negotiation**
It is the ability to clearly state ones requirement, expectations and get the best possible deal by creating mutually acceptable solutions. It also needs the ability to understand the other party needs and concern and being able to apply pressure tactfully when required in order get ones objective through.
- **Initiative**
This involves the ability to self-start tasks without waiting for instructions, identifying opportunities, and developing new ideas, which result in adding value, competitive advantage, increased efficiency, less time consumption and faster decision making.